



**University Staff Committee
Meeting Minutes
May 20, 2021, 10:00 – 11:30 a.m.
Virtually on TEAMS**

1. Call to order: 10:00 am
2. Roll call: Christine Cox, Kassandra Dechamps, Juliann Duprey, Brenda Beck, Lisa Glinski, Amy Ibuaka, Jared Koch, Kate LaCount, Marina Lyudmer, Sue Machuca, Donald Ramakers, Tina Tackmier, Julie Flenz, Jennifer Van Beek, Mark Vanderveren, Kim Mezger, Dolly Jackson, Krissi Simon, Colleen Cowling, Erin Beres, Diane Grubisha, Carol Kuehne, Oliva Raasch, Barbara Tomashek-Ditter, Jolene Truckenbrod, Paul Wikgren, Kerry Yang, Andrea Meulemans, Lisa Francl; Eric Knapowski, Holly Keener, Sarah Locke, Kimberlee McKeefry, Kaitlyn O’Claire, Joan Schaller, Lisa Schmelzer, Teri Ternes, Bea Yang Thao, Sara Chaloupka, Lea Truttmann, Ken Noe, Amanda Wildenberg, Benjamin Counard, Jennifer Zietler, Cheryl Charon, Taylor Hilgart, Jenny Charapata, Melissa Nash (Guest), Patrick Goggins, Parker Nadeau
3. Approval of Minutes (see attached): Minutes approved
4. Treasurer’s Report & Update – Dolly Jackson (see attached)
5. HR Report – Julie Flenz, HR Liaison (see attached): Covid testing exemptions for faculty & staff who are fully vaccinated. Face coverings are still required at this time. Policy updates: the policy regarding tuition was more of an update to language. Questions were asked as to how long the bi-weekly testing will continue to occur and if there is a something in writing for any medical facilities that are hesitant to perform the bi-weekly testing? Julie will be looking into both questions. Also, if anyone is having troubles uploading vaccine record information for the exemption, please reach out to Julie, Jolene Truckenbrod or Jenny Charapata.
6. Old Business
 - a) Board of Regents University Staff Excellence Awards – Teri Ternes: The Qualtrics Survey for nominations for individuals and departments closed at midnight on May 18th. We received nominations for three departments and three individuals. The award is for overall performance and not just during this past year with Covid. The University Staff Excellence Awards Committee met yesterday and put forward to the Provost and Assistant Provost Ganyard two individuals and two departments. Members of the University Staff Excellence Awards are Sue Machuca, Teri Ternes, Jayne Kluge, Dolly Jackson, Theresa Mullen. Even though our submissions were few, feel that we moved forward two really strong individuals and two strong departments.
7. New Business
 - a) Title and Total Comp (T&TC) Update/Q&A – Melissa Nash, Director of Human Resources and Affirmative Action Officer (10:30 am): Link to the

Open Forum recordings (<https://blog.uwgb.edu/hr/2021/05/title-total-compensation-project-open-forum-recordings/>). Have been working on designing and drafting documents to help facilitate the discussions between managers/supervisors and employees regarding title changes, etc. Hoping to get all feedback by end of this week due to timelines.

Title Review Policy document: not a new document, however it needs to be revised due to changes coming with TTC. Clarified the difference between title changes and vacancy. Also changed language to align better with TTC. Included information about the appeals process. Right now, the language is more general, will be working over summer to make this a little more applicable to UWGB (i.e., not sure if the Chancellor or a designee will handle step 3 in the appeals process, etc.). Questions: When originally talking about TTC, and at the time, we were hearing that there would not be able monetary changes, however, now hearing more and more of raises. Melissa: still not sure about what the finalized pay ranges are. Also, people will not automatically get a raise due to TTC, however, if someone is under the updated pay range, this will be addressed to bring the person up to the minimum. Also, will be getting market information to better understand where everyone is in regards to pay range.

