



**University Staff Committee  
Meeting Agenda  
March 18, 2021, 10:00 – 11:30 a.m.  
Virtually on TEAMS**

1. Call to order: 10 am
2. Roll call: Brad Gajeski, Parker Nadeau, Diane Grubisha, Colleen Cowling, Kim Mezger, Teri Ternes, John Zimonick, Sue Machuca, Jennifer Van Beek, Danielle Roberts, Philip Walters, Monika Pynaker, Andrea Meulemans, Julie Flenz, Tina Tackmier, Sara Chaloupka, Heidi Nell, Kerry Yang, Paul Wikgren, Kassandra Dechamps, Nancy Balaban, Lea Truttmann, Donald Ramakers, Jane Donlon, Wayne Chaloupka, Barbara Tomashek-Ditter, Dolly Jackson, Kate LaCount, Lisa Francl, Jayne Kluge, Holly Keener, Brenda Beck, Lisa Glinski, Patrick Goggins, Olivia Raasch, Erin Beres, Fred Kennerhed, Marina Lyudmer, Heather Jobelius, Joan Schaller, Kaitlyn O'Claire, Michael Bielski, Juliann Duprey, Cheryl Charon, Stephanie Alvey, Leon Zitlow, Jenny Charapata, Lore Slattery, Kimberlee McKeefry, Sarah Locke, Carol Kuehne, Bea Yang Thao, Amanda Wildenberg, Clif Ganyard, Brian Rabideau

Guests: Paul Pinkston, Sheryl VanGruensven, Clif Ganyard

3. Approval of Minutes (see attached): Jayne motioned to approve pending grammatical correction; Kim 2<sup>nd</sup>; minutes approved.
4. Facilities and Climate Study Report – Sheryl Van Gruensven, Vice Chancellor and Paul Pinkston, Facilities Director (10:05 am): Sheryl: appreciates that work we have done with listening and being there, not just with facilities but the entire campus. Have taken the report to the Chancellor. This was a hard report to read, but it was important that this report was done, and that all in leadership take this report very seriously. Facilities leadership will be working hard to make some changes and increase communication. Paul: have come up with some short-term and long-term strategies:

Currently meet with supervisors on a monthly basis, but will be adding an additional meeting per month to just discuss expectations. Will be meeting with maintenance crew next week, as well as visiting Sheboygan and Manitowoc tomorrow, and Marinette next week. UWGB campus facilities employees have iPads, but Sheboygan, Manitowoc, and Marinette do not yet. During these meetings with facilities personnel, will be discussing concerns (i.e., furloughs, Covid, etc.). Paul also touched on the usage of iPads (was brought in as a way for Facilities to utilize technology), the decision to outsource the Grounds Crew (and that the idea of switching the outsourcing the Custodians is not part of the contract and is not being considered). Discussion of employee engagement and having the ability to go to supervisors with ideas, problems, etc. There will also be an increase in communications, idea is that at this point, it is better to overcommunicate. Paul has met with the ASC and discussed the same topics with them and ASC also wants to know what they can do to help. One area of concern is communications being sent out to ASC, but USC members not receiving same information and vice versa, so looking to find a way to get the same information out to both groups. Additionally, Paul discussed working

on recognition of staff either by supervisors or peers, various mechanisms for feedback (anonymous, electronic, and dropbox ideas considered), looking to get Facilities Staff at Manitowoc, Marinette, and Sheboygan more involved (newsletter is looking to be best option/idea at this time), working with HR to improve onboarding process. The final piece from Paul was determining the measurements for how successful these changes are. Questions/comments from attendees included if Facilities employees have been given a timeframe for feedback, questions about vacation, if employees are encouraged to attend trainings (yes they are), and visits to Manitowoc, Marinette, and Sheboygan campuses. Any additional questions, please feel free to reach out to Sue, Kim, or other leadership. Kim: thank you so much taking the time to do all of this. Paul also wanted to emphasize that COVID has REALLY put an exclamation point on things.

