



## **Union Council 2019-2020**

### **September 25th, 2019: Meeting Agenda**

#### **Memorial Union**

#### **5:30 pm Dinner**

- Gather in meeting room to receive meal cards to use in the restaurants for dinner.
- Stop by kiosk on the 2<sup>nd</sup> floor

#### **6:00 pm Call Meeting to Order**

Tanvi

- Land Acknowledgment
- Introduction
- Approval of last April's meeting minutes

#### **6:15 pm Union Council Orientation**

Tanvi

- Role of the College Union Heidi
- Organizational Structure Heidi
- History Mark
- Bylaws & Constitution Mark
- Shared Governance/Subcommittees Mark

- Parliamentary Procedure Mark
- Policy Index Susan
- Finances Susan

### **7:00 pm Union Advisory Boards**

Tanvi

- All whom serve on Council should be participating in a subcommittee
- Advisory Board topics

### **7:25 pm Officer Reports**

- President Tanvi
- VP of Internal Relations Gretchen
- VP of External Relations Alison

### **7:35 pm Action Items and Updates**

- WUD Goal Presentation and Approval Tanvi
- Kiosk Susan
- WU Director Report (Mission, Vision Renewal) Mark

### **8:00 pm Close Meeting**

# Land Acknowledgement

The University of Wisconsin-Madison occupies ancestral Ho-Chunk land, a place their nation has called Teejop (day-JOPE) since time immemorial. In an 1832 treaty, the Ho-Chunk were forced to cede this territory. Decades of ethnic cleansing followed when both the federal and state government repeatedly, but unsuccessfully, sought to forcibly remove the Ho-Chunk from Wisconsin. This history of colonization informs our shared future of collaboration and innovation. Today, UW-Madison respects the inherent sovereignty of the Ho-Chunk Nation, along with the eleven other First Nations of Wisconsin.

- Our Shared Future heritage marker developed by UW-Madison Committee on Native American Campus Signage in collaboration with the Ho-Chunk Nation

# WUD GOALS 2019-2020

## Visibility

Increase recruitment and retention of members through good programming and conscious collaborations.

## Student Leadership

Re-emphasize student leadership aspect of the Union and creating buy-in for the work that we do.

## Organizational Behavior

Create active belonging at the Union to develop a healthy atmosphere where everyone can be challenged while having fun.

***“Build joyful relationships to empower student leaders, develop active belonging, and create meaningful collaborations.”***

# The Wisconsin Union

**Ethos** for Wisconsin Union Staff



This document describes who we are, what we stand for, and what we aspire to become.

It was created by staff members, for staff members – to remind us, when we are wrapped up in the work of the moment or lose our way, what binds us together and how we approach our work.

Let's start with the purpose of the Wisconsin Union:



# WU Mission

To welcome, engage and connect  
the campus community.



# What does this mean?

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We've all heard the phrase, 'the living room of campus' used to describe the Wisconsin Union – and we are that... but really much more. We are active in our mission to bring our community together and to make our spaces, service, and programs come alive for our very large community.

In the words of staff, “The Union is a sort of buffet – we offer something for everyone. And all of our offerings work together in a unique way.”

What pulls us all together is being of service to our community and ensuring the Union feels *OF* our community.





# WU Vision

The social heart of UW–Madison,  
where all belong.

# What does this mean?

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As UW-Madison's community center and community builder, we must ensure that everyone feels they belong here, that this place is for them.

While studies, assessments, and personal reports tell us that to the majority of folks already see the Wisconsin Union as the social heart of UW-Madison, this work continues.

What makes this statement aspirational is that we must constantly ensure all of our community members, not just those who share majority sentiment, feel that they belong at the Union and that it is theirs just as much as it is anyone else's. And this requires that we constantly look for ways to inclusively serve and engage all of our members.

# Wisconsin Union

## Touchstones

The following six touchstones (aka values) serve as principles that guide our actions, the cornerstones of our shared culture. Our mutual touchstones can never be compromised, either for convenience or short-term gains. They are the sacrosanct source of our distinctiveness, how people understand us and how we approach our work.



# Connectivity

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We create environments that are welcoming, respectful, and that honor and promote diverse perspectives and understanding.

Our motto, ‘Societate Crescit Lumen’ (light is increased by human relationships) begins with our team, connecting through courageous and patient communication, speaking and listening openly and honestly to each other. We genuinely support one another in word and deed, with shared accountability and shared investment.

# Inclusivity

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We actively examine and address barriers and biases that prevent equitable access to our programs, services, spaces, and employment/involvement opportunities.