Titling Guidelines: New document; specific to non-instructional academic staff, university staff, and LTEs. Intent of these guidelines is to answer commonly asked questions regarding assigning job titles. Also clarified when employees can be mapped into director, assistant director, or associate director titles, etc. This document also clarifies business titles, including what a business title cannot be. Moving forward, there will also be an approval process for use of business titles. Questions asked:

- when we learn our new titles, will we also be told what possible business titles could be? Melissa: all employees will receive information regarding what their new title will be 3 business days before meeting with supervisor. During meeting with supervisor, potential business titles could be discussed at that time.
- how will employees be notified, particularly for any 2nd shift employees. Melissa: currently developing a communication plan, including what managers/supervisors should be sending to employees, etc. Supervisors are being told that employees have every opportunity to request additional time to review information, regardless of reason, with the exception of not delaying beyond September 10, 2021.
- are the supervisors required to attend the trainings and offer the meetings. Melissa: yes, the supervisors are required to meet with the employee to discuss the title change. The option to not hold a meeting at all is available, but can only be declined by the employee and not the supervisor.
- has HR tracked the managers/supervisors who have not attended the trainings or have the meetings been made mandatory for the supervisors? Melissa: hard to make the meetings mandatory, however HR is tracking the managers/supervisors who have not attended and

will reach out to any who have not attended. Will also reach out their deans, supervisors to let them know as well.

- If someone is having difficulties with looking up their titles, etc., is there somewhere they can go? Also, could they have an advocate when they meet with their supervisor regarding this title change? If someone does not understand this process, who can they go to? Melissa: in the email that will be going out to the employees from the supervisors regarding their title change, there will be links to the title library, etc. For contacting someone for questions, people are always encouraged to reach out to HR. In regards to the advocate, Melissa does not see a reason as to why someone could not have an advocate in the meeting with them.
- can Melissa touch a little more on the potential for employees to move from University Staff or Academic Staff? Melissa: right now it is more about a small group of employees potentially being moved from exemption to non-exemption or vice versa. There will not be any forced classification moves (i.e., moving from University Staff to Academic Staff, etc.), employees will be able to choose whether they would move or not. Have not heard though if employees will be allowed to request to move between classifications.
- if there is a group of people in the same title, can they request a group meeting instead of individual? Melissa: yes, absolutely! Employees have control with how they will have these meetings.

Business Title Request Form: just did a quick walk through of the form...pretty self-explanatory.

Position Description: Initial hope was to use the standard job description in place of the position description, however that was not the case. Unfortunately, there was a number of fields and information that is not included in the standard job description that is required. Instead, they have streamlined the position description. This will be aligned with the standard job description (there will be information that is pulled directly from the standard job description with the ability to add additional information). Part of the employee/supervisor meeting will be drafting the position description. HR will set up a library of almost all of the new positions and will go through and update the information that is pulled directly from the standard job description so the employee and supervisor will be building the remaining amounts.

Communication Plan: this includes what the emails will look like that will be coming from the supervisors, etc. Please feel free to look this over and send Melissa any feedback.

Most of these forms will remain in draft form until November. The exception will be the position description, which will be formatted prior to the employee/manager conversations. Sue asked if maybe there could be an open Q&A in mid-July? Melissa: that is a great idea.

- b) 2020-21 General Assembly Meeting: The next general assembly meeting will be at our next meeting, June 17, 2021.
- c) University Staff Fall Conference: See Professional Development Committee update for information.

8. Committee Reports

- a) Election Committee – Holly Keener: Congrats to the newly elected committee members!
- b) Personnel Committee – Brenda Beck: Nothing new to report
- c) Professional Development Committee – Barb Tomashek-Ditter: Save the Date for October 22, 2021 for the University Staff Fall Conference. It is planned as in person at this point, however there might be some COVID restrictions, etc. Sue: also combining this with the General Assembly for 2021-2022. This year's conference will only be open to UWGB (including locations) University Staff.
- d) UW System University Staff Representative – Teri Ternes: See attached document. Kim asked if there is any sense of how others are handling telecommuting? Teri: they really didn't have much of a feel at this point.
- e) UC – Sue Machuca: nothing new to report
- f) Strategic Budgeting Committee – Monika Pynaker

9. Other: If you see one of the young Peregrine Falcons on the ground or in a tree around the Library, please call University Police (they will in turn get ahold of Biodiversity to get the falcon and return it to the roof). Any questions about our lovely Peregrine Falcons, please see Holly 😊

Per Teri: UW-Eau Claire is offering a 4-day virtual professional development training that will be available for all. Registration will be \$75. Registration deadline is June 1st. Will be sending out more information. The conference will be June 7-10.

