

University Staff Senate Minutes

May 16, 2024, 11:00-1:00 p.m.

Raynor Memorial Library, Beaumier Suite C and virtual

Present

Elected representatives:

Calley Hostad, Kirsten Boeh, Amber Jensen, Lizzy Machado, Molly Eldridge, Tina Aiello, Jack Bartelt, Dwayne Burtin, Maria Cooper, Robin Cork, Latrice Harris-Collins, Sarah Kazlauskas, Yvonne Printz, Steven Robertson, John Sweeney, Rae-Ann Vanek, and Karli Webster

Other attendees:

Chad Wheeler, Lizzie Kerrick, Tammy Meyers, Michael Groen, Tia Langnes, Mary Serrano, Mel Baker, Kim Poehlman, Carol Trecek, Emily Miner, Wendy Walsh, Kim Patterson, Ritu Sachdev, Lori Montezon, Paul Dion, Irene Cvetich, Jessica Rice, Ben Kennedy, Sherri Lex, Jamie Busse, Rosita Tormala-Nita, Yasi Blackmon, Cathy Brummer, Megan Pavlic, Nicolle Skoien, Amy Connelly, Kim Perez, Jodi Cherney, Patricia Psuik, Kiley Sturgeon, Margie Felber, Karen Nest, Sheila Kershek, Katie Ruetz, Kathleen Auchter, Brigid Alba, Jenifer Van Able, Mark Schumacher, Julie Radford, Elizabeth Voltner, Coreen Bukowski, Rae-Ann Vanek, and Joya Crear

Meeting started by Calley Hostad at 11:02am.

Reflection led by Lizzy Machado.

Special Business/Meeting Guests/Topics

Guest Speakers: President Lovell

Link to meeting recording [here](#).

1. Dr. Lovell
 - a. First, I'll provide an overview and updates.
 - b. Jill and Ralph were recently here to talk about Securing Our Future, we've been talking about the headwinds for a while, hopefully this conversation didn't catch anyone off guard.
 - c. As we think about moving forward, these conversations about plans to increase investment funds can create a lot of uncertainty on campus, this leads to emotions-anxiety, anger, worry, which are very natural and we are all feeling those emotions.
 - d. There are many things happening that are outside of our control, this is a hard time for everyone in this room and on campus.
 - e. We have time, between now and 2031, we started these discussions in 2019 and worked with faculty and staff to generate ideas, then the pandemic hit and then we had a new crisis.
 - f. That was a difficult time on campus and we had to make hard decisions.
 - g. There's been some misunderstanding between a shortfall and structural deficit.
 - i. Shortfall definition (slide)
 1. Financial gap in a given year from what was budgeted that we have to close.
 2. The past 2 years we've had shortfalls.
 3. Not uncommon to have a 1-2% surplus or shortfall.
 4. We've been good at closing those shortfalls.

