University Staff Senate Minutes

September 21, 2023, 11:00-1:00 p.m.
Raynor Memorial Library, Beaumier Suite C

Link to meeting recording with slides here.

Present

Elected representatives:

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

Other attendees:

Nicolle Skoien, Lizzie Kerrick, Brigid Alba, Yasi Blackmon, Anna Borchardt, Paul Dion, Sherrie Dorff, Melissa Econom, Amy Kaboskey, Maggie Klatt, Jane Kondracki, Sherri Lex, Tammy Meyers, Lori Montezon, Karen Nest, Kim Patterson, Carol Trecek, Jenifer Van Able, and Elizabeth Voltner

Meeting started by Calley Hostad at 11:01am.

Reflection led by Dwayne Burtin.

Special Business

Guest Speakers: Dr. Jeanne Hossenlopp

1. Introduction
    a. I've been at MU since I was a young child, originally a faculty member in dept. of chemistry, several admin roles, now I'm vice president for research and innovation.
    b. Big role now is steering the strategic planning process.
2. Strategic planning process
    a. First plan Beyond Boundaries-approved under Fr. Pilarz, outdated.
    b. During the pandemic, BOT asked university leadership to identify new strategic priorities, this produced the 5 strategic priorities, want to centralize DEI.
    c. We asked people what was missing, got feedback.
    d. During the summer, ELT sat with strategic planning core team and sifted through all the responses we received and looked for patterns.
    e. ELT found 7 themes.
        i. Mission
        ii. DEI
        iii. Wellbeing and transformation of students
        iv. Cura personalis
        v. Teaching and programs that innovate and inspire.
        vi. Research-how to build communities around research topics that can change the world.
        vii. Culture of bold and agile stewardship
    f. Graduate students felt left out, our faculty and staff wanted to be recognized and supported and to be integral parts of the planning of our community,
    g. Driven by US News reports-highly ranked in undergraduate teaching, how can we lean into that?

h. As we got feedback on the structure, people didn't like the image and they restructured it into a framework with three themes
i. 2024-2031 (7 years)-150th anniversary of Marquette. What does it mean to focus our efforts over the next 7 years to prepare MU for the next 150 years?
j. We're working on what goes under each strategic theme.
k. In October we'll have meetings to discuss tactics, metrics and targets.

3. Today's discussion
    a. Go over framework and get feedback.
        i. Not everything we do will show up as a priority in the strategic plan.
    b. Three themes
        i. Healthy students
            1. Nationally recognized leader in Integration of student wellness transformation and success
            2. Lots of campuses talk about being a leader in student wellness and success.
        ii. Healthy campus
            1. Thriving in its culture of belongingness and agile in ensuring the health of the institution
            2. Balance between individuals and as a community
        iii. Healthy world
            1. Focusing MU talent to address world's challenges, commitment to local and global community.
            2. Research and service go together.
4. Initial questions and thoughts?
    a. Tina-healthy students. When you stay student wellness, what does that encompass?
        i. Not just physical wellness. Lots of ways to measure wellness, meant to be broadly construed.
    b. Latrice
        i. Food insecurity on campus especially with EOP and Urban Scholars.
        ii. What can we be doing better?
        iii. Students assumed they could not qualify for food stamps, but they can.
        iv. Need for increased transparency, and sense of safety in spaces like financial aid.
        v. Jean-grad students feel food insecurity too.
        vi. With a new alert sytem, students get notifications of food leftover from events.
    c. Jack
        i. Achievableness of goals
        ii. Who are we intending to be better than for the healthy student's goal?
        iii. Who do we need to be better than?
        iv. Jeanne -these are big broad categories that are hard to measure. I'm not sure there are leaders in this domain. There are leaders in student success, our external consultants asked us to look at models from other universities (MU gave pushback because those universities had different students than MU).
        v. I think it's a great goal, I just want us to know when and how we got there.
        vi. Jeanne -in the final version, these will be framed as aspirational, but there will be more concrete measure able goals that will be structured underneath the larger themes.
    d. Karli
        i. Healthy students seem very specific but the other two seem vague, some inconsistency.

e. John
    i. Hard to compare us to larger institutions.
f. Jeanne, any words you don't like?
    i. Karli-healthy. This word could be exclusionary, and people could define it in lots of ways. Other words "care for," "thriving," "flourishing."
    ii. Trustees were worried about the goal for a healthy world, that's a big burden
g. Kirsten
    i. Keep these as three things that build on each other. It's each of our responsibilities to make the world healthy for ourselves and our students.
    ii. Most important thing is the student peiece, but they are all critical to this idea.
    iii. Jeanne -operational things under healthy student's theme
h. Latrice
    i. When we bring in first year students and their fresh and don't know what they're doing are we approaching their needs comprehensively and making things EASY
    ii. There needs to be a larger conversation about students' first experiences at campus and plan out their time and resources at MU.
    iii. How are we helping students understand the unwritten rules of academia?
i. Lizzie
    i. Healthy world section-Milwaukee is mentioned but there is an opportunity to focus on our immediate community rather than the whole world, MU should work to be an anchor institution in Milwaukee.
    ii. Jeanne -Kelsey Otero, helping with this section, will come out more in tactics.
j. Brigid
    i. I feel like communication is not very good on campus, this is why we need to go to things on campus, but we need to integrate more about how we communicate this plan and how we improve how we communicate with each other in campus. How we communicate to incoming students and current students and their families
    ii. Promotion of a life of faith-I feel like we could do better helping students live their faith on campus.
    iii. Jeanne -agreed, definitely something we should think about. Apostolic preferences intentionally listed under research. We still have lots of work to do. Some people really see the mission, some people don't.
k. Teams Comments
    i. Yasi-Thinking of DEI: these themes don't address who we invite into the community. Obviously, this isn't the intent, but one possible way to ensure that students are "well" is to exclude those who have significant barriers to wellness. One possible way to ensure that "our campus identifies as thriving in its culture of belongingness" is to exclude those who we think don't belong.
l. Kirsten
    i. Potentially add the Milwaukee part to the campus theme