10. Adjournment: 11:27 am.

The next USC meeting will be the annual General Assembly Meeting, June 17, 2021, 10:00am, virtually on TEAMS.



UNIVERSITY of WISCONSIN
GREEN BAY

University Staff Treasury Report

As of April 30, 2021	Account Balance	Apr 2021 Expenses	Fiscal YTD Expenses	Expense Description
	120215			
(102) Staff Development Account	\$2,283.75	\$766.25	\$400.00	Prof Dev: Schmitt, Flenz, Bellantonio
(136) Revenue Account	\$5,499.51	\$0.00	\$0.00	
(233) Professional Development Funds (Provost)	\$18,000.00			
Foundation Discretionary Account (#11100 "Agency" acct)	\$17.81			
Endowment Account Pro Development Earnings Avail to Spend	\$3,031.00			
	\$28,832.07	\$766.25	\$400.00	
Endowment Account Book Value	\$10,283.84			
Endowment Account Market Value	\$15,538.12			

University Staff Committee HR Update – 05/20/2021

- **[Title and Total Compensation Project:](#)**

As announced last spring, the [Title & Total Compensation \(T&TC\) Project](#) implementation was delayed due to the COVID-19 pandemic. At this time, it has been announced that we will be moving forward with an implementation date for the new title structure in November, 2021. Below is a tentative timeline from now until go-live:

- **April – May, 2021:**

- Consultation with Governance and Leadership to finalize the following documents:
 - updated Title Review Policy including appeal process (to be effective Nov. 2021)
 - NEW Titling Guidelines
 - revised Position Description template
 - NEW Business Title Request Form
- Open Forums for Employees to learn about T&TC (Recordings of the open forums can be found [here](#))

- **Late May - June, 2021:**

- Confirmation of proposed mapping by supervisors
- Supervisor Training (four different sessions – two longer sessions for those who are new to T&TC and two shorter sessions for those who want a shorter update)

- **July 1 – September 10, 2021:**

- Employee-manager conversations
- Supervisor network sessions

- **November, 2021:** Go-live

- **Post Go-Live:** Formal Appeals Process

More information will be communicated to the campus community throughout the summer and fall. For details related to T&TC as well as resources, please visit the UW System [Title & Total Compensation \(T&TC\) Project Website](#).

- **2021 Market/Equity Compensation Program**

As [announced](#) on December 4, 2020, base funding has been allocated to address compensation on our campuses for faculty and staff. It has been decided that these funds will be specifically used to address salaries based upon internal equity and competitive external market factors.

Guidelines were developed for the initial stages of the 2021 Market/Equity Compensation Adjustment Program (and were shared in an email to the campus community on March 8th). During that phase, instructional faculty/staff were considered for increases either based upon external market or internal equity reasons. Non-instructional staff were only be considered for internal equity increases, given that Title & Total Compensation (currently slated for implementation yet in 2021) will be providing us with more relevant and comprehensive market data in the form of revised UW System pay ranges for non-instructional positions. Therefore, a portion of the funds will be held to address non-instructional market factors at a later date.

In accordance with the guidelines distributed to campus on March 8th, recipients of phase 1 adjustments were notified on Friday, April 16th.

- **Wellness Activities**

Challenges:

- [Explore Wisconsin State Parks](#)
- [LinkedIn Learning: Mental Health Awareness](#)
- [Team Step Challenge](#)

Webinar:

- [Friends of Wisconsin State Parks](#) (5/25 at 12-12:30)

[UREC Summer Fitness Schedule](#)

[Bellin Run](#) will be virtual and held June 12-21; sign up on UWGB team and get \$10 registration fee discount

[Onsite Health Screenings](#) are available at Green Bay and Sheboygan campuses in September, and you can sign up now (a step towards your \$150 wellness incentive)

- **COVID-19**

New information about COVID-19 is coming out on a daily basis. Please stay tuned to your email and to the [Phoenix Forward Website](#) as well as the [UW System Coronavirus \(COVID19\) Preparedness website](#).

Update on Required [COVID-19 Testing & Exemptions for Fully Vaccinated Faculty and Staff](#)

Faculty and Staff who are fully vaccinated and do not have symptoms of COVID-19 will no longer be required to participate in bi-weekly surveillance testing (effective May 10, 2021).