Through on-going education and self-examination of various identities, perspectives, and experiences we embrace the discomfort that is necessary for growth. Together we create, engage, and maintain a respectful, open-minded, and equitable work culture where all can bring their full identities to bear.

# Wellbeing

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As the social heart of UW-Madison, we provide unparalleled leisure and recreation opportunities to our community.

Bringing unforgettable experiences to life is what we do best and it is also big work. This work is well worth the effort when it pairs with enthusiasm, good humor, and a light-hearted, playful attitude. We care passionately about doing work that furthers the Union's mission – and that brings joy to people's lives.

# Learning

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We are deeply committed to and engaged with the educational mission of UW-Madison.

As social and professional educators, we understand that learning is an iterative process and we are committed to cultivating an environment of reflection, curiosity, exploration and growth with room built in for getting messy and taking risks. We actively seek new challenges and learning opportunities and have confidence in our ability to find our way through the unknown.



# Ingenuity

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We work at the confluence of creativity and innovation, regularly creating novel solutions that best fit our operation and philosophy through collaboration, curiosity, and inventiveness.

We believe that diversity is our best source of improvement and advancement as an organization, and to this end, everyone's thoughts and contributions are critical. Through our student-staff partnership model, we seek to continually maintain our relevance to the student body, engaging students as colleagues and teammates.

# Leadership

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We believe that everyone has role in leading and improving the Wisconsin Union and in creating and modeling the reality we seek.

Crucial to our practice of collaborative leadership are the individual practices of shared decision-making, self-awareness, respect, empathy, and transparency. Those who seek to develop as leaders are encouraged and empowered to expand their knowledge, improve their practice, and share what they have learned.



And finally, a few requisite shared understandings about our work at the Wisconsin Union:

In 1924, Porter Butts, the first Wisconsin Union Director, stated, “For the most part the [U]nion is and always will be an ideal, necessarily falling short of absolute realization, but always striving toward the goal of being of greater service to the university and student body.”

The Wisconsin Union is the work of generations – but remains incomplete.

When working towards an ideal, the work is truly never done. Maintaining relevance and providing value to the current UW student body (as well as to many other stakeholders), requires that we are always looking for our next horizon.



PORTER BUTTS,  
1ST WISCONSIN UNION DIRECTOR

As one staff member puts it, we are responsible, as Wisconsin Union staff, to ensure the “patina of youth” endures and that the Union’s spaces, services and programs are of its current time.

This means we regularly ask ourselves how our spaces, services, and programs are of best use and benefit to today’s students, our primary stakeholders.

AND... also important is maintaining a familiar, time-honored home away from home at UW-Madison for hundreds of thousands of alumni and Union members.

Bridging the ephemeral with the enduring is difficult but is a contradiction worth embracing. Doing so is one of the most important tasks a Wisconsin Union staff member undertakes.

As another staff member puts it, "...most staff have strange, hard work to do here – but the success means more when the work is difficult and the work matters."

Organizationally, we are malleable and solidified simultaneously. We maintain our ideals while remaining open to newness.





A decorative graphic on the left side of the slide, consisting of a yellow sunburst or fan shape with multiple rays extending from the left edge towards the center.

## **Sharing decision-making and operational processes requires us to be a supportive, collaborative team.**

In short, we believe that:

- Team > Individual
- Helping to position others for success is more important than shining individually
- Our success is dependent on how effectively we communicate with and treat each other

As a team, we have many common goals and we must work collaboratively to move forward.

**THE CATCH:** We are also a collection of subject-matter experts in a variety of fields. Because of this, we all must exercise autonomy in our roles and take pride and ownership in our area of expertise.

Thus, we all have individual roles in holding the organization up and moving it forward - and in the big picture, our work is a shared task.

**And our work with students?** How does the student-staff partnership philosophy work in practice across the organization?

Simply put, the student-staff partnership philosophy represents the coming together of students and staff to create the very best in activities, events, and services for our community. Importantly, this philosophy can be used in both advisory and supervisory relationships with students.

