

Meeting Minutes

September 20, 2023

1-2:30 pm, Microsoft Teams Meeting

Present: Samantha Goldben, Angelee Hammond, Fran Holzmann, Laurie Hughes, Erin Johnson, Lesa Jorgensen, Danielle Juan, Jennifer Keso, Allison Kunde, Lisa Mick, Tom Romanowski, Cindy Schultz, Erin Van Lyssel

Excused: Kris Kissling

Absent: Toni Aaron, Abby O'Neil

Guests: Sue Baker

SAS Liaison: Jim Stevens

Admin Liaison: Alex Hummel

1. Call to Order - President Juan called the meeting to order at 1:00 p.m.
2. Welcome to our new and returning Senators:
New: Alison Kunde, Erin Van Lyssel, Laurie Hughes, Samantha Goldben
Returning: Kris Kissling
3. Approval of the Minutes June 14, 2023
Minutes stand approved as amended.
4. Committee Reports
 - a. President's Report – President Juan reported on the following items:
 - Shared Governance meetings: They have been meeting regularly with administration and access campus representation as well. The big topic has been the realignment plan. Continued discussion was also held on what happens to remaining employees, their duties, evaluations, and expectations moving forward, just to name a few. Chancellor noted his commitment to working with Human Resources on this concern. Other points of discussion included: reporting furlough, the layoff plan, and information located in the layoff website. The Workforce Reduction website and the Institutional Realignment Plan can be found at: <https://uwosh.edu/hr/workforce-reduction/>
 - The realignment plan has three major factors that are being looked at: Risk Mitigation, Strategic Planning, and Continuity of Services. Recommendations go through, system legal, our administration and then to Shared Governance for feedback. We want to remain hopeful we aren't just a checkbox, and that our feedback is considered. President Juan noted that she is committed to being at the table and advocating for university staff at their weekly meetings. Moral continues to be low and she wants to be sure our concerns are being considered and that she stays a key part of the process.
 - Leadership Council updates included similar updates to other meetings.
 - Shared Governance leaders had lunch with two regents, and it was reiterated that no one wants these budget problems, but with a lack of funding it seems inevitable.
 - b. Treasurer's report – No update – *Stays the same*
 - i. University Staff Senate: \$ 627.01

- ii. University Development & Appreciation Day: \$-767.28
 - iii. University Professional Leadership & Development: \$ 4753.00
 - c. Faculty Senate – (Mick) – Updates included: Provost Martini was their guest and he spoke to enrollment management, retention, and gave some budget updates. They held their meeting in a hybrid mode, and it was well attended. They did vote on a few items related to considerations to be made for upcoming reduction efforts, and one of those was a document on areas they felt were key to consider keeping as they are important for student experience. Faculty Senator Gutow went so far as to say the two key areas are facilities and faculty. It was a long and in-depth conversation of several areas that seem highly important not to layoff.
 - d. Senate of Academic Staff – (Stevens) – No report, they meet tomorrow.
 - e. Access Campuses –
 - Senator Kissling [FOX] – Updates included: Excused
 - Senator Holzmann [FDL] – Updates included: Senator Holzmann will report on behalf of both campuses: Both campuses held a Welcome Back Bash and are kicking off their Starting Strong Series for students to become more engaged. The FDL campus has had several improvements to their grounds and they look great. Senator Holzmann praised Senator Mick for all her awesome work on the grounds and so many improvements.
 - f. Administration Representative – (Hummel) – Representative Hummel noted that with the past representative being the HR Director, they are looking into a new person for this role. He inquired about the need, want, and wishes of the Senate for this role and discussed the pros and cons of having it filled. They will continue to work with our leadership on this need and possible fill moving forward.
 - g. Other Committee Reports – University Staff Professional Development Day – They will begin reaching out to staff members soon in preparation for next year's event.
5. Action/Approval Items –
- a. President-Elect - We continue to look for a senator willing to step forward in this role.
6. Discussion Items [In One Drive for Senators if needed] –
- a. Open Senate Seats
 - ii. Finance & Admin Services – Division A (3 open seats remain)
 - a. Bylaws Committee - (1 Past Member & 2 Senators) – This will be an action item at the next meeting.
7. Items from Members –
- 1. University Staff Grants Update for fall – Senator Schultz – Last week the announcement went out. As a reminder: the deadline is November 17 and this is for an event within the first half of fiscal year 2023-2024 (June 30 through Dec. 31, 2023).
 - 2. Ellie Maslowski Memorial University Staff Scholarship update for fall – Senator Schultz – Last week the announcement went out for this one as well. As a reminder: the deadline is November 5th, and this is for classes taken within the fiscal year 2024-2025.
 - 3. Senator Schultz inquired about a list of those being laid off and if it will include administrators and anyone with bigger titles. This whole realignment plan is

bigger than we can ever see and even though we need to trust the process, communication, transparency, and honesty would be appreciated. She asked why we wait for a crisis to happen before we take necessary steps, why are we not being more proactive?

4. Senator Kunde asked about the effects the loss of colleagues will have on shared governance and asked about the ways we are planning to address this. We will be hit hard. April Dutscheck noted that reapportionment will be done early in the spring semester right after the layoff date and retirements are in, to be sure we have the correct number of staff represented across Senate. But the effects on Shared Governance should continue to be a key part of our discussions.

8. Information Items - None

- a. Next meeting is October 18, 2023

9. Adjournment

Meeting adjourned at 1:41 p.m.

April Dutscheck,
Recording Secretary