An exemption can be made by documenting their vaccination(s) [through this form](#) found on the MyUW Portal. As part of the form, employees will be required to upload proof of vaccination, by providing a copy of their vaccination record from the [Wisconsin Immunization Registry](#). Instructions on how to complete the form can be viewed [here](#).

An individual is considered fully vaccinated:

- Two (2) weeks after receiving both doses of a two-dose vaccine (Pfizer or Moderna); **or**
- Two (2) weeks after receiving a one-dose vaccine (Johnson & Johnson)

Faculty and staff who frequent campus and are not fully vaccinated or choose not to receive the vaccination will still be required to obtain a test through the [UW Green Bay Testing Center](#) or have the testing administered at a medical service provider of their choice or an alternative testing location. Please note campus testing locations and hours have changed.

An [FAQ](#) with answers to common questions has been added to the Phoenix Forward website. Should information need to be updated as we learn more, the answers of the FAQs will be updated.

Face Coverings Are Still Required

Consistent with communication issued from the Chancellor's Office issued on May 14, 2021, that acknowledged new guidelines released by the CDC for individuals that have been vaccinated, UW-Green Bay is reviewing current policies to determine possible impact and changes for the campus community. As part of the email, an attached version of the Building & Access policy with proposed changes was provided. At this time, , Interim Policy GB 50-21-1 [Face Coverings: Chancellor Interim Order](#) remains in effect without amendment. As such UW System and UW-Green Bay Policies issued as COVID-19 Protocols remain for all individuals present on University property.

[Phoenix Forward Website](#)

Review the [Phoenix Forward Website](#) to understand how we'll be operating this Summer and what we need you to do to stay safe. The Phoenix Forward Website includes [frequently asked questions](#) pertaining to faculty and staff regarding UW-Green Bay's actions in response to the Coronavirus (COVID-19) emergency. Questions may also be submitted to the Question and Answer form on the right side of that [page](#).

[Reminder of Workplace Expectations](#)

While our University is doing exceptionally well in maintaining a safe environment for students and staff, it is important that we not become complacent with our adherence to the [COVID 19 Workplace Expectations](#). It is critically important that all faculty and staff continue to strictly follow the 3 W's; **Wear your mask / Wash your hands / Watch your distance**. In addition to following the safety guidelines, it is also necessary that all faculty and staff follow public health principles when not on a campus. For more information about employee responsibilities, please see this [blog post](#).

[Leave Resources](#)

The University of Wisconsin – Green Bay and the Office of Human Resources and Workforce Diversity are committed to providing a flexible working environment to facilitate employee work/life balance during the COVID-19 pandemic while still meeting operational needs. For information about staffing options, leave resources, and flexible work arrangements, please see this [Leave Resources](#) on the Phoenix Forward webpage.

[Reporting](#)

The University requests that all faculty and staff who become infected, suspected or exposed-close contact or faculty and staff who receive a first-hand report of someone who is infected, suspected or exposed-close contact, complete the [COVID-19 Case Report](#).

- **Policy updates (informational only):**

[Education Assistance Policy](#) – Adjusted language related to approvals at the Area Leader level vs. Position Review Committee and revised links for the Tuition Assistance Request to go through the BP Logix process.

[SYS 1228, Telecommuting-](#)

- Consistent with communication sent to Shared Governance on May 18, 2021- President Tommy Thompson approved the revised Telecommuting Policy.
- UWGB policy is currently being reviewed to align with UW System policy. The University is committed to supporting flexibility for our employees while still ensuring the best

experience for our students. A page on the HR website will also be developed concurrent with the implementation of the revised institution policy that will offer policy links, FAQs and additional resources for both employees and supervisors. Additional information will be coming in the next few weeks.

