

University Staff Senate Minutes

December 16, 2021, 11:00-1:00 p.m.

Raynor Library, Beaumier Suite C and Teams

Present

In person:

Laura Abing, Jack Bartelt, Chris Bartolone, Maria Cooper, Cliona Draper, Kirsten Boeh, Calley Hostad, Sherri Lex, Lori Montezon, Yvonne Printz, Steve Roberston, Nicolle Skoien, Carol Trecek

Via Teams:

Tina Aiello, Brigid Alba, Mel Baker, Wendy Butler, Kathy Coffey-Guenther, Robin Cork, Melissa Econom, Molly Eldridge, Jyoti Gandha, Latrice Harris-Collins, Karen Jamiola, Amber Jensen, Amy Kaboskey, Katie Klamecki, Maggie Klatt, Karen Nest, Karen Ortiz, Kim Poehlman, Ritu Sachdev, Rae-Ann Vanek, Elizabeth Voltner

Chair Carol Trecek began the meeting at 11:01 a.m. and led a moment of silence and reflection.

Special business

Guest speaker: Senior Vice President and COO Joel Pogodzinski

Questions were provided prior to this meeting.

- Question: Can you provide an overview of the budget for 2023? The fiscal year runs from July 1, 2022, through June 30, 2023. The budget is a roadmap and set of assumptions for next year; it is not a strategic plan. University leadership will continue to monitor and adjust as needed.
 - There were 1653 new freshmen in the fall of 2021, and the budgeted number for the fall of 2022 is 1843. Even with an increase in freshman enrollment, there are still fewer students overall as the smaller classes work through their time at Marquette.
 - The majority of the budget is centered around people and compensation. There is no hiring freeze currently in place, and there will be some strategic investments (for example in graduate, online and nursing programs).
 - The 403b match program restarted in May of 2021, and merit increases are planned for next year. The merit pool will be announced in spring.
 - Joel suggested that VP for Finance Ian Gonzalez and Jay Kutka could provide a more robust review of the budget.
- Question: Can a staff member from University Staff Senate be added to the university finance planning and review committee (UFPRC). Joel understands that Staff Senate is seeking more communication and understanding on the budget and related decisions. Rather than add a representative, he suggested more communication and regular updates from the UFPRC to Staff Senate and a continued conversation with the executive committee of University Staff Senate through meetings such as this one.
- Question: As Marquette is a nonprofit organization, what is the surplus of funding used for e.g., the three percent operating surplus required by Board of Trustees guidelines? Margins are meant to be reinvested in the mission of the university. The operating budget has revenues and expenses, and the capital budget deals with dollars set aside for ongoing maintenance of infrastructure. Both are constrained every year. The university wants to generate funds for unplanned maintenance, creating capacity to continue to invest in university infrastructure and

preventing new debt every time major needs arise. Marquette University has \$300 million in debt; this is common and not a bad thing. Margin can also be used to invest in endowed scholarship/financial aid and manage our debt and interest cost.

- Question: What is Marquette's plan in terms of strategy or investing in strong programs or cutting programs if needed? University leadership follows Beyond Boundaries and the five strategic priorities. These areas will be the first focus for investment. At a high level, the budget reflects what should be done to match with enrollment realities. When the university need to take actions last year, high level targets were provided; implementation was at the dean or college/unit levels. Each unit came up with their plan. For example, university administration consolidated the Offices of Marketing and Communication, Office of Public Affairs and Economic Engagement under University Relations, reducing the number of vice presidents.
- Question: Are there additional reductions in staff planned? There currently aren't any plans like January's reduction in force. Due to the size of the classes, years stack onto four-year windows. There is a three-year window looking to the future. Three-year targets mean more work to do to align with enrollment reality. We will continue to monitor enrollment levels for the upcoming classes and adjust accordingly like we always do. We also look at retirements, attrition, and other ways to manage.
- Question: Inflation has risen, but there have been no increases related to cost of living. Can you address? We have experienced low interest rates and low inflation for the past ten years. The cost of higher education has outpaced inflation significantly. University leadership understands the importance of compensation and would not have adjusted 403b match program or the reduction in force unless it was necessary. The 403b match has been reinstated, and merit increases are planned to return effective July 1, 2022. The country is experiencing inflation, but higher education cannot pass those costs along to customers (students) in the way that some other industries do as price sensitivity and student debt loads are important considerations.
- Question: What is happening at executive level in terms of rebuilding trust on campus? Trust is a lot to unpack and is based on relationships. The lack of trust sometimes occurs when someone feels like a certain outcome should happen and leadership did not do the same, or leadership said they were going to do something and didn't do it (Joel doesn't believe we've had instances of this). The way to work through this is with relationship building and communication. We don't have to agree but need to have discussion and dialogue, such as with opportunities like this meeting or hosted breakfasts.
 - Related question: Some staff do not have the opportunity to attend these events. Could higher level leadership address to mid-level leaders? Joel is happy to look into this.
 - Related question: Could the university consider reinstating an ombudsperson?
- Question: What is the distribution in salaries across roles? When compensation is examined, it is done through market-based range assessments. The Board of Trustees does a similar exercise for senior leadership. Leadership took a 10% pay cut at start of the pandemic. There are other rewards related to employment at Marquette such as belief in mission, paid time off including two weeks for Gift of Time, 8% 403b match, compensation, and recognition.

If there are further questions, please feel free to reach out to [Joel](#) or send to the USS mailbox.

Regular business

Secretary's Request

November meeting minutes approved.

Treasurer's Report

No report.

Vice Chair's Report

- Workforce environment report: Marquette is pausing the vaccine requirement per federal ruling.
- GROW/Explorer Challenge grant: USS has partnered with Wendy Butler and the Hispanic Serving Institution (HSI) steering committee, submitting a pre-proposal to create/offer Spanish language class for faculty and staff.
- Beyond Boundaries Steering committee: [PowerPoint presentation](#).

Chair's Report

- Meeting with President Lovell: discussed issues of trust and mistrust on campus; he is trying to get out and meet people where they are across campus to build relationships. Safety is also at the top of mind.
- Academic Senate: Carol and Melissa met w/ the chair and vice chair of the Academic Senate to discuss ways to collaborate. If you have issues to bring up, please reach out.
- Future planning: Teams meetings will be held in January, February, and March.

By-Laws Subcommittee

The vote to change the member distribution to six at-large members, five academic representatives and five administrative representatives passed unanimously.

Elections & Nomination Subcommittee

For the upcoming spring election, nominations will be submitted via Forms and the ballot will be conducted via Qualtrics. For promotional purposes, the subcommittee will get the list of staff from Human Resources for direct outreach and will post to Marquette Today.

Service Subcommittee

The Weather the Storm collection in conjunction with the childcare center will run through 12/31/21.

Marquette Police

Cliona Draper shared an update. Car theft has been an issue in Milwaukee. MUPD has locks available for Hyundais and Kias and is planning a GROW session on safety.

Information Security Governance Committee

Sherri Lex provided a report on the activities of the Information Security Governance Committee (ISGC). The purpose of the ISGC is to act on the behalf of, and to assist the Executive Management of Marquette University in fulfilling its oversight responsibilities with respect to Marquette's information security programs and risks. Members of Staff Senate were asked for suggestions on how the ISGC could communicate most effectively with staff. Several suggestions were made that will be shared with the ISGC.

The meeting adjourned at 12:42 p.m.