

*University Staff Senate Minutes*

November 18, 2021, 11:00-1:00 p.m.

Raynor Library, Beaumier Suite C and Teams

Present:

In person:

Laura Abing, Jack Bartelt, Maria Cooper, Cliona Draper, Kirsten Boeh, Melissa Econom, Calley Hostad, Sherri Lex, Lori Montezon, Nicolle Skoien, Carol Trecek

Via Teams: Tina Aiello, Wendy Butler, Coreen Bukowski, Robin Cork, Sherrie Dorff, Jyoti Gandha, Latrice Harris-Collins, Amy Kaboskey, Maggie Klatt, Laura Mercado Martin, Karen Nest, Kim Poehlman, Yvonne Printz, Rae-Ann Vanek

Chair Carol Trecek began the meeting at 11:03.  
Calley Hostad led the reflection.

[The meeting recording is available via SharePoint.](#)

Regular business:

Elections and Nomination Subcommittee/ By-Laws Subcommittee report

Proposed changes to by-laws outlined in [PowerPoint presentation](#) by Nicolle Skoien.

**Discussion:**

There is informal support for option 2, which includes moving one current representative from at-large to academic or administrative categorization. Voting members will vote on options at the December meeting.

Special business:

Guest speaker: Chelsea Malacara, Sustainability and Energy Management Coordinator

[Presentation available via SharePoint](#)

**Discussion:**

- Question: Could there be a GROW session where we visit recycling centers? Yes, in a post-COVID environment that is possible. This has been a session in the past.
- Question: Do the university's goals align with healthy buildings? Project management considers this in all projects.
- Question: Do we have a compost program in dining services? Not now but it is likely coming back.
- Question: Are there plans for Marquette to divest from fossil fuels? This is a question for someone else, perhaps Senior Vice President Joel Pogodzinski. The [university released a statement](#) including the fact that Marquette doesn't hold any direct investments in fossil fuel companies.

- Question: What is the timeline for [the STARS \(Sustainability Tracking, Assessment & Rating System\) program](#)? The deadline is at the end of November, and the university will likely hear back within 30 days. Then, any feedback that needs to be addressed will need to be completed in 60 days. Scores will be released in February or early March.
- Question: What type of plantings are planned for Joan of Arc chapel? The plan is to incorporate plantings similar to what has previously been featured; more detailed questions should be addressed to Kurt Young Binter, the project manager.
- Question: How can staff get involved in sustainability? There is an employee resource group, Sustainability at Marquette.

Regular business:

USS officer/chair reports

**Secretary's request:**

October minutes were approved.

**Treasurer's report:**

No report.

**Vice Chair's report:**

- Melissa Econom met with Lynn Mellantine from Human Resources on November 9, 2021. Melissa asked if the USS flyer designed by the Communications subcommittee could be included in orientation for new employees. There is no issue with including it in the digital packet.
  - Wendy Butler shared an update on other opportunities to get the word out about the USS to new employees. Could this be included in new employee orientation or as part of a fuller onboarding process?
- Melissa Econom and Carol Trecek have started a proposal to create a Spanish language course for higher education professionals' language acquisition and intercultural competency.
  - There is a team working to submit an Explorer Challenge grant that includes Wendy Butler, Jacki Black from the Office of Institutional Diversity and Inclusion, and two faculty members from the Department of Foreign Languages.
  - This could be offered as an ongoing GROW course.
  - The format is still under discussion but could include hybrid or asynchronous work to prevent staff from missing time at their workstations.
- The Board of Trustees has asked the Beyond Boundaries Steering Committee to review a current list of peer institutions; they are looking to establish both a peer and aspirational list. Criteria will be vetted with university leadership, and the Office of Institutional Research and Analysis (OIRA) will generate the list.

**Chair's report:**

- Chair Carol Trecek began with a shout-out to University Athletics for the 5K run hosted in support of Dr. Lovell.
- Carol met with Joel Pogodinski and briefly discussed the issue of mixed messaging on finance and trust. Joel will be the December speaker for the regular Staff Senate meeting. His time may be short, so Carol asked USS members to share questions so she can prep Joel.

- There has not been a one-on-one meeting with Dr. Lovell since the last Staff Senate meeting.

#### **Communications subcommittee:**

- The subcommittee continues to update [SharePoint](#).
- The subcommittee has also made changes to the [website](#):
  - News and events including meeting agendas and speakers are included on the homepage. The site is more focused on the user experience.
  - There was a request to update the homepage banner with new imagery or perhaps a gallery.

#### Special business:

Guest speaker: Fr. James Voiss, vice president of the Office of Mission and Ministry

#### **Discussion:**

- There have been questions around what actions have been taken since the August symposium focused on the current campus climate. Fr. Voiss shared that the conversation is progressing slowly. There is a steering committee working on how to broaden the conversation and what the next steps could be.
- Chair Carol Trecek would like USS to be part of the solution to re-engage and create a more positive atmosphere on campus.
- Question: Can you recap dialogue and conversation from steering committee? What action steps/suggestions for actions steps are there? Answer: Two approaches have been broached; the first is where steps based on the symposium outcomes should be taken and the second is to solicit more input from those who were unable to attend. Fr. Voiss shared that the only date available to schedule a similar event would be January 18, 2022, which is the first day of classes.
- Suggestions from staff attendees included:
  - Establishing an anonymous suggestion box to solicit input.
  - Meeting with people in their unit location.
  - Reinstating an ombudsperson.
  - Meeting with groups that cut across departments (for example: CAPS, Marketing Partners, Director of Graduate Studies, or Employee Resource Groups).
  - Taking action to respond to the existing representative sample data.
- [Fr. Voiss](#) invited all in attendance to reach out to him directly with further suggestions.

#### Regular business:

#### Service subcommittee:

The traditional Giving Tree will be online again this year. The Childcare Center is also participating in a Giving Tree in Cathedral Square.

#### Other business:

Laura Abing provided an update on the idea of a Mass for Dr. Lovell. He is prayed for at every campus

Mass, and Mission & Ministry has reinstated Mass in Zilber Hall on the second Thursday of each month at 8:30 a.m.

The meeting adjourned at 1:13