New Employees:

- **USPA Provost Incumbent:** Mary Kate Ontaneda – Kim Mezger was hired and started on 5/10/21
- **USPA Enrollment Services Incumbent:** Lori Slattery – Rebecca Haeny was hired and will start on 5/24/21

Positions Being Recruited:

- **Facilities Maintenance Specialist** Facilities: Incumbent – Gary Vincent
- **Custodian (2nd Shift)** Operations Incumbent: Kassandra DeChamps
- **Facilities Repair Worker** Facilities: Incumbent – Wayne Chaloupka
- **USPA (1 Year Project Appointment)** Continuing Education & Community Engagement: Incumbent – Berenice Guerrero Vazquez
- **Talent Acquisition & Engagement Coordinator** Human Resources: Incumbent – Maria Vander Heiden
- **Police Officer** UW-Green Bay Police: Incumbent – Michael Aschinger
- **Electrician** Facilities Management: Incumbent – Joe Biese
- **USPA** Continuing Education & Community Engagement: Incumbent – Sherri Meglic
- **USPA** Residence Life: Incumbent – Dan Karoliussen
- **Office Operations Associate** Risk Management: Incumbent – Cindy Estrup

USC Report 5/20/2021

The shared governance/joint meetings were held May 7, 2021 via Cisco Webex.

University Staff Reps

University Staff Excellence Awards/BOR:

Most campuses either have an awards committee or are assigning this responsibility to their council.

System committee will be assigned; if interested submit to Jeremy. Process to begin in July; busy summer with possible 2 mtgs, and 'homework' to review nomination papers.

Addendum: UWS review committee: Jeremy Johanski UWSS [Chair], Sherry Craig UW-Parkside, Lisa Goetsch UW-O, Teri Ternes UW-GB.

Campus-Specific Rep Updates –

Review/recap of reports from all locations: Primary discussion on return to work in fall; most anticipating return to normal but some considering support of WFH due to cost savings. Example: UWS lapse of lease for 2 bldgs; now staff moving to other locations to fill space by WFH employees.

Campus Highlights:

- a. UW-Stevens Point – offices open M-F; Acad Affairs open 6/1; all back per Chancellor 8/1, waiver if vaccinated & 14 day clear, no testing needed.
- b. UW-Green Bay – Ternes: Enrollment stable, COVID decrease – still testing/vaccinating; Climate survey Facilities – work in progress, Search for Provost underway, going to bring back a University Staff newsletter, awards recognition next week, drive-through commencement May 15th
- c. UW-Milwaukee – Stan: US awards committee will handle US BOR award; COVID waiver if vac and 14 day clearance no testing; good sign to return to in person in fall; monthly town halls; informal survey thru weekly updates to US w/very few responses but evenly split to WFH and those wanting to return to campus; pushed for admin to be flexible
- d. UW-Madison – Fritter: have awards comm who will follow for US awards; bldgs. Opening, no longer have to show card for in/out. How will remote work; how can you force locals to come to campus but yet hire foreign nationals who can teach from anywhere; restore and further improve collegians and serendipity; expected to use own WIFI?
- e. UW-River Falls – Hosted a guest speaker (virtually) as a professional development event that was very well received; speaker was Christine Whelan, booked through BadgerTalks (free!). Completed a search for an Assistant Chancellor for Student Success; Jamie Zamjahn will be joining us from Sonoma State University. Last week we had in-person visits for Chancellor candidates. Wrapped up elections of senators, awaiting confirmation of acceptance of winners before announcing results. Our local police (city and university) reached out to us to collaborate with shared governance on a project to facilitate community conversations regarding policing; pndg 1st meeting
- f. UWRF – Rust: Employees must have a new or updated telecommuting agreement on file by Jul 25th or report to work in person as normal after that date; masks still required in public indoor spaces; not mandatory in shared office spaces that are less open but employees will be asked to be respectful of others and use their best judgement regarding face coverings there. Testing per President Thompson's memo
- g. UW-Eau Claire – selection comm currently in place; updating timeline to coincide w/all; hybrid commencement: 2 attendees, multiple ceremonies for diff colleges, limited attendance, masked. BG tuition program on hold – changing method to pay ahead, uncertain of process, poss thru scholarships
- h. UW-System Admin/UWSS/UWEX – Green: return to work UWSA mtg this week and anticipate system wide this week; backlog of info; Stacey Rolstad new director made it clear all back to work in person min 2x/wk straight from TT; outcome of remote work UWS let leases lapse only Van Hise is owned;

many ppl will relocate; not sure where everyone will be due to space w/expectancy to return; grips of pandemic lots of logistical issues; prob return by 7/1; caution inquiry of health/vaccines and mandating

