

University Staff Senate Minutes

May 19, 2022, 11:00-1:00 p.m.

Raynor Memorial Library, Beaumier Suite C

Present:

Laura Abing, Brigid Alba, Melody Baker, Jack Bartelt, Chris Bartolone, Kirsten Boeh, Coreen Bukowski, Wendy Butler, Kathy Coffey-Gunther, Maria Cooper, Robin Cork, Susan Dalsasso, Sherri Dorff, Melissa Econom, Molly Eldridge, Christine Fleming, Jyoti Gandha, Latrice Harris-Collins, Calley Hostad, Amber Jensen, Ben Kennedy, Maggie Klatt, Jane Kondracki, Sherri Lex, Michael Lovell, Tina McNamara, Lori Montezon, Karen Ortiz, Kim Poehlman, Yvonne Printz, Steve Robertson, Ariel Roche, Ritu Sachdev, Katie Tarara, Carol Trecek, Enrique Torruco, Rae-Ann Vanek, Elizabeth Voltner, Pengpeng Wang, Chad Wheeler

Chair Carol Trecek began the meeting at 11:00 a.m.

Maria Cooper led reflection.

Special Business

Guest Speaker: President Michael Lovell

General comments:

Dr. Lovell offered his thanks for all of the work done by the University Staff Senate, particularly over the past two years. He also expressed his appreciation for the cards that have been signed at each meeting and shared with him.

Questions:

- Regarding management style: Do you need to do more as a leader versus a figurehead?
 - Dr. Lovell's role is to serve the institution and help to achieve its goals, starting with students.
 - The biggest role on campus is fundraising, and he serves as the external face of campus. He relies on others to lead their units and is proud of the team in place today.
 - He attends over 200 events on campus each year.
 - This year, he made sure to walk through the buildings and hallways of the schools and colleges, visiting classes around campus. Trust is built through relationships, so he wanted to be present.
 - While he does serve as the leader of the university, his time is also focused on spent on external partnerships and opportunities.
- What is the vision for Marquette?
 - The vision is to be the most accomplished Catholic, Jesuit institution in the country.
 - Beyond Boundaries is a plan of how to get there. Marquette's current five strategic priorities as discussed with the Board of Trustees, includes: student

success, research, online/ grad programs, operational efficiencies, and enrollment goals.

- Staff support/ retention: is there any more emphasis in Beyond Boundaries?
 - What keeps Dr. Lovell up at night is retaining the most high-quality people on campus. This is a competitive time to keep talent; faculty and staff are what make Marquette special. \$127 M of the ongoing fundraising campaign has been to support colleges and professional schools, and thus, people on campus.
- Executive Leadership needs to make effort to include staff at all levels; what is leadership doing to rectify?
 - Dr. Lovell has heard that trust and communication are most important from the Finding Our Future Together event with Fr. Voiss. ULC has worked on establishing guiding behaviors. Marquette Today is now sent out daily during the spring semester, increasing communication and social media presence.
 - The pandemic affected the campus community, and it will take time to rebuild. If you have ideas, he is willing to have those conversations.
- Compensation: staff are grateful for the one-time payment.
 - Dr. Lovell shared the decision was made to invest in people.
 - A working team looked at how to implement the payment. Traditionally on campus, anything related to compensation is proportional to salaries and so the decision was made to follow this traditional method.
- How are we proactively addressing labor market competitiveness? How to attract and retain quality workers?
 - Merit was the highest priority in budget and will be important next year as well.
- Budget: announcements related fundraising achievements are shared, but operating budgets and salaries are not keeping up. It is hard to be positive when daily tasks are affected.
 - Budgets are proportional to student body; there was a 15% lower enrollment for two years. Even though this year's incoming class is larger, fewer students overall on campus requires more efficiency. Campus has done good job of being more efficient, and the university still need to raise funds for facilities/ scholarships.
 - The discretionary budget down and limits have been placed on hiring. How are we able to deliver promises made to incoming class? Student to faculty ratio is 1:13.4. The staff to student ratio has not significantly changed in nearly 10 years. There are places at the university where there's more tension because people have retired and left. Some areas are unbalanced; it's a matter of ensuring we add staff and faculty where the ratios are out of place. Overall, for the institution, ratios are stable.
- Student success center: how will it be integrated?
 - The mission and vision are broad. Last fall saw a pilot program including navigators, classroom support, mentorship. That experience has informed future practice.

- John Su, Sarah Feldner and Karen Robinson have been going around to each school and college to discuss. With the Lemonis gift, the center will have structure along with funds for money and people.
- Goals are year 1-2 retention rate of 94%, and six-year graduation rate of 90%.
- For SPARK and next year, there will be clearer messaging and involvement.
- Roughly 15% of the incoming class are students of color. How will they be supported?
 - The intention is to hire a Director of Black Student Initiatives. Timing around this hire is another question for Provost Ah Yun.
 - Student Success Initiative includes first generation, Pell grant recipients, and commuter students who are leaving at a higher percentage. Last fall's pilot focused on this population to learn what support was needed.
- How much is changing the seal costing? How do these costs fit in?
 - The university is replacing it over time. There is a minor capital budget for projects like this.

Regular business

Secretary's request:

- March and April minutes were approved.

Treasurer:

There is some money remaining in the budget. Staff Senate has purchased:

- 300 cooler bags for \$1077.
- Stationery for \$90.

Vice Chair:

- The coolers should be delivered and will be handed out at the Poker Walk
- Staff Senate, Human Resources, Office of Institutional Diversity and Inclusion, and the Foreign Languages department were just awarded an Innovation grant to further Spanish for the higher education professional course.
- Beyond Boundaries: the peer and aspirational institutions list has been presented to ULC and will likely move forward.

Chair:

- Carol has spoken with Joel Pogodinski about the University Finance and Planning Committee who is moving in direction of staff involvement.
- Representatives from Human Resources will be the guest speaker(s) in June; send questions ahead of time to ussmailbox@marquette.edu.
- Call for reports: all subcommittees and external-facing committees should prepare reports for the end of the year.

Nominations and Elections

- The elections process is moving forward. Voting will take place June 6-June 17, 2022.

Bylaws:

- There is work to do but no report at this time.

Communication:

- No report.

Service:

- The committee will be planning over the summer and welcomes all ideas.

Outreach:

- The committee is looking at the possibility of reinstating an event for second and third shift workers.

New Business:

- Monday, June 6 is the 2022 Excellence in University Service staff award luncheon.

Meeting adjourned at 12:25 pm.