

University Staff Senate Minutes

November 21, 2024, 11:00-1:00 p.m.

Raynor Memorial Library, Beaumier Suite C and virtual

Present

Elected representatives: Kirsten Boeh, Luke Morrison, Kate Bracciano, Latrice Harris-Collins, Lisa Chase, Yvonne Printz, Rae-Ann Vanek, Megan Pavlic, Amber Jensen, Jack Goods, Jeanne Zaroni, Robin Cork, Tina Aiello, Karli Webster

Other attendees: Mark Simonson, Shirley Haig, Jenifer Van Able, Tammy Meyers, Karen Nest, Paul Dion, Melissa Econom, Joya Crear, Sheila Kershek, Emily Curley, Rosemary Bass, Jack Bartelt, Coreen Bukowski, Tim Carter, Irene Cvetich, Molly Eldridge, Margie Felber, Laura Hernandez, Calley Hostad, Amy Kaboskey, Ben Kennedy, Lizzie Kerrick, Jordan Mason, Kim Poehlman, Katie Ruetz, Ritu Sachdev, Julie Schneider, Mark Schumacher, Nicolle Skoien, Vicki Trautschold, Lisa Vlach, Becky Goral, Marilyn Jones, Tia Langnes, Calley Hostad

Meeting started by Kirsten Boeh at 11:00 am.

Reflection led by Tina Aiello.

1. Tina led a brief prayer.

Special Business/Meeting Guests/Topics

Guest Speakers: [Alix Riley](#), [Lora Strigens](#), [Joya Crear](#), [Laura MacBride](#), [Eric Kowalik](#), [Jen Maney](#)

[Link to meeting recording with slides here.](#)

Strategic Plan/Strategic Integration Team

Alix Riley, Chief Academic Effectiveness Officer, and Lora Strigens, VP for Planning and Facilities Management

1. Alix and Lora thanked us for having them. They are serving as co-leads for the implementation of the new Strategic Plan, which includes implementation of Securing our Future initiatives. They started this in September, and everything is a work in progress. They want to share about the structure of the team, the initiatives/priorities, and how faculty and staff will be engaged in this process.
2. The Executive Leadership Team will be making the decisions related to the plan. There is a Strategic Integration Team who will be working as a team to move implementation forward cohesively. For example, what priorities can be sequenced first? How will this impact other areas? The SIT (Strategic Integration Team) will be thinking comprehensively and providing guidance to ELT (Executive Leadership Team).
3. Strategic Plan has 3 themes: Healthy Campus, Thriving Students, and Care for the World. There are 4 objectives for each team and 2 priorities for each objective. Work on this plan will continue through 2031. The recommendations from Securing our Future will be integrated into the Healthy Campus theme. There are specific unit recommendations and transformative recommendations. There are 120+ specific recommendations that need to be implemented from

Securing our Future. They are working with unit leaders to determine what objectives and priorities will come first. There is a financial target for each of the recommendations from Securing our Future.

