

University Staff Senate Minutes

January 18, 2024, 11:00-1:00 p.m.

Raynor Memorial Library, Beaumier Suite C and virtual

Present

Elected representatives:

Calley Hostad, Kirsten Boeh, Lizzy Machado, Molly Eldridge, Tina Aiello, Jack Bartelt, Dwayne Burtin, Robin Cork, Latrice Harris-Collins, Sarah Kazlauskas, Yvonne Printz, John Sweeney, and Karli Webster

Other attendees:

Brigid Alba, Yasi Blackmon, Anna Borchardt, Coreen Bukowski, Jodi Cherney, Irene Cvetich, Paul Dion, Sherrie Dorff, Sally Doyle, Cliona Draper, Melissa Econom, Kalyn Gackowski, Amy Kaboskey, Michelle Kasbohm, Lizzie Kerrick, Sheila Kershek, Katie Klamecki, Tia Langes, Sherri Lex, Jordan Mason, Tammy Meyers, Lori Montezon, Karen Nest, Kim Poehlman, Patty Przybylka, Julie Radford, Ariel Roche, Ritu Sachdev, Kiley Sturgeon, Carol Trecek, Rae-Ann Vanek, Lisa Vlach, Stephanie Werkowski, Chad Wheeler.

Meeting started by Calley Hostad at 11:01.

Reflection led by Kirsten Boeh.

Special Business/Meeting Guests/Topics

Guest Speakers: Joel Pogodzinski, Executive Vice President and Chief Operating Officer

1. Calley introduced Joel and welcomed him back.
2. Joel
 1. In the spirit of gratitude, thank you for inviting me back.
 2. I'll start with the changes in fiscal year 2024.
 3. One of the questions came in using the language, "drastic change." In November, when I talked about Marquette being healthy, what I want to convey in terms of Marquette's overall health can be a "both/and", we are not in either one extreme or another.
 4. I don't want to repeat what I said in November but it's still true, you see what's happening to other institutions but that's not what's happening at MU, we don't have an operating deficit.
 5. We have annual targets we look to achieve to maintain health, we have an operating margin target of 3% which is board mandated but we support it.
 6. We aim to have an annual operating surplus; we achieved it last year but not yet this year. Some of the factors that contributed to that;
 1. Half our revenue is driven by 2 of the lowest consecutive classes we had since 1990's.
 2. We didn't have the full impact of the level of post pandemic inflation.
 1. Inflation has come down, but we haven't experienced deflation.
 2. We have a new baseline of a much higher cost.
 3. Several grad and professional studies programs haven't met their targets.
 1. They were our largest growth area.
 4. Other factors: upperclass retention, fewer first year students means fewer students paying room and board.

7. Our outlook is that we are \$9.5 million short of the 3% target which was established to maintain a position of health now and in the future, we made changes this year to reach that target.
 1. We asked units to adjust their spending.
 2. That money is spread throughout the university. There is no plan to cut positions or merit.
 3. Every unit will do something different to lower spending.
 4. We feel everyone has a path to achieve this goal.
8. We complete a budget around October for the following fiscal year.
 1. The budget we are in this year was approved last year (2022) In Fall, 2023) we had more clarity around being short of our targets.
9. The healthy discussion before does not mean everything is fine and great, still market pressures, we should be happy and grateful about our position. In the same way, the \$9.5 million deficit doesn't mean we should despair.
10. Yes, we're making corrections and I encourage you to think about the unique historical context we're in and what we can do to maintain health.
3. **Question:** How were the cuts decided between the academic and administrative units?
 1. To clarify, we are not in a deficit position; we are \$9.5 million short of our TARGET.
 2. \$7 million in academic affairs, \$2.5 million in other areas
 3. Most of our spending takes place in research and teaching.
 4. Academic affairs was asked to cut more because they spend more
 5. There are differences in the types of dollars available and the sources of money they have to support their operations, we looked at a lot of factors.
 6. The president and provost and I agreed this was the most equitable way to split the cost after reviewing information from our teams
 1. Equitable doesn't mean equal.
 2. Within administrative units-athletics and advancement have the largest reductions
4. **Jack-**Longitudinal question, there seems to be a cycle of having to make cuts, are we in a good position to say we're moving away from these midyear corrections?
 1. There are a few things we think FY25 is better.
 1. Next year one of our smaller classes will be replaced by a larger class.
 2. This week, tuition has increased by 5%
 3. RNC convention-that will net \$3.5 million dollars in revenue, but this is temporary.
 2. Will we have a \$9.5-million shortfall next year? We can't say, I don't want to make promises or predictions, headwinds will persist (college bound students, doubting college value). but we don't expect the same level of shortfall
 3. We will need to continue to evolve. Don't live in a state of crisis or complacency, we are in an industry where we will need to continue to evolve as an organization.
5. **Kirsten-**Switching gears to the academic conversation and around shared governance. Could you speak about initiatives with UAS and how that connects with your office and, in the future will more voices be invited?
 1. The university needs us to make decisions and we had a lot of input.
 2. UAS has always had subcommittees, the budget one was not always there, and now there is a budget subcommittee. UAS asked the budget committee to look into FY24 budget to understand this process and report back at their UAS meeting in February, and we are engaged with them
 3. We supported that committee being created and we're learning together how to collaborate with each other.
6. **Question:** What are the consequences if we don't recoup the \$9.5 million?

