

## *University Staff Senate Minutes*

February 27, 2023, 11:00-1:00 p.m.

Raynor Memorial Library, Beaumier Suite C and virtual

Present:

Elected representatives:

Amber Jensen, Calley Hostad, Kirsten Boeh, Molly Eldridge, Jack Bartelt, Chris Bartolone, Maria Cooper, Robin Cork, Melissa Econom, Latrice Harris-Collins, Yvonne Printz, Carol Trecek, Nicolle Skoien, Steven Robertson, Christine Fleming

Other attendees:

Yasi Blackmon, Coreen Bukowski, Paul Dion, Sherrie Dorff, Cliona Draper, Amy Kaboskey, Maggie Klatt, Tia Langnes, Margo Leone, Kathleen Ludington, Tammy Meyers, Lori Montezon, Karen Nest, Ritu Sachdev, Elizabeth Voltner

Chair Carol Trecek began the meeting at 11:01 a.m.

Latrice Harris-Collins led the reflection.

## Special Business

Guest Speakers: Dr. Jeanne Hossenlopp, Vice President for Research and Innovation

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

- Marquette’s Strategic Planning and Research
- Started with a look at our current plan: [Beyond Boundaries](#)
  - Includes six themes of campus priorities.
  - Ideally the themes included would be integrated between activities.
- Why do we need a new plan now?
  - 10-year mark of initial *Beyond Boundaries* plan
  - [Campus master plan](#)
    - Most of these items, but not all, have been accomplished
  - Campaign is moving along
- Future plan will cover 2024 – 2030
  - Guiding questions that the new plan will address
    - Who will our students be?
    - How will we best serve these students?
    - Who will our faculty and staff be?
    - How can we best support the work of our faculty and staff?
    - How do we position Marquette for continued Success?
  - Five Current Strategic Priorities:
    - Enrollment

- Graduate and online programs
- Student success
- Stewardship of Resources
- Research
  - One measure of the amount of research done on campus is created by looking at a rough estimate of research and development expenditures. These funds include both internal and external funds, donors and grant funds.
  - In FY 2009 MU was sitting at about \$10 Million of research and development expenditures. In FY 2015 we were at \$25 Million, and in FY 2022 we reported \$40 Million. This number is annually reported to the federal government and is publicly available.
  - Marquette's goal is to hit \$50 Million. However, the number itself isn't what is important, but rather what is done with that money in terms of supporting research.
  - A hope to advance interdisciplinary research communities of faculty, staff, students and community members to expand research around big topics that cut across areas. Take our research and make a difference in the world.
  - In the summer of 2020, COVID-19 interruptions limited the ability for some research projects to continue. Those different research groups came together to think about ways they could help COVID-19 research.
  - Staff involvement in research takes different forms. Some staff are directly involved in research with students and faculty. Staff members also support research projects, including administration work with budgets and administrative needs.
  - Our resources are feeling constrained these days. As our research activity has expanded in the last few years, and has put a strain on staff and faculty time.
- Other priorities will emerge through the process
- Core Project team.
  - They are aware this team doesn't represent all stakeholders of Marquette University.
  - This semester is their chance to get some feedback from folks on campus for the Project team utilize to create a draft plan over the summer months.
  - Their goal is to have an initial draft by September to get input from campus stakeholders to finalize the plan by December.
- Consultants have a limited scope of engagement, as they are only working on the planning for around two months.
  - The consultants will assist the team to highlight best practices, test assumptions, etc. A note that they are not writing the plan.

