



**University Staff Committee  
Meeting Minutes  
November 18, 2021,  
10:00 – 11:30 a.m.  
Virtual Meeting via Teams**

1. Call to order  
Sue Machuca (USC Chair) called the meeting to order at 10:00 am.
2. Roll call:  
USC: Lisa Francl [Webmaster], Kaitlyn O'Claire, Sue Machuca [Vice-Chair], Kim Mezger [Co-Chair], Liz Brinks, Amy Mauk, Teri Ternes, Lea Truttmann [absent], Julie Flenz [HR Liaison]  
Other: Brenda Beck, Erin Berres, Jenny Charapata, Colleen Cowling, Cassandra Dechamps, Kathleen Gajeski, Amy Ibuaka, Holly Keener, Jayne Kluge, Eric Knapowski, Carol Kuehne, Kimberlee McKeefry, Andrea Meulemans, Theresa Mullen, Loretta Rafter, Danielle Roberts, Jill Siegmund, Tina Tackmier, Barb Tomashek-Ditter, Jolene Truckenbrod, Mark Vanderveren, Amanda Wildenberg, Kaitlin Williams
3. Nominations and Vote on Secretary and Treasurer positions:  
Teri announced that Lea Truttmann agreed to be secretary; Kim motioned, Liz second; approved. Teri agreed to complete Dolly's term as Treasurer, Liz motioned, Sue second; approved. Because Lea cannot be present at today's meeting, Teri agreed to take minutes.
4. Review of October 21, 2021 minutes. Teri mentioned that the treasurer's report was as of 10/21/21, and that the endowment book value was as of 9/30/21. Minutes approved with these updates.
5. Treasurer's Report, Teri Ternes, attached
6. HR Report, Julie Flenz, attached
7. HR/TTC Report, Melissa Nash, attached
8. Old/New Business:  
EDJ Performance Reviews-discussion @ UC 11/17; how will that affect US/ASC; rumor murmuring; Melissa Nash stated US & AS is somewhat taken care of; PD updated last spring [knowledge skills & abilities] moved to org competency section. Valuing Diversity & Inclusion was added. Faculty evals are different.  
Sue: new eval will still have ck boxes of work status– moving to E-Performance. Not much change for US but AS will be different as they've never had this. Will move to 5pt scale rather than 4 pt. HRS module: US is consistent unlike AS. E-Perf will allow feedback from others; only superv will see those comments.  
Kim: end of manager/emp meetings, some never had mtg

Administrative Evaluations Discussion - Discussion should Chancellor, Deans be eval by faculty; should staff be eval; concern w/privacy issues and who gets/sees data – refer to document attached. Does US want to get involved; how much; AS concerned they're not being evaluated and we need funnel/feedback as members of campus; fear retaliation. Jayne feels should be involved; willing to give input but not interested in tally/work of project

TTC... Letter from UWS is separate from what you recd from supervisor and offering discussion; some just got handed a pc of paper. The letter from UWS is to clarify conversation. Problem if no 1:1; refer to Melissa [stated by Mark Vanderven]

Joint Committee Meeting Discussion: Possible joint mtg in January with all governance groups.

Restructure Shared Governance Discussion no discussion

Committee on Workload & Compensation: Sara C states announcements forthcoming at Chancellor's Coffee Break on November 19<sup>th</sup>

#### 9. Committee Reports

- a) Election Committee – Brenda Beck reported to hold until S22 to fill positions. Dolly Jackson USC, Lisa Schmelzer PDC spring – no longer here; strategic budget Bea Yang now AS
- b) Personnel Committee – Brenda Beck, no report; holding for appeals
- c) Professional Development Committee – Sue Machuca & Barb Tomashek-Ditter, no report; send ideas to USC@uwgb.edu
- d) UW System University Staff Representative – Teri Ternes report attached
- e) UC – Sue Machuca Adm review prev discussed
- f) Other Campus Appointive Committees & Working Groups no reports