5. Treasurer's Report & Update – Dolly Jackson (see attached): Same as January, only change was the market value. Teri asked if we know who has been reimbursed for staff development? Dolly: we have a number of approvals, but still working through the reimbursements and processing them.
6. HR Report – Julie Flenz, HR Liaison (see attached): A question about pay raises, at this moment is for instructional staff and faculty at this point, correct? Per Julie, yes, after TTC non-instructional and University staff would then receive any raises. Next question was how does HR know how much should be earmarked for non-instructional staff and University Staff and how much will be going to instructional and faculty? Per Julie, there is a mechanism, however, she is not sure how they have figured that out. Will get this additional information and get back to staff. Julie did get back to USC meeting regarding the split between what Faculty/instructional Academic Staff will receive and how much will be left for non-instructional staff and University Staff for T&TC. HR has not yet determined that split amount. Reminder of the split deductions for insurance, etc. coming in April. There will be some trainings and workshops coming up, links in attachment. Jayne asked if Parking can be split between A and B? Julie was able to touch-base with Kimberly Sipiorski regarding the parking fee. At this time, it will not be split since it needs to undergo additional review. If it were to be split between A and B payrolls, it would not happen this fiscal year and would instead go into effect next fiscal year. Teri: will the April 22<sup>nd</sup> health insurance payment be a partial for May or June? Julie: will check into this and get back to us. Cancelled University Police position, it was posted, but then University Police decided to restructure and this position was pulled.
7. Old Business
  - a) Provost Search Nominations: Holly: hope is to have the new Provost installed early in Fall. Work will be completed over summer with the on-campus visits, forums, etc. occurring early in fall. Sue: does have two names, but if anyone else is interested, please let her know by Friday, March 19<sup>th</sup>.
8. New Business
  - a) HLC Update – Clifton Ganyard, Associate Provost (10:30 am): Last went through this process four years ago, but have to go through the process again (we typically go through this reaccreditation process every 10 years). HLC: Higher Learning Commission. This process is really checking to make sure we are doing what we say we are doing. Why are we doing this again since we just did this four years ago? Because of Project Coastal and this was a major change to our structure. Student opinion survey will go out next month for their feedback. HLC will also be meeting with some Academic and

University Staff. Clif is meeting with governance groups to let everyone know what is going on and to answer any questions/concerns? Sue: will there be any in-person meetings, and will the branches be part of these? Clif: yes, HLC has continued to send at least one person to campuses despite of COVID, so yes, these in-person meetings will still occur. Meeting notifications will go out about a month prior to the in-person meetings. As for the branch campuses, not entirely sure. He has been told in the past that HLC would be visiting, however he was recently told that they would not be because we consider all three campuses as additional sites versus branches. Because of this change of language, HLC is not required to visit them, but could still choose to. Jayne asked if after this is done, will we have to go through this again in 6 years or will they push it out for 10 years? Per Clif, that is the million-dollar question. HLC, due to the addition of the branches, this is now a comprehensive review. HLC could absolutely come back and say, great, we will continue on our normal schedule and be back in 2027. Clif is hoping that the timetable will be readjusted and that our next review will be in 10 years instead of 6. There will be a website coming out soon with updates/information. We also have the information he included today (see attached).

#### 9. Committee Reports

- a) Election Committee – Holly Keener: Interest survey was complete, did get responses back and has looked at the stats, but has a question. Sent out 173 surveys, received 32 responses. Of the 32 responses, 7 people did not complete the survey, which left a total of 25 surveys completed. Of the 25 completed, 7 indicated they would be willing to serve on elective committees and 6 said they were willing to serve on appointed committees. Have a total of 38 positions, with 22 people currently filling these positions and 11 vacancies. Plan was to have the ballots prepared and sent out on March 22<sup>nd</sup>. Question, do we have enough of a response? Some questions included, if we really need to include a reason why people should vote for us and what are the qualifications to serve on any of the committees (no qualifications required...should we include a paragraph about this on the interest survey). One suggestion was maybe instead of asking interested people why they want to serve on the committees, maybe ask why people do not want to serve. This could give the Elections Committee some ideas why such a low interest rate. The survey will be re-sent and will include a blurb about these spots are open for all University Staff, regardless of time at the university. Final question was if someone is already serving on a committee and is selected for more are they required to serve on all the committees they were selected for? No, we can absolutely decline.
- b) Personnel Committee – Brenda Beck: started looking through the grievance policy (see attached). Sue: will need to readdress the policy at some point in the future.
- c) Professional Development Committee – Kaitlyn O’Claire: Did a survey about the fall conference and will be moving forward.
- d) UW System University Staff Representative – Teri Ternes: meeting tomorrow, nothing new the report.
- e) UC – Sue Machuca: Gave updates to recent UC meetings.