- ii. Structural deficit
 - 1. What is more concerning is structural deficit, this is when your expenses continue to exceed your income year after year.
 - 2. This is a much more serious problem that requires making major changes.
 - 3. Many universities have major structural deficits, even our peers in the region, including UW schools.
 - iii. We've had shortfalls but no structural deficits-this is good. Because we're not dealing with a structural deficit, we can be thoughtful and come together as a university to change.
- h. We can control our own destiny.
 - i. The reason why we're doing what we're doing is because we don't want to create a structural deficit because then you have to make really hard and non-strategic decisions. We want to create a sustainable change to support the longevity of the institution.
 - ii. The board supports this plan.
 - iii. If we weren't doing this, I wouldn't be doing my job as president to ensure the long-term success of this university.
 - iv. I want to note that 13 million dollars of those funds will be reinvested back into the university-particularly faculty and staff increases.
 - v. We want to get people's salaries comparable to their peers and reward people with excellent performance.
 - vi. One question that came in was about how the \$4 million coming in is going to be utilized. Part of that we want to go to salary increases but we don't have exact numbers because we don't know what else we need to invest in (I think this references the \$4 million pool for merit increases – my suggestion: One question that came in was about the \$4 million pool for merit-based pay increases. The increases are discretionary, will vary by individual employee and position, and are based on annual performance reviews.
 - vii. Securing Our Future is fully integrated with strategic plan, master plan, fundraising campaign.
- i. The question that came in was about graduation.
 - i. This was the best graduation we had.
 - ii. It filled my bucket to be there, this is why we do what we do.
 - iii. We couldn't pin down the date because of Bucks playoff schedule, trying to get a firm schedule for next year.
 - iv. We'll do our best not to be in this situation again.
 - v. We had most of the planning in place, we should all be really proud that the ceremony went off without a hitch and the families had a great time.
- j. Class of 2028
 - i. This was an interesting year for admissions and enrollment.
 - ii. FAFSA created challenges for students and their families and our Financial Aid staff.
 - iii. We made a decision in April that we weren't going to wait until FAFSA, made best estimate, little risky to give out more money but was the right decision,
 - iv. We've surpassed our goal of 1,942 to get 2,217 deposits, this is the second biggest class
 - v. Having a large class that will be here for four years will help us with our financial goals.
 - vi. These students are going to have access to great new facilities.

1. Surveyed students-why did they say they enrolled?
 2. 50% said the new rec center was a big reason they chose to come here.
 3. This is why we do what we do.
- k. One of the other questions that came in was about the retreat that the BOT is taking in June – Board of Trustees retreat-going to Spain, going to Ignatian sites, going to Rome, they are having a board meeting in June.
- i. It's not uncommon for boards to do this, it's good for our board to want to learn more about our Ignatian tradition.
 - ii. Board members are paying for their own travel and only select senior leaders are attending;, members of the university leadership team that usually attend Board meetings are not travelling.
2. Calley-Dr. Lovell's questions for us were What information would we like from him? And What is the best way to disseminate this to staff? So these might be a good place for us to start that discussion.
- i. Karli Webster-Regarding communication, it's helpful that you go to meetings on campus. I feel like I go to the LEAD meetings, seeing you around is helpful and helps acknowledge the different levels of leadership who understand how faculty and staff are feeling about things. Just your presence is helpful.
 1. Thank you, that's a really great point. I go to over 200 events on campus each year,
 2. I love going to these events, don't be afraid to reach out and invite me to come to things, if I can come to things, I will.
 - ii. Calley-[There is a form you can fill out to request Dr. Lovell.](#)
 1. Dr. Lovell-I visit academic units twice a year, talk with your dean about what things you want me to see.
 - iii. Kirsten- I would like to comment on photo opps versus actual conversations. It's nice to be able to just have a conversation with you and I think you work to strike a nice balance between being genuine and sharing what you're doing on campus through social media.
 1. Dr. Lovell-we're really good at social media, our team likes to get pictures and get them out to the community.
 - iv. Michael Groen-Thank you for taking the time to come and talk with staff senate and I appreciate the extra information about the headwinds that institutions are facing. What advice do you have for departments where reductions in staff over the last several years for various reasons have led to a situation where there is a genuine risk for the University to fall out of compliance with federal regulations both at the institutional level and with regards to our obligations to individual students, faculty, and researchers?
 - v. cuts have been made and they're at risk of falling out of compliance.
 1. Dr. Lovell-we never want to fall out of compliance. Two things, compliance and accreditation, if we ever feel we're are risk of this, One-talk to the person who heads up that unit.
 2. We can't let that happen.
 3. If you really think we're in jeopardy, talk to your supervisor and ask them to bring it to leadership.
 4. ULC members have all been asked to submit recommendations to Ralph and Jill.
 5. This is happening in other areas on campus as well.