- i. UW-La Crosse – Brittany: full return 6/1 from HR unless accommodations arranged w/supervisor; COVID 19 remote request; commencement 4 sessions; no guests but live stream 5/15
- j. UW-Whitewater – Jacqui: fall sched pre-covid schedule 80% in person; no social dist but masks required; remote or partial remote expected back pre covid; testing continues thru summer every 2 wks; students weekly; exempt if vaccinated. Chanc very encouraging that USC take BOR award under control; call went out this week: 2 phases 5/21 nom process then letter; selection committee will review and select 2 candidates and help gather remaining paper work. **Good idea!!!**
- k. UW-Superior – Jay: exempt; show card; most back by mid August; no official announcement on type of situation; flex if works for business side; elections for US end today; monthly town halls; discussion on legist announcement
- l. UW-Stout – Josh: multiple searches: CEO enrollment, EDI, provost; 3rd party Weber doing testing, next E-True North, not sure of test; waiver if vac & 14 day clearance; US vets 2 candidate for BOR award w/HR good standing and then short form to get OK, then assemble packet and submit; enrollment good, close to last year 50-60 shortfall but changes daily; poss furlough 1-2% guesstimate/gut feeling.
- m. UW-Platteville – NA
- n. UW-Parkside – Our biggest news is that our Custodial and Grounds departments have been outsourced to SSC Service Solutions; transition starts May 17th and is to be completed by the end of June. All current employees will have jobs with this company, if they want to take them, at their current pay and seniority level. There are a few who are within 1 year of either getting 5 years or 20 years of service and they will be allowed to remain University employees until that time. Most of our staff will begin to return to campus beginning in June. New/update telecommuting agreements must be submitted if planning to continue working from home. We are still social distancing and wearing masks. If you have been fully vaccinated and upload proof (either a copy of your vaccination card or your WIR immunization record to the portal), then you can stop testing after the end the spring semester. You can still test if you want to, though. We are hoping and planning on 75% of our classes to be in-person in the fall. This is no certainty yet, but that is the plan. Our University Staff committee is currently working on elections and finalizing our local Distinguished Service Awards. Our University Staff committee is handling the Regent’s Award selection. We have put out the call for the Regent’s award. As of yesterday, we have had one individual nominee and no program nominees yet.
- o. UW-Oshkosh – Lisa: intro Linda XXX incoming US senate Pres; walk in for vaccines; testing necessary but not if vaccinated w/form uploaded; posting VC Student Affairs; next Saturday 4 commencement ceremonies 4 tix each; 8/2 all univ office expected to operate as prior to pandemic; anyone on campus now welcomed to do so. Working w/HR for regent’s excellence award, review committee set.

Other Business / Prep for Joint Session Legislative Discussion Item

Follow Link for background: <https://legis.wisconsin.gov/senate/19/roth/media/1007/proposed-committee-report-may-2021.pdf>

Political maneuvering; TT not in favor; too soon after reorg of 2-yr colleges; reported that someone who wrote the report wanted a position in admin/leadership and didn’t get; this is his way to ‘shine’; dealing w/pandemic also stressful. Want to base off successful reorg of 2-yr campuses but enrollments are cut in half; the emergence of the chanc was more like ‘OMG’!! Job loss; outsourcing really doesn’t care much about our employees. Stan feels bigger than we think as several feel the state has no business being in higher education; JJ for time being benefit of TT being in this role as big person in repub party and system; carries large bargaining power in legislature; really about saving \$\$ and combining services; doing different things; scarey doc however; don’t put in too much effort or stress for now; mostly centralization or regionalization of services. Grouping makes sense and might affect university staffing.

Joint Session:

- Update: Legislative Activity (Jeff Buhandt, Associate Vice President for Government Relations, UW System)
 - Trans to participate in sports
 - Refund housing if campuses 'close'
 - Prohibit offering competing programs; Assoc of Arts by tech must get board approval
 - Reinstatement of shared governance
 - State Sen Statalt prohibits us from requiring testing of students/fac/staff and return to campus: TT opposed, testing has been pos and reason we're where we are; mandated testing will drive vaccine; vac not mandated.
 - Statue for language is gone; no veto ability at all; joint fin comm to pass bare bones budget, no compensation increase but Evers had 3.2 billion dollar XXXX can't spend then no state \$\$ so Evers says pass a responsible budget; prob Evers will veto budget, prob new within this gov term; Wisc/Minn reciprocity has been pulled from budget; everything must run thru budget
- Update: UW System Initiatives (Laura Dunek, Senior Special Assistant, Office of Academic and Student Affairs, UW System)
 - Feedback on letter to Laura D by email next Friday 5/14
 - Need letter let Laura and/or Diane know and will send to you for your supervisor
 - Working w/Faculty recently and now Open to AS, Student & US reps to update websites; it's time to make sure we are represented and voicing updates: Sal, Jeremy, and Student Reps Laura will be seeking your input as we unfold the website updates.
 - DE Plus initiative: VP w/B Nenmore and XXXX; initiate has changed in format & structure
Update by Laura
Featured at last BOR subsequent to that Pres TT promised to meet w/chanc prior to but they suggested more productive for smaller scale mtg and working group of Chanc for online and adult learners who were tasked to meet w/TT and DE+ team; result now planning committee: UW System exp of online and remote learning planning committee; Annie M Sosa & chanc @ XXX will integrate chanc and prov into effort; no timeline; recommendations will be sent. Group: UWS Annie MS, Aaron Bower, Brian Neemore, Carly Vandezande, Chris More and XXX, Renee Wealkder UW, D Ford Parkside, UW Osh, Prov K Burns UWGB, J Britts UWM, XXX UWEC, UW Stout, UW Prov Karl Schultz

Aaron Brower will field specifics.

Meeting Adjourned
Next Meeting Fall 2021

Submitted: Teri Ternes, US Rep

**University Staff Committees, Campus Joint Governance
& Campus Appointive Committee & Working Group Reps
SPRING 2021 – elective vacancies filled**

University Staff Committee		
Teri Ternes	USC Member	2019-2022
Dolly Jackson	Treasurer	2020-2023
Lea Truttman	USC Member	2021-2024
Amy Mauk	USC Member	2021-2024
Monika Pynaker	USC Member	2020-2023
Kim Mezger	Vice-Chair	2020-2022
Lisa Francl, Manitowoc	USC Member – Manitowoc	2020-2023
Kaitlyn O'Claire, Marinette	USC Member – Marinette	2019-2021, 2021-2024
Sue Machuca, Sheboygan	Chair - Sheboygan	2019-2022

Election Committee		
Amy Mauk	EC Member	2021-2024
Brenda Beck	EC Member	2020-2023
Kate LaCount	EC Member	2019-2022

Personnel Committee		
Sarah Locke	PC Member	2019-2022
Lea Truttman	PC Member	2021-2024
Jenny Charapata	PC Member	2020-2023
Kerry Yang	PC Member	2021-2024
Brenda Beck	PC Chair (2020-22)	2020-2022
Christopher Paquet	AVC, Human Resources	Ex-officio, non-voting

Professional Development Committee		
Lisa Schmelzer	PDC Member	2019-2022
Barb Tomashek-Ditter	PDC Member	2019-2022
Sue Machuca	PDC Chair (Spring 2021)	2020-2023
Kaitlyn O'Claire	PDC Member	2020-2023
Sara Chaloupka	PDC Member	2021-2024

UW System University Staff Representative	
Teri Ternes	2020-2021
Kate LaCount (back-up rep)	2020-2021

(Campus Joint Governance & Campus Appointive Committee & Working Group Reps on page 2)

Joint Governance Committees		
Committee	Rep	Term
Awards & Recognition Committee (appointed)	Barb Holschbach / (voting, Fall20) Amanda Doperalski (non-voting Fall20)	2020-21
Committee on Workload and Compensation (USC appointed)	Jenny Charapata	2018-21
	TBD, Replacement for Heidi Nell	2020-23
	Sara Chaloupka	2019-22
	TBD, Liaison to USC, non-voting	2019-20

Campus Appointive Committees & Working Groups		
Committee	Rep	Term
UW Green Bay Council for Equity, Diversity, and Inclusion	Theresa Mullen	NA
Committee on Accessibility Issues	Raelynn Smith	2019-22
	Theresa Mullen, ex-officio	NA
Health & Safety Committee (B&F Appointed)	Wayne Chaloupka	2019-21
	Sherri Meglic	2020-22
Master Plan Advisory Committee	Holly Keener Fred Kennerhed Kim Mezger	NA
Strategic Budgeting Committee	Monika Pynaker TBD, replacement for Heidi Nell, alternate	NA
Wellness Committee	Lisa Schmelzer	2019-21