10. Card/note from Monika Pynaker, attached

11. Separation, Sue Machuca to E-Campus FVTC.

**Adjourned:** 11:30AM, Sue Machuca

**Next Meeting:** Thursday December 16, 2021 via TEAMS, Kim Mezger Facilitator

**Submitted by:** Teri Ternes, December 14, 2021



UNIVERSITY of WISCONSIN  
**GREEN BAY**

University Staff Treasury Report

As of Nov 17, 2021

	Account Balance	Jul 01 - Nov 17, 2021 Expenses	Fiscal YTD Expenses	Expense Description
	120215			
(102) Staff Development Account	\$3,450.00			
(136) Revenue Account	\$5,499.51	\$0.00	\$0.00	
(233) Professional Development Funds (Provost)	\$18,000.00			
Foundation Discretionary Account (#11100 "Agency" acct)	\$17.81			
Endowment Account Pro Development Earnings Avail to Spend	\$3,031.00			
	<b>\$29,998.32</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Endowment Account Book Value as of 10/31/21	\$10,283.84			
Endowment Account Market Value	<b>\$16,122.98</b>			

## University Staff Committee HR Update – 11/18/2021

- **[Title and Total Compensation Project:](#)**

As announced last spring, the [Title & Total Compensation \(T&TC\) Project](#) was delayed due to the COVID-19 pandemic, however it was implemented on November 7, 2021. We have updated the [UW-Green Bay Title & Total Compensation Website](#) with the following timeline:

- **November 1, 2021:** New [salary structure](#) published by UW System on their website
- **November 7, 2021:** Official go-live of the new title structure.
- **November 7, 2021:** UW-Green Bay will formally publish the governance-reviewed (and leadership approved) updated Title Review Policy, Title Guidelines, IAS Guidelines, Title Appeal Guidelines, and associated forms.
- **Week of November 15th:** Formal notices of revised titles sent by UW System to employees
- **November 7, 2021 - December 31, 2021:** Appeals submission period for employees (all TTC appeals must be submitted by December 31, 2021)
- **January 1, 2022 - June 30, 2022:** Appeals processing period. All appeals will be settled by June 30, 2022.

For details related to T&TC as well as resources (including open forum recordings and newly-revised FAQs), please visit the UW Green Bay [Title & Total Compensation \(T&TC\) Project Website](#).

### **Appeal Process:**

As part of the Title & Total Compensation Project (T&TC), all in-scope positions have been mapped to a title within the new structure. If an employee disagrees with their mapped title, they are able to formally appeal the decision. To initiate a title appeal, an employee must submit a [Title Appeal Request](#) with supporting documentation **between November 7, 2021 and December 31, 2021**. The institution will settle appeals between January 1, 2022 and June 30, 2022.

Only title of record can be formally reviewed and appealed. Pay range, compensation, FLSA exemption status, business title, and language in the Standard Job Descriptions cannot be appealed.

For more information about the Title & Total Compensation appeal process, please see the [Title Appeal Guidelines - T&TC](#). For instructions to help in completing the Title Appeal Request form, please see the [T&TC Title Appeal Guide](#).

### **Town Halls:**

UW System is hosting a [Salary Structure Town Hall Meetings](#) on November 18<sup>th</sup> for employees to learn more about the salary structure. Please mark your calendars to attend.

The Town Hall meeting will cover: How UW System's salary structure was built; How jobs fit into the salary structure; How the salary structure will be maintained; Answer commonly asked questions about employee pay.

- **Proposed FY 2022 Pay Plan**

Last spring, Governor Evers included a proposed 2021-2023 pay plan for UW System employees within the state budget, which would provide a base rate increase to all eligible employees of 2% in FY22 and 2% in FY23. At this time, the Joint Committee on Employment Relations (JCOER) has not yet voted on the pay plan. That group has final determination on the amount and timeline for pay plan distribution, and thus it is not finalized. However, as we have done in past years, we will be taking measures to prepare for a potential pay plan increase for eligible employees pending JCOER approval.

In order to be eligible for the proposed pay plan, eligibility requirements (specifically the required trainings and performance evaluations) must be complete by November 30, 2021.

Employees who were missing Mandatory Training received a second individual notification that identified trainings that they had outstanding on Monday, November 15, 2021. For those employees who did not get an email, all trainings have been completed and no further action is needed. For questions about the proposed FY 2022 pay plan or eligibility requirements visit this [blog post](#) or contact Human Resources at [hr@uwgb.edu](mailto:hr@uwgb.edu) or by phone at ext. 2390.

- **Payroll Processing Transition to UW-Shared Services**

The implementation of Single Payroll this summer significantly increased the workload associated with processing payroll for faculty, academic staff and limited employees. At the same time, our office recently restructured in order to better align our office's practices and processes with institutional strategic initiatives such as digital transformation and data-based decision making. In order to fully embrace our office restructure and allow our staff to delve into more complex data and analytics to meet institutional needs, we will be moving forward with transitioning additional payroll functions to UW-Shared Services effective November 15, 2021. The functions moving to UW-Shared Services are less complex and allows for streamlined processes at the UW System level.