6. Just because we're talking about reduction doesn't mean we still can't invest in people with resources in areas that are really important to the university.
 7. I would encourage you to talk to the leader of your unit
 - a. Michael-For the last 2 years, I have been raising concerns with my ULC leader and haven't heard anything back.
 8. Dr. Lovell-Mike, send me an email to summarize the issue, I wasn't aware of this, thank you.
- b. What recommendations do staff have to build morale and lift up our campus community?
 - i. John Sweeney-Provide free rec memberships to faculty and staff.
 - c. Dr. Lovell -thank you to our staff members for everything you do for this institution, you are what makes this university special.
1. Post presentation discussion
 - a. Jack Bartelt-I appreciate that message that was sent.
 - i. It's great to be able to invite someone or something and it's also nice to know where there has been a proactive attention given to areas.
 - b. Sarah K.-If it was important to him, he'd go.
 - c. Steve Robertson-It's a big university, it would be hard for him to go everywhere.
 - d. Calley-also important to think about his health.
 - e. Mel baker-before comments are made can you announce who you are and what department you're from
 - f. Karli-board of trustees, do they understand how upset people on campus are about the budget cuts? Need more clarity between shortfall and deficit and decisions made in previous years.
 - g. Kirsten Boeh-the haves versus the have nots, who is getting paid what? What is their perception of these cuts?
 - i. Once Lynn said the board was paying their own way, that made a difference in how we perceived that trip, they should include that information right away, be transparent upfront, that would help us trust leadership.
 - h. Kim Poehlman-parking, rec membership, this is a bigger issue for staff, we shouldn't talk about small issues, we should talk about bigger ways to engage staff morale.
 - i. Rather than deciding the merits of subsidized fitness membership for staff - I raised the issue as an example of how staff suggestions are acknowledged or not.
 - i. Jack- It's hard to balance need for more revenue streams and staff engagement.
 - j. Steve Robertson-the facility can still help people, this is about proactive wellness, there are pros and cons to everything. We need some small wins for the university.
 - k. Yvonne Printz-what can boost morale, which is something we love to get emails from staff, if you join the rec center here, you do get a discount, if you want the free one, it's in Coughlin. Send us information about what will boost morale in your department.
 - l. Sherri Lex-Ideas to increase morale: 1) Recognize changes in workload, add bonuses for the extra effort or some extra vacation to refresh 2) More fun university events for staff.
 - m. Jack Bartelt- balance reductions to right size while also increasing the class size. Tension between these two forces.
 - n. Karli- he emphasized first gen students and students of color, but there is a lot more assistance that requires more staff time, we want to help students, but it takes more time and staff. We need to make sure we have people to meet student's demands, which might be a different ratio than it used to be.

- o. Dwayne-transparency, knowing that we're being heard is very important, is it being talked about, how do we get updated about when we'll hear back after concerns are submitted.
- p. Lori Montezon-With the tight budget and upcoming reductions, there may be a choice to be made. Either free items for staff or cutting staff. That would be a tough decision for administrators. Perhaps we need to focus on items that do not cost money to increase morale...
- q. Calley- this is not the last time to address these issues, these conversations are ongoing, email us!
- r. Patricia Psuik-Backing up a bit to the topic of morale, with most interaction done online, does anyone think that more flexibility regarding hybrid/remote work could be a morale booster, and even beneficial in various other ways? Simply curious.
- s. Kim Poehlman-Psuik, Commuter costs (.655/mile gas, wear/tear, time) are most onerous for folks at the lower end of pay range. Opening this option to more hourly staff would be a concrete way to demonstrate *cura personalis*, flexibility, and concern for our environment. The current policy seems biased.
 - i. If these things aren't addressed, people get tired of making suggestions.

