

ACADEMIC STAFF SENATE MEETING *MINUTES*

March 9, 2009

MEMBERS PRESENT: Tom Fennessey (President), Jen Bird (Secretary), Sue Holm, Donna Dahlvang, Tammy Fanning, Christina Kline, Ray Reinertsen, Tricia Skajewski (guest)

MEMBERS ABSENT: Joel Peterson, Ryan Kreuser

I. Old Business

a. Discussion and Approval of 2/09/09 minutes (action item)

- i. Motion by Reinertsen to approve as amended, second by Kline. Approved.
- ii. Bird will update and post.

b. Reports

i. Legislative committee report

1. Reinertsen discussed that Collective Bargaining will be passed but without the Governor's language. It will be passed with the original verbiage.
2. Budget hearings are taking place around the state. Fennessey has the schedule if people would like to know when they are taking place.

ii. Personnel/compensation Committee report

1. Fennessey reported. There were four promotions for consideration. Those have been considered and are with HR so notification can be sent. Committee will continue to meet to finish up the changes to the promotion guidelines for next year.

iii. Mentoring sub-committee report

1. Bird reported. Committee is meeting this week to finish up. Bird will send out information and would like to have it approved at the next meeting.

iv. Academic Staff Rep Report

1. Dahlvang reported. Reps met February 20th. There are three initiatives coming from System and reps are giving feedback. The initiatives are as follows:
 - a. Program Realignment– looking at programs and discussing that if programs are sitting still or stagnant, can they be consolidated or eliminated.
 - b. Text book issue - such as looking into text book rental, on-line books, etc. Reps are give feedback on the processes institutions are using to look into this. This has already been researched at UW-Superior.
 - i. Reinertsen suggested doing a text book exchange. Fanning mentioned that this is already taking place.
 - c. Three year baccalaureate degree – issues that came up were that people felt maybe it is a PR type of thing since people could do that already by attending classes during summer. Second concern relates to financial aid and who can get it during summer. If some can't get summer funding, will it become a program just for the privileged. Dahlvang brought up that there was discussion about how this initiative potentially conflicts with the Inclusive Excellence initiative. Fanning and Dahlvang suggested that this would be difficult at UW-Superior due to the small number of courses offered over the summer.
2. Reps had asked that HR at system encourage the HR departments and Chancellors on the campuses to use overloads when an academic staff position is vacated and not going to be filled and duties get spread to other people. Al Crist will be bringing this up at upcoming HR System meetings. Dahlvang and Fennessey will be discussing this with Peggy Fecker and Jan Hanson.
3. Al Crist reported on HR salary comparison. At system level they are trying to do this. They are running into some of the same issues we ran into at UW- Superior.

4. Pay plan – 2% raise in June is still intact, but there is no proposed pay plan increase for the 2009-2011 biennium.
 5. It's anticipated that health retirement plans and for UW employees will increase for 2010.
 6. UPG 3.05 – letter was sent from Academic Staff Reps to President Reilly regarding UPG 3.05 not being followed on campuses. Reps are asking the Academic Staff Senates on their campuses for official endorsement of the letter. Reinertsen suggested that we go further and suggest that if a person has been on-campus for three years that they automatically get put on a rolling term appointment. Fanning motioned to send a letter to President Reilly endorsing the letter from Academic Staff Representatives, Re: Ongoing Concerns in Personnel Matters, also include in our letter our campus practice and history with UPG 3.05. Holm second. Approved. Fennessey and Dahlvang will work on the letter of support.
 7. Reps discussed collective bargaining, but will discuss this later in the agenda.
- c. Chairs update
 - i. Fennessey could not attend the Chancellor's Cabinet meeting so there is no update.
 - ii. Meeting with other chairs – discussed Collective Bargaining
 - d. Review of upcoming events
 - i. Juan Williams – March 10th
 - e. FERPA training follow up
 - i. Nothing new to report at this time.
 - f. Campus Climate Survey follow-up
 - i. Fennessey reported. We are still waiting to see if they will put out Round 3 through the system. We missed the date to do the Chronicle of Higher Education survey this year, but could do next year in February. Faculty Senate per Joel Sipress is on board for doing the Chronicle of Higher Education survey if we decide to. Logan Campa said that Student Senate does not need to be involved since they are working heavily with NSSE. Fennessey will put this on the agenda for September.
 - g. Academic Affairs Council-Academic Staff member roles (action item)
 - i. Fennessey reported. There are two options:
 1. Ask Faculty Senate to change their by-laws and charge to include academic staff members as voting members.
 2. At the next call for committee participation, make sure to explain that academic staff members are full members (able to sit at table, able to share input, etc.) aside from voting.
 3. Reinertsen motioned to approve the second option. Dahlvang second. Fanning also suggested putting the explanation on the committee sheet/grid so that people know where they stand when they sign up for this particular committee. Fanning would also like to see language about the role of the academic staff on that committee put in the charge of the committee so that people are clear. Approved.
 - h. Academic Staff Promotion Policies & Procedures update
 - i. Nothing new to report.
 - i. Development Grant guidelines updates for 2009-2010 update
 - i. Fennessey reported. Sharon Sullivan discussed with Fennessey that they are going to try to do the whole grant application process on-line. Dahlvang reminded Fennessey to ask for a carry forward so that the left over funds do not get swept.
 - j. Other old business
 - i. Nothing new to report.