# What Mark has to say

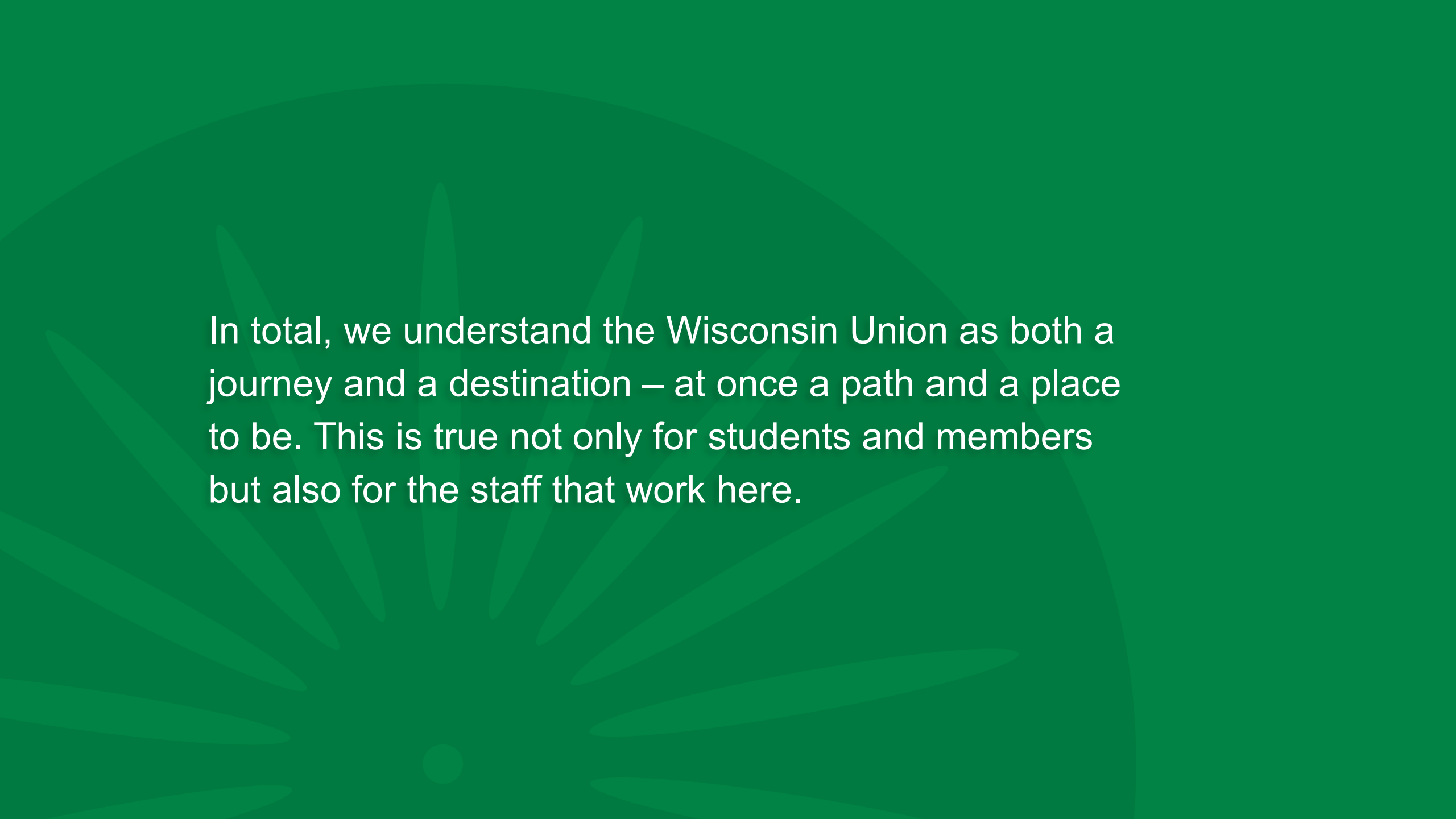
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A student-staff partnership recognizes the following:

- Students and staff both have the wisdom of their life experiences to contribute and each are equally valued and necessary for high quality programs and services.
- Creativity, insight, and new ideas are not in the exclusive domain of any one person. All of us have the potential to breathe new life into the programs and services we offer.
- Students should be especially recognized for their ability to have their finger on the pulse of our main constituent group – students.
- Staff should be seen as the first step in removing roadblocks for students, thereby increasing their chance for success.
- Students may ultimately make the final decisions with respect to the programs and services of the College Union – either through their representative voice or by the choices they make for how they spend their time, money, and talents. The challenge and support students receive from staff is meant to enhance the effectiveness of those decisions.



MARK GUTHIER,  
WISCONSIN UNION DIRECTOR



In total, we understand the Wisconsin Union as both a journey and a destination – at once a path and a place to be. This is true not only for students and members but also for the staff that work here.

“The union is not simply a building, not a place. You are not merely the keepers of taverns or hostelries or the managers of bazaars... You are daring to feel that it is just as valid to believe that people work to live as that they simply live to work. You are espousing the doctrine that recreation is not concerned with killing time but with making time alive... You are the educators of tastes and the mentors for the artistry of living lives. You are the tenders of the lamps in the incubators of citizenship, the tillers of the fertile soil in the fine climate of the hot house of personality development and character shaping... Yours is a beautiful opportunity.”