Guest Speakers: Scott Idlewood, OGC

1. Scott-office of general council, free expression statement
2. Scott
 - a. I've been in the law school since 1995, I teach constitutional law.
 - b. The university council approached me, and the committee crafted a singular, overarching statement of free expression for the university.
 - c. Students created a statement, we built on that statement, we developed a statement involving the university's unique character and mission.
 - i. We're not a city or state, we're a residential, educational facility and we do believe in certain things, we don't go all the way with the first amendment because it protects hate speech, some speech is so problematic the university community shouldn't have to tolerate it.
 - d. The impetus was the upcoming RNC because Marquette will be housing many attendees, we might be viewed as a public park for protests, streets and sidewalks are open to that.
 - e. Over the last 8-9 months, things have gone crazy at other universities further necessitating the need to create this.
 - f. Reading of the statement
 - g. This statement has gone before GSO, Academic Senate, Faculty Senate and we're seeking input and endorsement.
 - h. Some people thought objective morality was problematic so changed it to university's guiding values.
3. Kirsten Boeh-what is the timeline for feedback.
 - a. Hoping to finalize it in June.
4. We will share a document with everyone.
5. Talk with ralph and Jessica Jenkin and cc Scott if you have any recommendations before mid-June.
6. Does anyone have questions or comments for Scott?
 - a. Jack Bartelt-is there any step you might take a step at the end to let people know what changes have been made?
 - b. I think that's a good idea-I'll look into it, that sounds like good practice to share with people before it's published.
7. Karli-Looking at the senate webpage it's outdated, could we update.

8. We are getting things for our endorsement which is really important.

USS Officer Reports

Secretary: Lizzy Machado

1. Minutes passed.

Treasurer: Amber Jensen

1. Our budget has been spent out on swag.
2. As of June 30, we'll get a new budget, until then, we are out of money.

Vice Chair: Kirsten Boeh

1. Meeting with HR-staff excellence awards on May 23, I will put the info in the chat.
2. Awareness of supervisor consistency, how to empower staff to advocate for themselves and inform staff supervisors to support attendance at these events.
3. Compensation study update-want to do training with all supervisors before they release content, hoping it will all be done by end of May.

Chair: Calley Hostad

1. Molly Eldridge has been asked to serve on one of the planning teams for strategic planning.
2. Most crime statistics were down, sexual assaults were up due to delayed reporting, we can invite Chris to tell us more about this. Lauren Morten is also.
3. 34% more calls since 2022, behavioral health unit
- 4.
5. July meeting will be closed meeting and selecting leadership.
 - a. Chair role.
 - i. Organizing meetings and working with executive group
 - ii. Leading meetings
 - iii. working with people across campus
 - b. vice chair
 - i. assist the chair.
 - c. Secretary
 - i. Document meeting minutes.
 - ii. Record, approve and share meeting minutes.
 - iii. Email meeting calendar invites and reminders.
 - iv. Manage staff emeritus requests.
 - d. Treasure
 - i. Maintain budget and order items.
 - ii. Expense reports
 - e. Subcommittees
 - i. Bylaws
 1. I work with people to figure out how the staff senate operates.

Subcommittee Reports/Comments

Bylaws: Jack Bartelt

1. Sent out draft language, we don't vote on this until next meeting.
2. Any questions?
 - a. Is there a script? Yes.
3. This is meant to help and add credibility to what we do.

Communication: Dwayne Burtin

1. No updates

Nominations and Elections: Robin Cork

1. Nominations are open, the deadline is.
 - a. 5 at large
 - b. 1 academic
 - c. 1 administrative
2. Join us!
3. Information is in Marquette Today

Service: Maria Cooper

1. No updates

Staff Outreach: Robin Cork/John Sweeney

1. Poker walk is on May 22 at noon.
2. Reach out to robin if you'd like to staff the table with her.

Work Environment: Kirsten Boeh

1. See vice chair report.

External Facing Committee Reps

Cyber Security-Sherri Lex

1. No update

MUPD Board-Chris Bartolone

1. No update

Safety Task Force-Latrice Harris-Collins

1. No update

Staff Compensation-Carol Trecek

1. No update

Strategic Planning-Calley Hostad

1. No update

University Academic Senate-Karli Webster

1. No update

UFPRC-Molly Eldridge

1. No update

New Business/Discussion:

1. Attending the supplier fair.

The meeting adjourned at 12:54pm.