II. New Business

- a. New Academic Staff Lunch
 - a. A'viands will sponsor lunch for new academic staff. This will possible take place Thursday, March 12th at 11:30pm. Fennessey will email new staff to see if it will work, if not a new date will be decided. New academic staff at this time include: Kathy Pykkonen, Richard Moran, James Antilla, Martin Reinhardt.
- b. What are people saying on campus?
 - a. Fanning brought up that she has heard that there are some Academic Staff don't feel respected by Faculty. Also recently it has been brought up that some Faculty don't feel respected by Academic Staff. Fanning would like to see some dialogue about this concern and the perceptions from both sides. Holm brought up that some of the issue may be that we don't understand what each other does. Fennessey suggested that it might be helpful to work with Maria Cuzzo and CETL on this issue. Fanning will talk to Maria Cuzzo about this concern and being able to work with her on it. Fennessey also brought up having a joint social with Faculty and Academic Staff.
 - b. Budget – the updates from the Chancellor regarding budget are appreciated as it helps people understand where we are at as a campus.
- c. Collective Bargaining
 - a. Dahlvang reported. The way it's currently written there would be six bargaining units in the UW-System. It does not address academic staff who work at system, it separates out supervisors from non-supervisors, and it forbids Faculty and Academic Staff to combine into a collective bargaining unit. In order for any one of the six units to organize, 30% of the people being represented would have to vote yes to this and elections would have to be held to decide who would be their union representative. If it came to election then 50% of those who voted would have to vote yes on the elections. TAUWP and ASPRO are both putting forth alternative language. It's a general feeling that collective bargaining will go forward, it is just not clear what language will be included. Two recommendations will be made by the reps that the language reflect that there is not support of the decoupling of academic staff and faculty, and also that reps oppose the governor's current language. Fennessey spoke with Joel Sipress and they suggested that when we make a motion to support enabling legislation for collective bargaining that we make sure the Academic Staff Senate and the Faculty Senate make the same motion. Dahlvang would not like us to add in extra language about how it should be written, instead we should stick to supporting legislation that would allow collective bargaining and emphasize the two points 1) we do not support of the decoupling of academic staff and faculty 2) we oppose the governor's current language. Dahlvang motioned to approve the creation of a joint resolution between Academic Staff Senate and Faculty Senate regarding collective bargaining to include: support of enabling legislation, opposing governor's current language on collective bargaining, and opposing the decoupling of faculty and academic staff. Kline second. Approved.
- d. Other new business
 - a. Fennessey reported on upcoming vote for election of Senate members. Fennessey will put the call out for interested individuals in the next few weeks. Jen Bird, Sue Holm, and Ray Reinertsen's terms are up. Also committee assignment calls will be going out this spring as well.
 - b. Reinertsen is looking into options for working with insurance companies and other constituents to provide funding to allow faculty and staff to utilize the HWC as a preventative measure for health issues. Fennessey sent out information about what health plans currently offer discounts for membership at health centers. Discussed the campus going non-smoking. There is nothing new to report at this time.
 - c. Dahlvang motioned to adjourn meeting. Holm second. Meeting adjourned at 11:57am.

Respectfully Submitted: Jennifer Bird (Secretary)