- f) Strategic Budgeting Committee – Monika Pynaker: met and were reviewing all proposals that came in for the strategic initiatives. There were some proposals that were automatically accepted based on the proposal (i.e., and HVAC update, etc.), and Administration did not pull some prior to the Strategic Budgeting Committee’s review. Reviewed roughly 30 proposals and accepted 28. Jayne: so, if we started with a total of 86, and the Committee reviewed 30, were the 28 picked already “picked”? Monika: no, does not feel that was the case. Also discussed the performance evaluation. Sue: there has been an email account set up for more ideas, etc.: [ingenuity@uwgb.edu](mailto:ingenuity@uwgb.edu).

10. Other:

11. Adjournment: 11:33 am

The next USC meeting will be April 15, 2021 at 10:00am, virtually on TEAMS.

Draft



UNIVERSITY of WISCONSIN  
**GREEN BAY**

University Staff Treasury Report

<b>As of February 28, 2021</b>	<b>Account Balance</b>	<b>Feb 2021 Expenses</b>	<b>Fiscal YTD Expenses</b>
	120215		
(102) Staff Development Account	\$3,050.00	\$0.00	\$400.00
(136) Revenue Account	\$5,499.51	\$0.00	\$0.00
Foundation Discretionary Account (#11100 "Agency" acct)	\$17.81		
Endowment Account Pro Development Earnings Avail to Spend	\$3,031.00		
	<b>\$11,598.32</b>	<b>\$0.00</b>	<b>\$400.00</b>
Endowment Account Book Value	\$10,283.84		
Endowment Account Market Value	<b>\$14,996.02</b>		

Draft

## University Staff Committee HR Update – 03/18/2021

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

As announced last spring, the [Title & Total Compensation \(T&TC\) Project](#) implementation was delayed due to the COVID-19 pandemic. During this delay, there has been some behind-the-scenes work being done by UW System and UW-Madison. Starting in October, T&TC Project work has actively been re-engaged across the System, with a target implementation date in 2021. In October, UW-Green Bay re-engaged our [T&TC Project Team](#) which is made up of members of the [Committee on Workload and Compensation](#), Joint Governance Reps (who serve as the T&TC advisory council for UW System), and HR/B&F staff and administration. HR and Dean/Division Leaders recently relooked at last year's proposed mapping for new employees, separated employees, and job changes. As more information is known, we will provide updates to the University community.

- **2021 Market/Equity Compensation Program**

As [announced](#) on December 4, 2020, \$75,000 of base funding has been allocated to address compensation on our campuses for faculty and staff. It has been decided that these funds will be specifically used to address salaries based upon internal equity and competitive external market factors.

Guidelines have been developed for the initial stages of the 2021 Market/Equity Compensation Adjustment Program (and were shared in an email to the campus community on March 8<sup>th</sup>). At this time, instructional faculty/staff may be considered for increases either based upon external market or internal equity reasons. Non-instructional staff will only be considered for internal equity increases, given that Title & Total Compensation (currently slated for implementation yet in 2021) will be providing us with more relevant and comprehensive market data in the form of revised UW System pay ranges for non-instructional positions. Therefore, a portion of the \$75,000 will be held to address non-instructional market factors at a later date.

- **Single Payroll Project**

In an effort to align with Operational Excellence goals of 2020FWD and standardize payroll processes, UW System Administration has made the decision to move forward with a single biweekly payroll for all employees. This is a system-wide initiative to standardize System payroll by moving all employees to the current biweekly payroll cycle. Based on feedback from leadership, human resources teams, and joint governance groups, President Thompson has approved an adjustment in the final implementation date, moving from January, 2021 to July 18, 2021. Please watch for more information about the Single Payroll Project in the upcoming months.

- **Split Deductions Project**

In an effort to align with Operational Excellence goals of 2020FWD and standardize payroll processes, UW System Administration has made the decision to split payroll deductions over the A and B paycheck in the biweekly payroll cycle. Most deductions for benefits such as health, dental, vision, and life insurance will be split evenly starting with the April 22, 2021, paycheck.

In months when there are three paychecks, benefits deductions will not be taken from that paycheck with the exception of Wisconsin Retirement System, Tax Sheltered Annuity 403(b) and Wisconsin Deferred Compensation 457 contributions.

If you have automatic payments set up (for example, mortgage, car loan, utilities, etc.) review your monthly budget and prepare for biweekly split benefits deductions. You may want to adjust your automatic payments to match your biweekly paycheck amounts.