4. There are nineteen initiatives for the Strategic Plan prioritized to advance in fiscal year 2025 by ELT. Lora acknowledged this is ambitious. Each initiative will have a leader, group, charge, timeline, and deliverable. They are presenting 4 initiatives that are moving forward in FY 2025 in Thriving Students theme: Student Success Initiative (Dr. John Su), Advance Ignatian Pedagogy (Dr. John Su), Marquette Core Curriculum Examen (Dr. Mike Olsen, Dr. John Su), and Campus Climate Study (Dr. Chris Navia)
5. Lots of Healthy Campus initiatives on the slide, some include Undergraduate Enrollment Strategy, Centralization of Services, Teaching Efficiency, Campus Master Plan/Housing Study, and Faculty and Staff Compensation. These will be explored alongside each other, noting how changes in one initiative may impact another one.
6. Care for the World – 3 initiatives: Carnegie Classification for Community Engagement (Kelsey Otero), Research Communities (Dr. Jeanne Hossenlopp), Post-Award Grant Support (Dr. Jeanne Hossenlopp)
7. Ian Gonzalez and Dr. Jill Guttormson working on implementing the 120+ specific recommendations from Securing our Future process with many leaders across campus involved.
8. Alix and Lora provided some examples of timelines and next steps for a few of the initiatives.
9. Alex and Lora are working to ensure alignment of progress with the FY26 budget development.
10. There will be quarterly updates on progress of strategic plan initiatives. Major achievements on initiatives announced via MU Today with strategic plan tags. They hope to give a chance for input in the spring from staff.
11. They recommended Dr. Jeanne Hossenlopp and Brian Troyer come to USS to share updates on Research and Undergraduate Enrollment Strategy.
12. Kirsten Boeh asked if Staff Senate can have representation on committees or process for Healthy Campus initiatives. She shares we have not been asked yet. Alix responded that they could explore ways Staff Senate can be involved in certain initiatives. Lora said that they could also bring things to Staff Senate for feedback.
13. Lisa Chase asked if there is a public list of the committees on these initiatives. Lora and Alix responded that yes, it is on the slideshow and in the notes. But they shared there is no issue with sharing lists.
14. Jack Goods asked if the initiatives assigned to Dr. Kimo Ah Yun would change and Lora shared yes, they would.
15. Marcus Arrington brought up Campus Climate Study and students feeling lack of belonging. He asked what change or follow up will take place in response to the Campus Climate survey results. Alix said that they will follow up after Campus Climate Study with recommendations. What comes from the campus climate survey will inform some of the decisions within the Strategic Plan.
16. Latrice Harris-Collins asked about reflection of previous Campus Climate Study (2020) and progress from there before new Campus Climate Survey. There will be opportunities to make comparisons between the two surveys, but also have to take each survey with the context of the time/year. She also asked about how campus building changes fit with the Strategic Plan. Lora said there is much more to discuss and consider before any major facility changes. There is a long runway for those changes and she does not take it lightly.
17. Lora shared that Clark Hall is vacant and will remain vacant. There are other spaces that will open up once the new Wellness & Rec Center opens. These will remain vacant until there is a finalized use.

2025 Campus Climate Study

Presentation Slides – LINK

Laura MacBride, Associate Director of Institutional Research & Joya Crear, Assistant Vice President of Student Affairs

1. Survey will be available in February and will be open for 6 weeks. They are working on the survey/instrument right now. They estimate it will take 15 minutes to complete. Results from survey will be available to the campus in August 2025.
2. Previous Campus Climate Studies took place in Spring 2015 and Spring 2020.
3. They shared the project governance structure and which constituents they have engaged with so far (MUSG, etc.)
4. They asked questions of those in attendance: What are the most important aspects of campus climate they should ensure are captured on the survey? What do we need to understand about how they should examine the results?
5. Latrice Harris-Collins asked about encouraging the survey with staff and how to reengage staff who are disengaged. Joya responded that perhaps they should have shorter surveys that are taken more often and dig deeper into certain aspects/areas on the climate survey. They are also thinking of ways they can incentivize faculty, staff, and students to complete it. One idea is having managers/leaders carve out dedicated time for staff or discuss it in staff meetings.
6. Karli Webster shared that some staff feel there is a lack of trust in that their response to the survey will be considered or don't trust that action will be taken from the results. She also shared that staff feel left out of the conversation compared to faculty and students.
7. Luke asked about volatility of this particular time and how that will impact the positive and negative trends in the data.
8. Joya responded about how they are navigating that. She also shared that they will have paper copies and surveys available in Serbian and Spanish.
9. Kirsten shared feedback on having more text boxes for free response so people feel their voice is heard.
10. Karli recommended providing a preview of the survey or abbreviated version of the questions so that individuals can see more before starting the survey. Hopefully this would encourage them to complete it.

Ignatian Pedagogical Paradigm Certificate

Jen Maney, Director of the Center for Teaching and Learning, and Eric Kowalik, Digital Technology and Design Specialist, Memorial Library

1. There is a new certificate for AJCU (Jesuit universities) faculty and staff. AJCU organization was looking for pilot campuses. Marquette is one of the pilot campuses. This is open to faculty and staff who are teaching in some capacity. They are looking for participants who may be interested. There would be 6-7, 1.5 hour sessions during spring semester and a small \$150 stipend would be provided. You would receive the certificate. They are looking for 10-15 people to participate.