–G Ott Romney, Dean of West Virginia University, ACUI  
Conference Keynote, 1948

**Wisconsin Union**  
**Income Statement Snapshot**  
**Year to Date**  
**As of June 30, 2019**

**FINAL**  
08/16/19

	ORIGINAL BUDGET	REVISED BUDGET	CURRENT ACTUAL	ORIGINAL BUDGET VARIANCE	REVISED BUDGET VARIANCE	PRIOR ACTUAL	
<b>REVENUE</b>							
OPERATIONS & PROGRAMS							
RETAIL DINING	\$22,140,111	\$21,544,159	\$21,708,921	(\$431,190)	\$164,762	\$20,177,334	Restaurants and Markets & Cafes
CATERING	6,662,102	7,227,491	6,944,390	282,288	(283,101)	6,505,472	MU/US and Grainger Catering, plus Conference Centers
FACILITY RENTALS & FEES	3,694,562	3,541,711	3,392,060	(302,502)	(149,651)	3,162,951	US Hotel/MU Guestrooms, AV rentals, campus vending, Facility fees,...
PROGRAMS	2,948,872	2,936,178	2,420,885	(527,987)	(515,293)	2,595,020	Theater Operations/Season, Minicourses, Alt Breaks, Hoofers...
<b>SUBTOTAL OPS&amp;PROG</b>	<b>35,445,647</b>	<b>35,249,539</b>	<b>34,466,256</b>	<b>(979,391)</b>	<b>(783,283)</b>	<b>32,440,777</b>	
SEG FEES - WU	11,102,215	11,169,735	11,153,869	51,654	(15,866)	10,801,789	
SEG FEES - UBP	7,569,262	7,611,406	7,600,592	31,330	(10,814)	7,540,516	
PARTNERSHIP/WISCARD REV	870,612	914,488	1,097,681	227,069	183,193	937,874	Wiscard partnership fees, ATM commissions, Housing Wiscard web transaction fee reimbursement,...
CAMPUS/OTHER REIMBURSEMENT	814,014	858,124	1,004,655	190,641	146,531	860,692	Campus Photo ID Office/CESO support, student theater ticket subsidy supp, offsetting cost reimbursements, ...
MEMBERSHIP & MISC	414,402	445,128	462,531	48,129	17,403	266,418	Membership, interest income, miscellaneous gifts/contributions, ...
<b>TOTAL REVENUE</b>	<b>56,216,152</b>	<b>56,248,420</b>	<b>55,785,584</b>	<b>(430,568)</b>	<b>(462,836)</b>	<b>52,848,066</b>	
<b>EXPENSES</b>							
COST OF GOODS SOLD	11,945,242	11,986,469	11,893,898	(51,344)	(92,571)	11,041,533	Food costs, products and costs associated with generating revenue by the units
DIRECT OP EXPENSES	15,558,028	15,597,057	14,870,128	(687,900)	(726,929)	14,198,111	Salaries/wages/fringes, general expenses for the revenue units, Hooper expenses, Minicourses,...
SUPPORT SERVICES	5,500,238	5,632,944	5,363,547	(136,691)	(269,397)	5,250,479	
FACILITIES	7,927,233	8,218,479	8,197,943	270,710	(20,536)	7,662,184	
PROGRAMS & LEADERSHIP	1,979,601	2,082,436	1,930,312	(49,289)	(152,124)	1,835,220	Includes cost of WUD no fee or admission cost programming expenses
DEPRECIATION/BUILDINGS	237,198	147,726	128,334	(108,864)	(19,392)	132,680	
MAJOR REPRS/BLDGS & EQUIP	2,392,260	1,813,629	2,366,275	(25,985)	552,646	2,707,277	Includes UBP commitment
UTILITIES/TAXES/INS/TELEPHONE	836,442	946,644	1,011,309	174,867	64,665	887,826	
STATE/UW ASSESSMENTS	1,995,017	1,880,087	1,851,353	(143,664)	(28,734)	1,699,566	
INTEREST EXPENSE/BONDS	6,929,718	6,870,456	7,192,273	262,555	321,817	6,905,045	
OTHER & OFFSETTING EXPENSE	916,337	591,422	528,117	(388,220)	(63,305)	647,362	Wiscard credit card fees, UBP project swf, cashier testing services...
<b>TOTAL EXPENSE</b>	<b>56,217,314</b>	<b>55,767,349</b>	<b>55,333,489</b>	<b>(883,825)</b>	<b>(433,860)</b>	<b>52,967,283</b>	
<b>NET INCOME(LOSS)</b>	<b>(1,162)</b>	<b>481,071</b>	<b>452,095</b>	<b>453,257</b>	<b>(28,976)</b>	<b>(119,217)</b>	