5. Draft of chart
    a. Lots of questions about the academic program piece
    b. Originally the idea was to train faculty in the Ignatian tradition.
    c. To graduate students, this still looks UG focused.
    d. People don't like the word structure; they want more language around the community.
    e. Our budget depends largely on revenue from students.

        i. What's our balance between supporting the things we do well and starting new things?
    f. Agility sounds like a business term to make cuts quickly; people haven't responded well to that. Agility vs adaptability
    g. New faculty are hungry for community.
    h. We haven't really analyzed the impact of our service learning, are we helping partners achieve goals?
    i. Karli-focus not just on our impact on the world but the world's impact on us
6. Small groups are workign on each initiative (12 initiative)
    a. We need to decide what our first priorities are.
7. Kirsten-it's not clear how DEI is central to this graphic.
8. Jeanne-how this is viewed depends on the audience.
9. Kim-Who is the audience for the overall plan? Will there be different versions based on that?
    a. v-The BOT is an important audience member. This is not a recruitment document.
    b. Kim-You somewhat clarified - wondering if this was for the BOT vs campus community. BOT version could be different in that my guess is financial implications would be important.
10. Discussion
    a. Provide your feedback via this FORM
    b. Attend the October 5 forum and Monday October 9
11. Jeanne -thank you for all you do!
12. Reach out to Jeanne or Calley with any questions.

Regular business

Secretary's request:

1. Ask for a motion to approve the minutes
2. Minutes from August approved.

Treasurer:

1. No report

Vice Chair:

1. Met with HR for clarity on retirement benefits and employee benefits.
    a. Benefits and wellness tabs in HR, includes HR benefits.
2. Used to be an excel sheet of discounts from purchasing, but it is not being updated. We have purchasing discounts for MU employees, go to supplier related tab on the Purchasing Department website to see the list of staff discounts.
3. Information is aggregated in spreadsheets, but you can look at each purchasing agreement and see which ones have employee benefits.
4. You get 20% off regular priced items at the spirit shop.
5. We're in the process of working out how we'd like to partner with HR for new employee orientation- to let them know we exist and how we support incoming staff.
6. Nicolle-has HR come back with information about the tier system to benefits, based on salary pay for benefits at certain tier (HR said universities and colleges don't do that but Melissa got a list of universities who do benefits with a tier system

Chair:

1. Next month in October, SERT (student emergency response team)
    a. They'll be joining us for a brief update about the summer RNC drills.

b. Lynn Mellantine from HR
c. New employee orientation falls on the same day as new employee orientation.
d. Working on inviting Claudia Pasch for longer discussion with us-HR
e. Planning document of who we're inviting
f. In December, Dr. Navia is joining us.
    i. Diversity award, we haven't had a lot of submissions.
    ii. Think of people you know who you'd want to submit to.
    iii. Take a team approach to writing the nomination.
    iv. Jack will reach out to Dr. Navia about promoting the award.
    v. Sarah had a question about qualifications for nominator and nominee (must have been staff for 5 years?)
    vi. Can students submit?
    vii. LINK
    viii. We don't completely own this award, but we do vote on it.
    ix. Calley will ask OIDI if students can submit nominations.

Nominations and Elections:

1. No report
2. Nicolle asked for a follow up conversation aobut determine the number of staff members who are administrative vs academic.

Bylaws:

1. Will meet as a committee on October 4 to talk about pressing issues (reducing number of nominations, staffing changes and impact on elections) and discuss future conversation topics.

Communication:

1. No report

Service:

1. No report

Outreach:

1. We met and discussed the history of the staff giving tree and plans to put the giving tree under staff senate.
2. Second semester we'll support backpack program and support MarKept.
3. Maria will update the website with current information.

Staff Outreach:

1. No report

Strategic Planning Report:

1. Karli-update on HLC, October 2/3 is the HLC campus visit, final report in spring 2024. Strategic planning process, good feedback provided.
2. MU PD advisory board meeting update: patrol boundaries have shrunk for MUPD. 2/3 of people affected were not actually MU students. June 1, 2024. Wanted to focus on Marquette. Narcan boxes in res halls.
    a. Jack-if the patrol zone is getting smaller then are they patrolling more often in that zone? The staffing will remain the same and will allow them to better support the campus community. MUPD were reporting a lot of incidents that didn't involve or impact the MU community. MUPD is fully staffed. MU PD is fully accredited, and they have body cameras.

b. Yvonne-do they still do walk assistance?

Work Environment

1. Covered in Vice Chair report.

New Business:

1. Invitation to join subcommittees.
2. Goals for the year
    a. Each subcommittee is working on these goals.
    b. Submit recommendations directly to anyone on staff senate or to the general mailbox.
3. Yvonne
    a. Parking concerns
    b. Tina shared all her concerns with someone in the parking lot during a serendipitous encounter.
    c. The parking office hired someone to go around checking cars.
    d. Students parking on staff floors, commuters have same parking us staff.
4. John
    a. At 25 years would they expand it to 6 weeks of vacation?
    b. Kirsten will bring that up in her conversation with HR.
5. Sherri
    a. Has there been any progress on adjusting the fee for parking upon usage? e.g. 3 days rather than 5 days per week is currently the same price?
6. Karli-the faculty also felt like they weren't included in the plan.
7. Kirsten-this is on the clock time, we should be compensated for university service.
    a. You're not expected to make up this time.

The meeting adjourned at 12:58pm.