UW-Shared Services will now handle all questions related to the following payroll functions:

- Timesheets (entry, approval and corrections)
- Absence entry/approval
- Missing leave reports
- Leave balances
- Direct Deposit/W-4 inquiries
- Earning Statement inquiries

Our Human Resources office will continue to handle all Personnel Action (PA) related questions including compensation adjustments, additional payments and funding updates.

As of November 15<sup>th</sup>, questions related to the payroll functions listed above should be directed to UW-Shared Services at [payroll@uwss.wisconsin.edu](mailto:payroll@uwss.wisconsin.edu).

- **Policy Updates (informational only):**

- [Building Hours and Access Policy \(Amended\)](#)

- Consistent with the issuance of a new UWSA Policy- [SYS 620, Working in Isolation](#), the University has integrated the Working in Isolation Policy into the [UW-Green Bay Building Access and Office Hours Policy](#).
- **COVID-19**

### [Phoenix Forward Website](#)

The [Phoenix Forward website](#) has been recently updated with the latest policies and procedures regarding keeping campuses safe in the uptick of COVID-19. The Phoenix Forward Website also includes updated [frequently asked questions](#) pertaining to faculty and staff regarding UW-Green Bay's actions in response to the Coronavirus (COVID-19) emergency. For more details about the UW-Green Bay Covid-19 response, review the [Fall 2021 Standard Operating Procedures and COVID-19 Protocol Matrix](#).

### **COVID-19 booster vaccinations will be available to UW-Green Bay Faculty & Staff**

The Office of COVID Response will be working to provide COVID-19 booster vaccinations to UW-Green Bay faculty and staff January 5, 12 and 19 from 2 to 4 p.m. at The Wellness Center on the Green Bay Campus. Appointments are now available on those dates by calling 920-465-2380. See the CDC's booster shot [recommendations and eligibility information](#).

### **COVID-19 Testing Extended to Faculty & Staff**

Routine surveillance testing continues to not be required at this time. However, the Wellness Center and partner Prevea Health have expanded testing to include faculty and staff from all four campuses for those employees who wish to get tested. Now all members of the four-campus community (faculty, staff and students) can make appointments via the [MyPrevea](#) app by selecting "surveillance testing." The testing center is located in the Alumni Room, University Union on the main campus, and is for asymptomatic individuals. Those experiencing any COVID-19 symptoms are requested to schedule a confirmatory test within the community. Availability will be based upon open appointments listed within the app (generally 8:30 a.m. to 2 p.m.), but this varies based on staff availability.

### **Those with Verified Vaccinations are Considered 'Exempt'**

Being "exempt" means that those with [verified vaccination](#) records *may be* "exempt" from *certain* COVID-19 protocols. Masks are still required by the [Chancellor's Directive](#). In order to apply for exemption, an individual must have received a full administration of the applicable vaccination not less than 14 days prior to applying for the exemption.

- Faculty and Staff can find the exemption process [here](#)

**No one is *required* to submit vaccination information as a condition of participation in any University activity. Vaccination status is confidential.**

### **Chancellor Directive on Face Coverings Extended**

The Chancellor's Directive on Face Coverings has been extended through Nov. 26, 2021.

Informed by CDC and county health board guidance, [Chancellor Directive on Face Coverings](#) requires mask use for all while in indoor classrooms, laboratories, studios, creative spaces, and public spaces. Faculty or staff who cannot wear a face covering due to a medical condition or disability, or who are unable to remove a mask without assistance may seek an accommodation through the Office of Human Resources by [email](#) or ext. 2390.

### **Telecommuting and other Leave Options for Caregiving due to COVID-19**

*Intermittent Telecommuting* may be used during a school closure or need for child to quarantine due to COVID-19, so long as the employee is able to fulfill their work functions during this time, time and leave is reported accurately, and the supervisor approves. This is appropriate because the reason for intermittent telecommuting would fall under the definition as outlined in the [Telecommuting Policy](#) ("transient and specific circumstances lasting no longer than ten business days"). An employee cannot be approved for a part- or full-time, *continuous telecommuting* arrangement for purposes of caregiving.

Intermittent telecommuting does not require the submission of a Telecommuting Request Form, and may be permitted for an eligible employee without a formal written agreement upon the mutual consent of the employee and their supervisor. Telecommuting agreements (both continuous and intermittent) are approved on a case-by-case basis at the discretion of the employee's supervisor consistent with the student-focused mission of the university and the needs of the respective unit/department.