Employees were invited to attend a virtual Split Benefits Deductions Town Hall Meeting on Tuesday, February 16, from 2:00-3:00 p.m. Employees learned when the split benefits deductions will go into effect, how they will affect your paycheck, and what to do to prepare for the change. Employees were able to ask questions of the presenters as well. A recording of the presentation will be posted at <https://uwservice.wisconsin.edu/split-benefits-deductions>.

Many Spending and Savings Plan workshops are available from February through June: <https://www.wisconsin.edu/ohrwd/well-being/webinars/>.

- **Facilities Climate Study**

As directed by Chancellor Alexander and Vice Chancellor Van Gruensven, the Office of Human Resources and Workforce Diversity conducted a climate study of the Facilities Department. As part of the study, all employees within the facilities department had the opportunity to meet with Julie Flenz or Melissa Nash to discuss various topics to include but not limited to the communication and morale within the department. The study has been completed and a summary report was shared with the University Staff Committee, Academic Staff Committee, and Leadership. Leadership will be meeting with the governance groups to discuss the Climate Study and the report in further detail.

- **University Staff Performance Evaluations**

Communication to Supervisors regarding University Staff Performance Evaluations will be sent this week to commence the annual review process and will be due to HR by Friday, March 26, 2021.

The University Staff Committee Statement on Adjusting Goals for Staff on Performance Reviews and Recording Time and Effort will be provided to Supervisors as part of the communication. In addition, HR will inform supervisors that they may receive a COVID-19 "Rubric" document from some employees, that was provided by shared governance as a voluntary assessment tool. Supervisors will be educated how they may use this document in their assessment. If these forms are received in the HR Office as part of the completed performance evaluation it will be placed in the employees personnel file. Any aggregate data regarding the rubric will not be shared.

- **Wellness Activities**

UREC Spring fitness schedule – virtual events are free for employees, and in-studio events are free for employees except between 2 and 8 pm Monday-Thursday (details: <https://blog.uwgb.edu/hr/category/wellness/>)

[Wellness Wednesdays](#) on March 24 & 31 – 15 minute virtual sessions from 12:15 – 12:30 pm (Stretch break & meditation)

[60 Second Challenge](#) – promoting movement in March



[Stressless Challenge](#) – take 5 minutes per day to reduce stress & focus on you

[Well Wisconsin Radio](#) on Community Supported Agriculture on March 23<sup>rd</sup> at 12 – 12:30 pm

[Living in Uncertain Times During COVID-19](#) presentation held March 10<sup>th</sup> (click [here](#) to view recording)

[Bellin Run](#) will be virtual and held June 12-21; sign up on UWGB team and get \$10 registration fee discount

[Onsite Health Screenings](#) are available at Green Bay and Sheboygan campuses in September, and you can sign up now (a step towards your \$150 wellness incentive)

- **COVID-19**

New information about COVID-19 is coming out on a daily basis. Please stay tuned to your email and to the [Phoenix Forward Website](#) as well as the [UW System Coronavirus \(COVID19\) Preparedness website](#).

**COVID-19 Testing for Faculty and Staff**

Consistent with [SYS 600-01: Interim: Spring Semester 2021 COVID-19 Testing Requirements](#), beginning on Tuesday, January 19<sup>th</sup>, any individual who holds a faculty, academic staff, university staff, limited appointment, student employment, employee-in-training, temporary, or project appointment who comes into any UW-Green Bay building once a week or more to conduct business must obtain a negative COVID-19 test through an antigen test, or through a subsequent confirmation test administered not more than 14 days prior to accessing the campus building.

All employees may obtain testing through [UW Green Bay Testing Centers](#) or have the testing administered at a medical service provider of their choice or an alternative testing location. As a reminder, individuals who have any [COVID-19 symptoms](#) should not use the on-campus testing option and should contact their medical service provider for immediate confirmation testing.

**On-Campus Testing Logistics**

Since testing is a requirement for working on campus, employees expected to work on-campus at least once a week should be allowed to get their biweekly (every other week) tests on work time during their scheduled work hours. Non-symptomatic employees may receive [testing](#) on the campuses.

From what we understand at this time, we do not expect campus testing protocols to change based on someone's vaccination status. This means employees will still be required to test bi-weekly if coming to campus at least one time per week even if they have received the vaccination. Current studies have focused only on if the vaccine protects an individual. Meaningful data does not exist to determine if the virus can spread to a vaccinated person to an unvaccinated person.



An [FAQ](#) with answers to common questions has been added to the Phoenix Forward website. Should information need to be updated as we learn more, the answers of the FAQs will be updated.