- The consultant’s goal is to ensure we are taking a rigorous and unbiased approach.
- Please fill out this survey to ensure voices are heard, [https://forms.office.com/pages/responsepage.aspx?id=aC\\_jqy3HDDUK1vXUMY6Jo5Ix7-ioQEzIDv90rVE-cHklUM09JWldBTzBPUDdWMENTM1NDQ0tQQTZJNS4u](https://forms.office.com/pages/responsepage.aspx?id=aC_jqy3HDDUK1vXUMY6Jo5Ix7-ioQEzIDv90rVE-cHklUM09JWldBTzBPUDdWMENTM1NDQ0tQQTZJNS4u).
  - Ranking of current five strategic priorities.
    - Student success ranked highest.
    - The other areas ranked similarly to the survey results from UAS.
  - Ranking where you hear information and messaging from Marquette Today.
    - Marquette Today ranked highest.
    - According to responses no one is looking at the website.
- Save the date for a campus forum: April 13, 2023, tentatively held at 8 – 10:30am in the AMU ballroom.
- Question: can you talk briefly about why research is important to Marquette, as an institution?
  - Research plays many roles on campus including its connection to the mission of creation and sharing of new knowledge. Research drives reputation and our university ranking.
  - Research is important in building relationships, and mentoring opportunities for students. Research is one of our high impact practices that we know helps foster student success, and also benefit the community in a variety of ways.
- Question: can you talk about the numbers of staff that are hired on to support a research project through grants? How can staff senate better serve them?
  - Jeanne didn’t have the number off hand. Many folks are hired on temporary positions that come on for the lifetime of the grant.
  - This would be a really interesting group to host a gathering of. Those folks are connected to the University because of the project they are working on, but aren’t as connected to the campus community beyond their project.
    - Perhaps there is an opportunity to collaborate with Jeanne’s office on this.
- Question: how many staff are involved in the research being done on campus? Can you speak a little bit about ways that staff who are interested in research can get involved?
  - Staff can be get involved as research participants. Usually these are single events, with a short timeframe.
  - Folks that run labs that are not supported by grants, but rather their salary is part of a staff line, for example biomedical sciences, technicians, research associates, someone who is an expert on an instrument, etc. These folks keep the work moving on the research with the organization and coordination.
- Question: For the staff that want to get more involved in the strategic planning process, what are their options beyond the April 13 campus forum?
  - If you are interested in participating, being involved, please send a note to: [strategicplan2030@marquette.edu](mailto:strategicplan2030@marquette.edu). You will be added to the list of a sub committee of the core project team that are working on engagement.

- Question: How does the main University strategic plan connect to individual department and unit strategic plans?
  - They hope that the individual unit plans roll up nicely with the main University plans.
  - In the past colleges have used the six themes from the *Beyond Boundaries* plan. Other plans should echo the themes of the main University plan, although each unit or department plan will be uniquely drafted for each area.

## Regular business

### Secretary's request:

- Motion for January meeting minutes to be approved. Seconded, and minutes approved.

### Treasurer:

- Nothing to report.

### Vice Chair:

- Sharing discussion points from Melissa's last meeting with HR.
- Addressing the question of online programs not being eligible for tuition remission benefit. University staff that work remotely or off campus, sometimes in regional locations, can't access the benefit of tuition remission because online classes are not included. Tuition remission does not apply to online academic programs because they are run by a third-party partner Ever Spring.
  - Melissa shared some context for why that is. The University pays around 30% of each student's tuition to these third-party partner organizations that host these online programs.
  - This benefit doesn't seem very equitable, given folks that work on campus are able to participate in tuition remission for in-person classes.
  - Melissa was told this issue isn't in USS's wheelhouse. Instead, there was a recommendation for these staff members interested in taking online classes to go speak to those academic units directly.
  - Questions from the group: what would the outcome, or goal, be folks that do communicate directly with the individual department?
    - More so a recommendation to reach out to the program you are interested in to see if they offer enough Marquette organized course that have either an in-person or online option.
    - There are a number of colleges on campus that will help folks put together an individualized program for a course of study.
  - You can find a list of online programs that aren't eligible for tuition remission. Those might not include the full list of online programs.  
<https://www.marquette.edu/human-resources/employees/tuition-remission-ineligible-programs.php>
  - Question from the group: Feedback to HR.
    - Perhaps HR needs to reframe and clarify how they publicize the tuition remission benefit with an asterisk, or a star.