If the employee is not eligible to telecommute based upon operational need, job functions, etc. they may use allocated paid leave for time needed away from work due to school closure or need for child to quarantine, including vacation, personal holiday, and/or sick leave (as outlined in the recently approved [SYS 1200-10, Interim: Sick Leave for Care of Minor Children](#)).

We would encourage employees to continue to reference the UW-Green Bay [Telecommuting Website](#) for full information about telecommuting (both in general and due to the COVID-19 environment).

### **Please, Protect Your Phoenix Family**

Faculty and staff experiencing COVID-19 symptoms should not come to campus. This is the case for all symptomatic individuals, regardless of vaccination status. For more information on COVID-19 protocol for faculty and staff (including information regarding positive, suspected, or close contact cases), please see the [Reporting Faculty & Staff](#) page of the Phoenix Forward Website.

### **[Employee Health & Wellness](#)**

We recognize these unprecedented events may cause stress and other life challenges for you, your employees, and your family members and friends. We encourage employees to utilize individual providers through your health insurance program and/or UW-Green Bay's [Employee Assistance Program \(EAP\)](#), which is available for all employees, to include student employees.

EAP offers services to support employee well-being and resilience in work and life, including navigating anxieties related to COVID-19.

- **Wellness Activities**

- November Wellness Activity: Preventative Care for Men ([blog post](#))
- November/December Well Wisconsin Webinars on Financial Health, Social Health and Physical ([blog post](#))
- [UREC Fall Fitness Schedule](#)

New Employees:

- **Financial Specialist Senior** Student Billing Resources: Incumbent – Nicole Wirkuty – Pam Walter-Naze was hired and started on 11/8/21

Positions Being Recruited:

- **\*Facilities Technician III** Facilities: Incumbent – Gary Vincent
- **Office Operations Associate** Business and Finance: Incumbent – New
- **Financial Specialist Senior** Division of Information Technology: Incumbent – New
- **Financial Specialist Senior** Facilities: Incumbent – Heidi Nell
- **\*HVAC Mechanic** Residence Life: Incumbent – Joe Schmitt
- **2<sup>nd</sup> Shift Custodian Sheboygan** Operations: Incumbent – Kay Sbarbaaro
- **2<sup>nd</sup> Shift Custodian Sheboygan** Operations: Incumbent – Randy Frazier
- **2<sup>nd</sup> Shift Custodian Manitowoc** Operations: incumbent – Rick Weston
- **USA2** Natural & Applied Sciences: Incumbent – Taylor Hilgart
- **Front Desk & Mailroom Coordinator** Housing & Residential Education: Incumbent – Ashleigh Henrickson
- **USPA** Student Affairs: Incumbent – Jeni Van Beek
- **USPA** Continuing Education & Community Engagement: Incumbent – Kristin Schiedermayer
- **Financial Specialist II** Controller's Office: Incumbent – Bea Yang Thao
- **Financial Specialist II** Controller's Office: Incumbent – Dolly Jackson
- **Administrative Assistant II** Student Engagement: Incumbent – Tina Tackmier
- **Library Assistant III** Library: Incumbent – Stephanie Alvey
- **Custodial Services Assistant Supervisor** Operations: Incumbent – Don McDowell

\*Position title was changed to the new Title & Total Compensation title when reposted.

Failed Recruitments:

- **Human Resources Talent Acquisition & Engagement Coordinator** Human Resources: Incumbent – Pang Yang

HR Note on Recruitment -



As we are sure you all are aware, the current job market is very tough for employers right now. As you try to walk into a store or restaurant, there is a sign that they are closed due to staffing issues or you see on social media that a store has changed their hours due to staffing issues. UW-Green Bay is also feeling the impacts of the job market right now. There are a lot of departments across the University that are struggling to fill their open positions or have lower than normal applicant pools. We need your help to spread the word that UWGB is a great place to work and to refer the people in your circle of influence to consider working at UW-Green Bay. So, who do you know that would be a great addition to our Phoenix Family? Encourage them to review our [Career Opportunities](#) page on our website and to submit their applications.