USS Officer Reports

Secretary: [Kate Bracciano](#)

1. Motion to approve September and October meeting minutes. Motion passed.

Treasurer: Yvonne Printz

1. No requests for funds. No changes to \$2,000 budget.

Vice Chair: Latrice Harris-Collins

1. See Kirsten's notes below on their work together.

Chair: Kirsten Boeh

1. Welcome to newly elected representatives: Dr. Lisa Chase and Dr. Marcus Arrington. They introduced themselves.
2. Jeremy Santiago, current senior, here as a student representative.
3. Kirsten met with Dr. Kimo Ah Yun on October 25 about the presidential search. He shared it would be announced before the end of the semester. She also asked him about staff on the working groups for the Strategic Plan. Kirsten also discussed staff compensation project, which is ongoing. She shared that HR is working on evaluating staff compensation and market-based pay plans. It should be fully implemented by March 2025 and more details coming out in January 2025.
4. Kirsten and Latrice met with Joel three weeks ago. They discussed the charge and goals of Staff Senate. Staff Senate are elected to represent university staff and advocating for constituents. We are also working to improve engagement of staff. They also discussed the fiscal year budget. The fiscal year 2025 budget is looking good due to additional RNC funds and larger first year class. They are not anticipating budgetary shortfalls at this time. There is a LEAD meeting on December 4, with more information shared at that meeting.
5. At the Academic Senate Meeting, there was a call to a vote for a vote of no confidence for Dr. Kimo Ah Yun and Joel Pogodzinski.

Subcommittee Reports/Comments

Bylaws: Karli Webster

1. There will be time at our January meeting to discuss updating some bylaws.
2. Starting discussion on ex-officio members. Moving to a vote at a future meeting. We want to determine who the ex-officio members are, do they vote, should there be other ex-officio members not currently a part of the staff senate, etc.

Communication: Jack Goods

1. Jack is working on updating the website with minutes, representatives, correct branding, etc.

Nominations and Elections: Tina Aiello

1. We filled the two open senator slots with Dr. Lisa Chase and Dr. Marcus Arrington.

Service: Tina Aiello

1. Giving Tree – 340 tags have been assigned to those who volunteered to give items to 3 community organizations. Thanks to Maria Cooper for organizing! Gifts need to be dropped off by December 6 at 12 PM.
2. They invited senators to help with tree decorating in AMU and to help with loading and dropping off gifts to community organizations.

Staff Outreach: Robin Cork

1. No report as subcommittee hasn't met yet

Work Environment: N/A

External Facing Committee Reps

Cyber Security: Luke Morrison

1. No update.

MUPD Board: Michelle Kasbohm

1. Michelle not present. No update.

Crisis Response Team: Kirsten Boeh

1. They are doing a push to update building emergency coordinators. They need to update building emergency coordinators based on response during gas leak earlier this semester.

Staff Compensation: N/A

University Academic Senate: Karli Webster

1. Only 9% of staff responded to the anonymous survey about the potential vote of no confidence vote of Academic Senate for Dr. Kimo Ah Yun and Joel Pogodzinski.
2. There were concerns about how the Academic Senate session went to a closed session. This happened because of concerns about protections of staff and non-tenure track faculty. Academic Senate determined they were not ready for a vote and needed more discussion. It's anticipated that the vote will take place at another Academic Senate meeting on Monday, November 25. The survey Karli sent out is still open. If a staff member has already completed the form and wants to make a change, you can have someone else reach out to Karli to share this. Kirsten encouraged those in attendance to complete the survey if you are interested in your voice being heard on this matter.
3. A few graduate program changes were approved. It is outlined in the Academic Senate agenda.
4. Dr. Navia came to Academic Senate to discuss post-election in U.S. and it's impact on serving students

UFPRC: Tia Langnes

1. They have been discussing Securing Our Future, enrollment projections, and more. Another meeting next Monday

New Business/Discussion:

Proposal Mini-Grant Opportunities for Staff

1. Yvonne thanked everyone for edits to and discussion on the proposal and form.
2. Yvonne shared that the responses will
3. Kirsten called for a vote to approve this new form and process for supporting professional development for staff using Staff Senate budget funds.
4. Kirsten sent a form for elected representatives to vote.
5. The motion passes and we will move forward with the mini-grant opportunity for staff.

The meeting adjourned at 12:59 PM.