### **Face Coverings Are Required**

Consistent with a request from UW System to clarify items regarding the face masking requirement, Chancellor Alexander has issued Interim Policy GB 50-21-1 [Face Coverings: Chancellor Interim Order](#). There is very little change with this interim policy aside from the extension of the requirement to wear a mask when entering a UW-Green Bay building and during University-supported transportation.

### **Self-Assessment**

Complete the [Daily Self-Assessment](#) for each day you are on campus. Employees will be required to confirm acknowledgement of a completed test within the past 14 days along with the date of the most recent test daily through the [Daily Self-Assessment](#). If you have technical questions, problems logging in or getting access to the form, please contact help desk at (920) 465-2309 or [helpdesk@uwgb.edu](mailto:helpdesk@uwgb.edu). Questions or concerns regarding the form content or process, please contact Human Resources at (920) 465-2390 or [hr@uwgb.edu](mailto:hr@uwgb.edu).

### **COVID-19 Vaccination**

As announced by Chancellor Alexander on Sunday, March 7<sup>th</sup>, we have received word from Prevea that our faculty and staff that have interactions with students or are performing public facing functions can sign up to be vaccinated beginning Monday, March 8<sup>th</sup> at 5:30pm by using the [MyPrevea app](#). Employees may also contact their personal medical provider to determine eligibility for other vaccine clinics. For further information about eligibility, you are encouraged to review the [DHS website](#) or contact your medical provider.

You can also visit [www.prevea.com/vaccine](http://www.prevea.com/vaccine) or call (833) 344 – HERE (4373) for more information.

### **Phoenix Forward Website**

Review the [Phoenix Forward Website](#) to understand how we'll be operating this Spring and what we need you to do to stay safe. The Phoenix Forward Website includes [frequently asked questions](#) pertaining to faculty and staff regarding UW-Green Bay's actions in response to the Coronavirus (COVID-19) emergency. Questions may also be submitted to the Question and Answer form on the right side of that [page](#).

### **Reminder of Workplace Expectations**

While our University is doing exceptionally well in maintaining a safe environment for students and staff, it is important that we not become complacent with our adherence to the [COVID 19 Workplace Expectations](#). It is critically important that all faculty and staff continue to strictly follow the 3 W's; **Wear your mask / Wash your hands / Watch your distance**. In addition to following the safety guidelines, it is also necessary that all faculty and staff follow public health principles when not on a campus. For more information about employee responsibilities, please see this [blog post](#).

### **Leave Resources**

The University of Wisconsin – Green Bay and the Office of Human Resources and Workforce Diversity are committed to providing a flexible working environment to facilitate employee work/life balance during the COVID-19 pandemic while still meeting operational needs. For information about staffing options, leave resources, and flexible work arrangements, please see this [Leave Resources](#) on the Phoenix Forward webpage.

### **Reporting**

The University requests that all faculty and staff who become infected, suspected or exposed-close contact or faculty and staff who receive a first-hand report of someone who is infected, suspected or exposed-close contact, complete the [COVID-19 Case Report](#).

### **New Employees:**

- **Police Officer** UW-Green Bay Police: Incumbent – Bryanne Gawlik – Brett Hendzel was hired and started on 3/7/21
- **Police Officer** UW-Green Bay Police: Incumbent – Tyler Lovato – Anne Brink was hired and started on 3/8/21
- **Facilities Repair Worker** Facilities: Incumbent – Todd Curro – Ben Counard was hired and will start on 3/22/21
- **Arboretum Project Coordinator** New position – Andrew LaPlant was hired and will start on 4/5/21

### **Positions Being Recruited:**

- **Facilities Maintenance Specialist** Facilities: Incumbent – Gary Vincent
- **Custodian (2<sup>nd</sup> Shift)** Operations Incumbent: Kassandra DeChamps
- **USPA Provost** Incumbent: Mary Kate Ontaneda
- **Facilities Repair Worker** Facilities: Incumbent – Wayne Chaloupka
- **USPA (1 Year Project Appointment)** Continuing Education & Community Engagement: Incumbent – Berenice Guerrero Vazquez

### **Cancelled Recruitments:**

- **Emergency Management Police Sergeant** UW-Green Bay Police: Incumbent – Cindy Estrup

## What is accreditation?

"Accreditation is the **recognition that an institution maintains standards requisite for its graduates** to gain admission to other reputable institutions of higher learning or to achieve credentials for professional practice. The goal of accreditation is to ensure that education provided by institutions of higher education **meets acceptable levels of quality.**" ([U.S. Department of Education](#)) There are both Institutional accreditations and Specialized or Programmatic Accreditations.