UW-GREEN BAY  
ADMINSTRATOR ~~REVIEW POLICY~~FEEDBACK  
SURVEY PROCESS  
October 2021

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### Purpose

UWGB seeks to assure that all members of its community have accurate information as to performance expectations and assessments of that performance. In accordance with SYS 1254: Performance Management, faculty and staff have annual processes for the review of accomplishments, goals, and possible areas for improvement. Because of the leadership roles of administrative positions, UWGB the University Committee seeks to complement existing annual review procedures for administrators with reviews a feedback process that more formally and systematically incorporates broader input from faculty, staff, and other members of the university community. The review of university administrators has been recommended by American Association of University Professors since at least 1974. According to the AAUP, "Institutions should develop procedures for periodic review of the performance of presidents and other academic administrators. The purpose of such periodic reviews should be the improvement of the performance of the administrator during his or her term of office. This review should be conducted on behalf of the governing board for the president, or on behalf of the appointing administrator for other academic administrators. Fellow administrators, faculty, students, and others should participate in the review according to their legitimate interest in the result, with faculty of the unit accorded the primary voice in the case of academic administrators." The policy process that follows applies to the UWGB Chancellor, Provost, and Deans.

### Policy

UWGB's policy is as follows:

- I. All administrators to whom this policy process applies participate in annual evaluations governed by SYS 1254: Performance Management, as already established. These annual evaluations provide an important means by which the employee and their supervisor share information about appropriate goals for the coming year and about the degree of achievement of goals for the preceding year. This process will supplement, not replace, those annual evaluations required under SYS 1254: Performance Management by soliciting feedback from the larger campus community in an attempt to improve the health and the strength of the institution.
  
- II. Reviews Surveys will be staggered so that all administrators listed above are not being reviewed going through this process simultaneously. The timing scheduling of surveys reviews is included as part of the timeline below. Following their initial reviews survey process, each administrator will be reviewed undergo this process every three years thereafter. In the case of administrator turnover, a newly appointed administrator will be reviewed have a survey conducted prior to the completion of the third year and every three years thereafter. The survey will be conducted through a voluntary and participatory process. Performance will be evaluated through a participatory process. Completion of this review Creation and distribution of the survey will be primarily the responsibility of the University Committee (UC). The UC will coordinate and administer distribution the administrator evaluation process feedback survey.

- III. The UC, in coordination with the Secretary of the Faculty and Academic Staff, will be responsible for the development and distribution of the applicable questionnaire to all personnel in all areas reporting to the specific administrator under evaluation. Prior to circulation, Human Resources must review and approve the questionnaire to ensure that all queries are appropriate under UWSA Personnel Policy. A selected list of other constituents may be included, as deemed appropriate by the UC, for the purpose of soliciting feedback about the performance of the administrator. The position description for the position being reviewed administrator will accompany the questionnaire. The administrator/entity who is tasked with conducting a given review (e.g., Chancellor for the Provost, Provost for the Deans, and the Cabinet for the Chancellor) will have the opportunity to examine and provide feedback on the questionnaire prior to dissemination. However, the final decision about the content of the questionnaire will rest with the UC and Human Resources. The timeline included below is recommended, and the UC will have the authority to modify it may be modified as is necessary to align with the formal evaluation timeline.
- IV. To ensure confidentiality of responses and enable the feedback survey to be utilized as a part of the structured performance evaluation (in accordance with SYS 1254: Performance Management), the Office of Human Resources and Workforce Development The UC, with the help of the Secretary of the Faculty and Academic Staff, will use the completed evaluations submitted survey responses materials to compile a comprehensive report of the results of the submitted evaluations. The report will include the number and percentage of faculty and staff reporting. The summary of questionnaire responses will be prepared to assure the confidentiality of respondents.
- V. The comprehensive report for each administrator is to be considered a confidential personnel document and will only be shared with those individuals who have a legitimate need to see the report. Human Resources will be the only party with access to raw data from the survey. This is consistent with sound practices for effective personnel development, results of the review the comprehensive report document will only be shared only with the employee under review, their supervisor, and, as these are key administrative positions, with the Chancellor. The feedback survey results may be attached to the formal performance evaluation as documentation within ePerformance by the employee and/or supervisor. Other access to the results of the review process is governed by applicable statutes, relevant case law, and the policies of the University of Wisconsin System.
- VI. The survey shall be compiled by HR not less than one month prior to the formal annual review of the employee and the UC shall have the opportunity to review the aggregate report for the Chancellor and Provost in a closed session meeting after the report has been shared with the employee/supervisor but before the performance review is finalized. Given that they are not institution-wide administrative positions, the Dean reports will only be shared with the applicable Dean, Provost, and Chancellor.
- ~~VII.~~ VII. When conducting annual reviews, supervisors will discuss the results of comprehensive report with the employee being reviewed, with the goal of constructive feedback on performance, leadership, and administrative skills. As noted above, information from the comprehensive report is intended to supplement information that is currently used when conducting reviews. It will not be used as the only a primary source of information when

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conducting reviews. not to supersede the review criteria established through SYS 1254: Performance Management.

