

## *University Staff Senate Minutes*

December 15, 2022, 11:00-1:00 p.m.

Raynor Memorial Library, Beaumier Suite C

Melissa Econom, Calley Hostad, Sarah Kazlauskas, Robin Cork, Carol Trecek, Amber Jensen, Maria Cooper, Chris Bartolone, Jack Bartelt, Molly Eldridge, Latrice Harris-Collins, Steven Robertson, Christine Fleming

Tina Aiello, Yasi Blackmon, Cliona Draper, Patty Przybylka, Paul Dion, Maggie Klatt, Karli Webster, Wendy Butler, Elizabeth Voltner, Sherri Lex, Amy Kaboskey, Tia Langnes, Ritu Sachdev

Chair Carol Trecek began the meeting at 11:03 a.m.  
Molly Eldridge led the reflection.

Guest Speakers: Dr. Chris Navia, Vice President for Inclusive Excellence

[Link to presentation slides is available here.](#)

Chris shared some of her family's story and her identity as a first-generation college student.

Described her vision for a thriving Marquette where students, staff and faculty bring their whole selves. A vision for a college climate where it is easy to be yourself.

Emerging priorities

- Improving campus climate:

Help students catch up on the social development that was missed during the pandemic. Bring students out of their dorms to create teams and rich relationships.

Students, staff and faculty, have become transactional, and we need to move back to being relational with each other.

- Building on the strong foundation

- Collaboration partners that make sense for students, to provide a holistic experience.

- Student Affairs

- Xavier Cole and Chris have discussed what this should look like from the student experience for a holistic approach.

- Student Success

- Chris is on the planning team for the Lemonis Center for Student Success.

- Central hub for support, Chris will have an office there.

- Has decided what units will have a presence in this space. Looking now at how staff will engage with each other in the space.

- Soft spaces with moveable furniture, cle

- Lemonis Center's focus on undergraduate students was donor driven.
- We do need to support graduate students, and they are looking to find balance and supports that they need. Each graduate student is different, some are working full time, commuting in, at a different life stage with families. How do we continue to work with faculty around their pedagogy to improve their classroom environment.
- Doug Woods is doing a lot to build the infrastructure to support students. Across MU we really do focus on undergraduate more than graduate students, and we need to look at the supports we need to offer them.
- Example: Iranian students needing support in the face of the conflicts happening in Iran. They cannot go home, they cannot talk to their families, have friends that are currently imprisoned. What can MU offer these students? Listening circles, etc.

Question: Is there a current application process for emergency aid?

- Currently it depends on the emergency aid you apply for. For example, the [Backpack Program](#) is a free and confidential service, a student-led effort to provide support to any Marquette student who is having difficulty accessing affordable, nutritious food and other essential household items. After filling out an intake form, students will be able to pick up a few days-worth of groceries and additional personal products. No student will be turned away. While the [Bridge to the Future Fund](#) is managed by the Office of Financial Aid. This emergency fund provides financial aid assistance to students whose changing economic circumstances jeopardize their ability to continue their Marquette education. The Bo and Candy Ellis Student Success Fund is managed by the OIDI office. This fund is new, and the website was launched in April, however Chris would like to simplify the process for students to apply. The Center for Peacemaking also has a support fund.
- Often students are coming to student affairs and ask for help, not following a set process. OIDI has a team of folks that discuss, and it includes staff in financial aid. Currently these resources are word of mouth, the goal of the website is to list all

- Chris would like for folks to feel more confident with bystander interventions, especially related to harassment. Building confidence in bystander interventions for both harassment, verbal abuse, and microaggressions.
- Talking to Claudia Paetsch about compensation for facilitators leading these sessions. Should there be additional compensation for facilitators, or a certificate program.

Guest Speakers: Lynn Mellantine, Assistant Vice President for Human Resources

Staff Compensation Structure Project updates. Recently presented at University Academic Senate and the last LEAD meeting with the goal of keeping everyone informed as this project progresses.

The staff compensation structure needs to be reviewed and updated across the entire University to align with changes in the industry standards and best practices. We are due, we haven't updated our salary structures and practices in about 10 years.

Started working on this in 2021. This past Fall the Segal Group Consultants specializing in this work, specifically for University compensation structures, became available so work could start on the key drivers.

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- Job families are connected to career development and recruitment, compensation administration. Looking beyond the title for clarity in what a role's primary responsibilities include.
- Most departments will have more than one job family.
- The amount of people in each job families will vary, however there is no hierarchy of job families. The level of a role will be found within a job family.

Next steps include market comparable. We will benchmark with peer groups. These will include similar types and size of institutions, geographical considerations, and peer and aspiration institutions.

Progress yet to do

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Looking to do this one-hour virtual book club discussion in Spring (March or April) near nominations for future USS members. Participants would not need to have read the book before this discussion.

#### Outreach:

Secured a room in the 313 building for the third shift employee event on January 11 at 8pm, event starts at 9pm. Catering expenses are estimated at \$1,000. Father Voss has offered to cover half of that expense, however that needs to be confirmed.

Latrice filling USS lunch boxes with t-shirts, event will include raffle prizes.

Transportation is in the works.

#### Service:

All old Project Night Night materials have been moved out of the space.

[The Woman's Care Center](#) organization is excited to collaborate with USS.

#### Police Board:

Starting in January a mental health professional will join the MUPD team.

Received a grant for body cameras, for patrol officers to start using this summer.

Starting the process of accreditation, the only other school in the state to be have a fully accredited police force is UWM Madison.

Organizing a toy drive with Penfield Children's Center.

Participated in a program in West Milwaukee, shop with a cop.

Coffee and hot chocolate with a cop. Read about it in the Marquette Wire,

<https://marquettewire.org/4090003/news/cocoa-with-a-cop-connecting-the-mu-community/>.

There is an increase with instance statistics for this year. This year those statistics included with MKE city, so were elevated.

#### New Business:

Reflection schedule for upcoming meetings:

- January 19, 2023, Melissa Econom
- February 16, 2023, Latrice Harris-Collins
- March 16, 2023, Kirsten Boeh
- April 20, 2023, TBD
- May 18, 2023, Jack Bartelt
- June 15, 2023, Christine Fleming
- July 20, 2023, Robin Cork

Senate went into a closed session at 12:44 p.m.