1. The consequence would be we don't achieve our target to create additional resources to invest in the university (e.g.-wellness center).
7. **Yasi**-What was the cause of this shortfall?
 1. Inflation was budgeted but our estimates were not enough to cover the impact, as well as the other reasons noted earlier. Cost increases for tuition or room & board didn't occur at the same time.
8. **Staff impact question**-Can we match compensation to inflation?
 1. It's a fair ask but it's a hard ask.
 2. We can't raise tuition 5% each year, we want Marquette to be accessible, we are constantly challenged with how much to charge students and families.
 3. Previous years we only increased 2 or 0%
 4. Our largest expense is people, our revenue is sufficient to support pay increases.
 5. From a strategic planning perspective, one of our priorities is staff wellness.
 1. We've been going through a staff compensation study, staff compensation is a priority, and we are looking to fund that. When the study fully completes, it will be a multiyear process to implement, and we'll phase in different amounts.
 2. How we deploy this will be strategic. Compensation differs widely across campus, and we will address the most impactful areas first
 3. Every job at Marquette will have a range, we will aim towards the most egregious shortfalls first. It won't be everyone all at once; there are some roles that are below the range.
9. **Question:** Will there be a merit increase?
 1. There will be a merit pool for this year.
 2. I don't want to be too redundant, we are committed to a merit pool, there is a shared desire to increase the pool, but we have to look at everything at the university. Everyone is at a very different spot, the solution isn't to provide a blanket increase, we also have some people who are above the market range, we want to be strategic about how we deploy additional money by considering the roles that need the increase the most.
10. **Question:** Is there a timeframe?
 1. We haven't released a timeline yet; it will be a multiyear plan.
 2. Tenured track roles-had a 3-year plan that we extended due to the pandemic
 3. This is going to happen in the next few years.
11. I host [small group breakfasts](#) with 6-10 people, 1x a month. If anyone or your peers want to participate in this, please do
12. Thank you for having me attend again, it's important to talk about this and be open and honest.
13. Jack-I think repeated visits are helpful. Sometimes people do not feel comfortable asking questions the first time, and this is good for building relationships.

Communication: Dwayne Burtin

1. No updates

Nominations and Elections: Robin Cork

1. No updates

Service: Maria Cooper

1. No updates

Staff Outreach: Robin Cork/John Sweeney

1. Second and third shift event that happened last week.

2. Robin-it was suggested we change the time of year to spring break. We had 35 people show and not much of the food was leftover, but we had more public safety show up with was nice, we had 10 prizes left to use in the future. I thought the event went well.
3. We planned for 75 people but only 35 people showed up and all the food is gone. -this is something to consider for next year, we may need to order more.
4. Some of the custodial stagger their gift of time, it may be good to host during a time when people aren't taking vacation.
5. Carol-we did still have a full ½ pan of Italian beef and bread so there was more leftover than you think.

Work Environment: Kirsten Boeh

1. No updates

External Facing Committee Reps

Cyber Security-Sherri Lex

1. No updates

MUPD Board-Chris Bartolone

1. No updates

Safety Task Force-Latrice Harris-Collins

1. No updates

Staff Compensation-Carol Trecek

1. No updates

Strategic Planning-Calley Hostad

1. No updates

University Academic Senate-Karli Webster

1. Wasn't able to attend the meeting, a lot of the conversation this semester has been about the strategic plan, the last meeting was about the budget. A lot of their questions were similar to ours, today I received more clarification from Joel.
2. They are talking about creating a school of education and public service, would still be under ARSC, would house Bachelors, Masters, and PhD
3. They are adding a new doctoral skills requirement for PhD students.
4. Some discussion about the core curriculum, there will be a new core director named soon.

UFPRC-Molly Eldridge

1. No updates

New Business/Discussion:

1. Latrice-there was rumor that parking experienced a 2-year glitch and those staff would have to cover the cost. They changed it so people only have to pay \$500 not the full amount. Glad staff senate was able to help with this change.
2. DEI awards
 - a. There is a value to the nominator's statement and nominee's statement, comparison to job application (resume, cover letter and references)
 - b. Do we want to change this process in the future?

- c. One person is not eligible because they are not an MU employee, and another person is not eligible because they are a
 - d. Do we want the top finalists to submit statements?
 - e. How important are personal statements?
 - f. Kirsten-the applicants should have the opportunity to know they were nominated.
 - g. How do we let people know they've been nominated?
 - h. These people are humble, we could send a message letting them know they've been nominated and know we're voting in the next month.
 - i. If we asked people if they would probably say they don't want to be recognized
 - i. Calley will send a note that they were nominated,
 - j. What information do they need and at what point?
 - k. 2024 Timeline
 - i. January 8-revised deadline to submit.
 - ii. January 18-send draft of email to staff senate reps.
 - iii. January 22-CH reaches out to nominees.
 - iv. February 2-CH email reps to vote.
 - v. February 4-notify winner.
 - l. Be very clear that only the recipient will be acknowledged, not all the nominees.
3. Strategic planning
- a. Kimo is asking how much and how often the staff senate wants to be involved.
 - b. The person who participates should be here after July.
 - c. Mirror what academic senate is doing, talk with Chris to see what they are doing.
 - d. Always easier to tap in than tap out, maximize participation at the beginning.
4. Service award
- a. Do they have the same issue we do? Do we want to put forth names for the service award?
5. Could we help with professional development?
- a. Can we give micro grants?
 - b. We need to press HR to make sure elected representatives are being compensated for their service-especially hourly employees and front facing employees.
6. The more open we can be, the better, which conversations need to be in closed sessions, and which need to be open?

The meeting adjourned at 1:01pm.