~~VII.VIII.~~ The Office of the Secretary of the Faculty and Academic Staff will maintain records regarding the year of the most recent review of each administrator. If an administrator is due for a review in a given year, the SOFAS Office will alert the administrator, their supervisor, Human Resources, and the UC by the fourth week of ~~Fall~~ Spring semester.

**Commented [NM1]:** There will be an upcoming change in timeline for AS/LI reviews (and all will be reviewed on a calendar year schedule). To align this process with those reviews, we will need to swap the timeline below.

## SUGGESTED ~~REVIEW SURVEY~~ TIMELINE

### ~~FALL~~ SPRING SEMESTER:

- Week 4: The Secretary of the Faculty and Academic Staff (SOFAS) informs administrators who are to be reviewed (and their supervisor).
- Week 6: UC begins to develop/refine questionnaire that can be used to obtain feedback for administrative positions that are to be reviewed.
- Weeks 6-10: UC shares questionnaire with supervisor of the administrator being reviewed & HR, considers ~~any feedback from the supervisor~~ and finalizes questionnaire(s).

### SPRING FALL SEMESTER:

- Week 7-8: UC, with the help of SOFAS Office, distributes questionnaire via Qualtrics.
- Weeks 9-11: Faculty and staff are given several weeks to complete questionnaire (with at least two e-mail reminders).
- Week 12: All data due back.
- Weeks 12-14: ~~UC, with the help of SOFAS Office, Human Resources~~ compiles data into a comprehensive report and confidentially ~~UC~~ sends copies of comprehensive report to the reviewed administrator, their supervisor, and the Chancellor.

## TIMING OF REVIEWS

2022-2023 Academic Year: Chancellor and Provost reviewed

2023-2024 Academic Year: Deans of CAHSS and CSET reviewed

2024-2025 Academic Year: Deans of CHESW and CSB reviewed

After the initial review, administrators will be reviewed every three years. In the case of administrator turnover, the newly appointment administrator will be reviewed prior to the completion of the third year and every three years thereafter.

# Shared Governance Report

## USC Meeting

### 11/17/2021

The shared governance was held virtually October 22, 2021, via Cisco Webex.

**Present: University Staff Reps**

**Facilitator: Jeremy Johanski**

#### **Furlough Budget Surplus Proposal UW-Stevens Point:**

Discussion of resolution. Feel it is necessary, but unanimously agreed UWSP review & streamline to just propose/discuss the budget surplus.



UWSP\_Common\_Co  
uncil\_Resolution\_Fu

#### **Governance Leadership Compensation/Funding:**

Discussion on shared governance representatives monetarily compensated and/or time release for governance events/meeting/activities. Most locations do not compensate university staff shared governance reps and/or council presidents. Many campuses do not have funding for travel; OT reimbursement is often satisfied by the council.

#### **Campus-Specific Rep Updates:**

Primary discussion across all locations was related to T&TC and COVID [vaccination rate and active cases]. There was a lot of discussion regarding notifications and appeals, mapping, timing. Also concern with US positions decreasing, responsibilities added to other staff, new staff hired at greater pay rate. General consensus, agreed.

#### **Search and Screen UW System President:**

Review timeline, discussion, encouraged to attend listening sessions.

Next Meeting: December 3, 2021, Pyle Center, Madison

Submitted: Teri Ternes, US Rep

I am, quite simply,  
blessed beyond belief  
by the kind, loving,  
and considerate people  
in my life.





To my friends in the USC,

Thank you will never convey what it has meant to work alongside of you all and to be a part of a group of people so committed to the betterment of the University and support of one another.

Thank you for supporting me in the nomination and letter writing for the 2021 Regents Award for Excellence and for always believing in me! I am nothing without the support of my team and my colleagues!

Thank you also for the adorable little Packer gnome. He will always remind me that the USC stands for the "defense" of our team members and the pride of our team!!

In celebration of the award there will be a gathering at "the Bar" East at 5:00pm on December 3rd. I invite all those who have supported me to stop out!

I appreciate you  
more than words can say.

Thank you again!  
With love,  
Monika