Institutional Accreditation, which we're preparing for now, is the evaluation of an entire institution, indicating that each of an institution's parts is contributing to the achievement of the institution's objectives, although not necessarily all at the same level of quality. The [Higher Learning Commission](#) is the accrediting body recognized by the U. S. Dept. of Education to oversee UW - Green Bay's institutional accreditation.

## Why do we do accreditation?

We are required to maintain accreditation by the Department of Education, accreditation does have value. Accreditation:

- **Encourages confidence** that an institution's education is fair and accurate.
- **Assures** that a neutral, external party has reviewed the **quality of education.**
- **Confirms** that institutions and **programs have processes in place** to meet changes in thinking.
- **Provides** for eligible students to have **access to federal financial aid.**
- **Assists with transfer of credits** among institutions or admission to graduate school.
- **Aids with** entrance to a **profession.**
- **Signals** prospective employers that an educational program has met widely **accepted educational standards.**

[Council for Higher Education Accreditation \(CHEA\)](#)

## What is the process for accreditation?

Institutional accreditation for the [Open Pathway](#) occurs on a [10-year cycle](#):

- Years 1-3: Assurance Filing Preparation
- Year 4: Assurance Review
- Years 5-6: Quality Initiative Proposal
- Years 7-9: Quality Initiative Project and Report
- Year 10: Comprehensive Evaluation and Reaffirmation

UWGB completed its 10-year Comprehensive Evaluation in Fall 2017 and earned reaffirmation in January 2018.

Oh, good, so this is just an Assurance Review, right?

No, actually, we have to do another Comprehensive Evaluation

## Wait, what? Why do we have to do another Comprehensive Evaluation after only 4 years?

The [UW College and Extension Restructuring Project](#) – Project Coastal – resulted in significant changes for UW Green Bay and the UW Colleges. In its approval of the project, the HLC required a comprehensive evaluation of the institutions involved in the restructuring project sooner than the regular cycle.

In its 6-month [review of the project’s progress](#), the HLC listed several areas of concern to address:

- Student Service Staffing
- Enrollment
- Communication
- Finances

## When is our Accreditation Visit?

October 4-5, 2021

## Where are we in the process?

The [Comprehensive Evaluation](#) requires several reports, reviews, and a site visit.

Report		Draft	Steering Committee Review	Associate Provost Review	Administrative Council Review	Final Draft	Submit to HLC
Assurance Argument	Criterion 1	✓	✓	In Process			June
	Criterion 2	✓	✓	✓	✓	In Process	June
	Criterion 3	✓	✓	✓	✓	In Process	June
	Criterion 4	✓	✓	✓	In Process		June
	Criterion 5	✓	✓	In Process			June
Federal Compliance Report		✓	✓	In Process			June
Multi-location Report		In Process					June
COVID-19 Report		In Process					June

HLC Review	Request	Completion	
Student Opinion Survey	March 16, 2021	April 5-14, 2021	
Syllabus Review	August 2021	September 2021	
Site Visit			October 4-5, 2021

Communication	February 2021	March 2021	April 2021	May 2021	Summer 2021	September 2021

University Council	2/17/2021					Planned
Faculty Senate	2/24/2017					Planned
Joint Chairs	2/18/2021					
Academic Staff Committee		3/10/2021				Planned
University Staff Committee		3/18/2021				Planned
Student Government Association		3/29/2021				Planned
Mission Signs			Meeting 4/19/2021		Planned	
Website Updates		Update due 3/19/2021			Planned	
Marketing & Communication			Meeting 4/19/2021			Planned

### Who is engaged in this work?

The Associate Provost, Clifton Ganyard, acts as the Accreditation Liaison Officer to the HLC and organizes preparations for accreditation.

The Accreditation Steering Committee oversees the development of reports, reviews, and other preparations. The Committee includes Deb Anderson, Renee Ettinger, Clifton Ganyard, Paula Ganyard, Jennifer Jones, Katia Levintova, Ryan Martin, Mary Kate Ontaneda, Christopher Paquet, and Samantha Surowiec.

In addition, more than 70 faculty and staff have contributed to the preparation of the assurance Argument and the Federal Compliance, Multi-location, and COVID-19 reports so far.

### Where can I find more information?

[UWGB HLC Accreditation Website](#)