- MU needs to be clearer to current and future employees about what the tuition remission really means.
    - HR doesn't believe this really falls under their wheelhouse as those programs belong to academic units, and so with budgets they are held accountable to.
  - Question from the group: Is HR using this benefit to encourage new staff and faculty to come to Marquette instead of selecting a competitor institution, but delivering a bait and switch instead?
    - A desire to clarify the messaging and have some transparency around what this benefit really means for Marquette employees.
    - Nice to think colleges will work individually with folks on this.
  - Question from the group: Why can't Marquette have the employee pay the amount of the additional cost for those third-party partner offerings to make up the difference?
    - A goal for USS to come up with solutions instead of just identifying issues.
    - Not all of the excluded degree programs are part of external partnerships or online programs.
- Melissa reached out with a request to talk to HR about the inclement weather policy.
  - Some confusion is being caused by how leadership and supervisors shared messaging around the policy. Lynn Mellantine, who sits on the UPP group, is going back to the HR team to encourage HR to get some clarity around what this policy means.
  - Additional concerns were raised about the timing, or notice given to staff, when this policy is activated. There is often not enough planning in unit areas to ensure employees have brought their laptop home the day before a weather event.
  - Additional concerns were raised about the insurance, or protection of technology, once it has traveled off campus. Is there a University wide policy for coverage? How would an individual employee be held liable for any potential damage?
  - Discussion around a goal to have alignment with the academic policy. When MU cancels classes for an inclement weather event, classes are canceled for everyone. Goal to get this policy aligned with the student policy. Residential and other on-campus essential staff would of course be an exception, given our need to serve our students in our residential communities.
  - Is HR open to pausing this policy, given this is setting bad expectations?

## Work Environment

### Chair:

- Office supply swap drop off is March 6 and shopping is available on March 7, between 10am – 2pm AMU 163. Shopping will be available.
  - A reminder that this swap is for small items. All large items should be listed on the surplus website: <https://www.marquette.edu/purchasing/surplus.php>

- Career closet needs volunteers for the pop-up event on March 5 and 6. Style consultants needed for March 6. Looking for people that are good with a sewing machine for alterations. Email Cliona Draper if you are able to help, they also need folks who are good at sewing alterations, [clionadraper@marquette.edu](mailto:clionadraper@marquette.edu).  
<https://today.marquette.edu/2023/02/marquette-career-closet-volunteers-needed/>
- Reminder for the elected USS members. Carol will be reaching out to the selected candidate for the Diversity Award this week.

#### Nominations and Elections:

- Nothing to report this month, but will have things to discuss next week.

#### Bylaws:

- Nothing to report.

#### Communication:

- Please fill out an interest form for the book club.
- Meeting with the library to see if there are ways that they can help to support this endeavor.
- If any units are interested in co-sponsoring the book club event please email staff senate, [staff.senate@marquette.edu](mailto:staff.senate@marquette.edu)

#### Outreach:

- Nothing to report.

#### Service:

- Creating a committee for the giving tree. If anyone is interested reach out to Amber Jensen, [amber.jensen@marquette.edu](mailto:amber.jensen@marquette.edu), to get a meeting on the calendar.

#### Staff Outreach:

- A Teams meeting is set up for this week Wednesday to discuss the poker walk with John Sweeney. Will have more to report out next month.

#### UAS Report:

- Advocating for options to employees participate in the strategic planning process. Leadership to create options for folks to express themselves fully.
- Reach out to Jack with any items for discussion at UAS.
- Feedback for the UAS meeting, the recording was difficult to hear, and the slides were not visible or linked.

#### New Business:

- Reflection schedule for upcoming meetings:
  - March 16, 2023, Kirsten Boeh
  - April 20, 2023, TBD
  - May 18, 2023, Jack Bartelt

- June 15, 2023, Christine Fleming
- July 20, 2023, Robin Cork

The meeting adjourned at 12:15 pm.