

ACADEMIC STAFF SENATE MEETING *MINUTES*

August 10, 2009

MEMBERS PRESENT: Tom Fennessey (President), Jen Bird (Secretary), Donna Dahlvang, Ryan Kreuser, Joel Peterson, Tom Tu, Jan Hanson (guest)

MEMBERS ABSENT: Sue Holm, Tammy Fanning, Christina Kline

I. Old Business

- a. Discussion and Approval of 5/11/09 minutes (action item)
 - i. Motion by Peterson to approve as printed, second by Kreuser. Approved.
 - ii. Bird will post.
- b. Reports
 - i. Legislative committee report
 1. Kreuser reported that there is nothing new at this time.
 2. Dahlvang discussed that regular meetings will begin in the Fall 2009 semester.
 - ii. Personnel/compensation Committee report
 1. Kreuser reported.
 - a. There was an appeal from the original process. The appeal was upheld and the staff member was granted a promotion.
 - b. Fennessey discussed that we still need one Senator on the Personnel/Compensation committee for this year. Peterson agreed to take the position.
 - iii. Mentoring sub-committee report
 - iv. Bird reported
 - 1.
 - v. Academic Staff Rep Report
 1. Dahlvang reported.
 2. Reps met during the Academic Staff Conference. Al Crist and Bob Jokisch from System also joined the group.
 - a. Steven Kolison gave some updates about Program Realignment, the Textbook Program, and the Three Year Baccalaureate Degree.
 - b. Al Crist spoke about furloughs, collective bargaining and unit clarification
 - c. Group discussed UPG 3.05. Discussion of UPG 3.05 at the System level has been put on hold due to needed discussions around furloughs, unit clarification and collective bargaining.
 - d. Group will begin meeting regularly this fall.
- c. Chairs update
 - i. Fennessey reported.
 1. Chairs have met with Cabinet this summer to discuss furloughs, budget and informational updates.
 2. Fennessey, Logan Campa from SGA and Joel Sipress from Faculty Senate are working on setting up regular meetings for this fall.
 3. Four Academic Staff members attended the Academic Staff Conference this summer.
- d. Review of upcoming events
 - i. Opening Week – beginning August 24, 2009
 - ii. Dragon Boat Festival – UWS has three teams – August 21st and 22nd
 - iii. WoW – August 29th-September 1st
 - iv. Lloyd Williams Scholarship BBQ – August 27th
 - v. Health and Wellness Center projects to be done and facility completely opened by August 28th.
- e. Budget update (Jan Hanson)
 - i. Budget reduction initiatives are being put in place on campus.

- ii. This year our tuition revenue there was an excess mostly due to Distance Learning.
- iii. GPR expense budget funds were in a deficit. With the excess revenue in tuition, we ended year with positive balance which is money that can be carried forward into the new academic year.
- iv. Other areas that need to be considered within this budget include commitments made previously as well as needs identified by CIPT and other areas on campus. After taking all into consideration it is obvious that not all needs identified will be funded. CIPT will be doing some prioritization based on this information.
- v. UW-Superior needs to meet a \$1.9 million in budget reduction. After excesses and savings from this past year are taken into account UW-Superior, is left with about a \$364,000 in budget reductions that need to happen. The following are some of the ways identified by Cabinet that we will meet the needed budget reductions:
 - 1. Travel and meal restrictions/reductions
 - 2. Staff changes or reorganization
 - 3. Reduction in institutional/individual memberships
 - 4. Staff positions being held vacant
 - 5. Revenue sharing options being explored with Continuing Education
- f. Other old business
 - i. Peterson discussed that there is interest/discussion about taking a furlough day and doing community service. Peterson asked if anyone has heard anything official. Fennessey and Dahlvang suggested that there would have to be someone to coordinate this type of event and nothing is in the works that they were aware of.

II. New Business

- a. UPG 3.05
 - a. Fennessey reported.
 - i. Letter went out to the Chancellor, Human Resources and the Provost expressing our disappointment in denials and asking for a review after the budget is determined. Fennessey reported that there has been no response to this letter.
 - b. Dahlvang reported.
 - i. Reps group discussed UPG 3.05 and the accountability of this. Guidelines state that System do an audit on each campus of UPG 3.05 every two years being implemented, but this is not happening. There has been a request for a rewrite of the guidelines to change the statement regarding audits, but including a system of accountability.
- b. Unclassified handbook
 - a. Fennessey reported.
 - i. Academic Staff Senate and Faculty Senate were approached about assisting with re-writing the Unclassified handbook. This will be something taken on in the future.
- c. Salary Review
 - a. Fennessey reported.
 - i. This is something that the Personnel/Compensation committee will be taken on.
 - ii. Dahlvang brought up some issues regarding compression and identifying those who qualify for the salary review that the Personnel/Compensation committee will need to look at.
- d. Senate Meeting schedule for 2009-2010 academic year
 - a. Fall 2009 meetings will be from 10am-Noon in RSC 112 on the following dates:
 - i. Sept. 14th
 - ii. Oct. 12th
 - iii. Nov. 9th
 - iv. Dec. 14th

- b. Spring 2010 meetings are *tentatively* set from 10am-Noon in Yellowjacket Union room 201 on the following dates:
 - i. Jan. 11th
 - ii. Feb. 8th
 - iii. Mar. 8th
 - iv. Apr. 12th
 - v. May 10th
 - vi. June 14th
- e. Other new business
 - a. Fennessey discussed that Academic Staff Senate Chair has a regular spot on the Faculty Senate Agenda. Academic Staff Senate discussed the idea of having a regular spot on our agenda for the Faculty Senate Chair and a Cabinet Member in the event that there is information or updates that need to take place.
 - b. Fennessey discussed that he and/or the Legislative Committee will work to send out a report to local and state legislators about what Academic Staff Senate it working on/concerned about. Dahlvang will add this report to the agenda for the Legislative Committee.
 - c. Collective Bargaining/Unit Clarification
 - i. Dahlvang reported.
 - 1. Collective Bargaining was a major discussion point during the Academic Staff Conference this summer. Reps group discussed this and put together some notes/information that can be used as a tool to help academic staff understand what Collective Bargaining and the enabling Legislation that was passed by Senate recently.
 - 2. Unit Clarification was also discussed. Unit Clarification is the process of looking at Academic Staff positions and determining if they have been incorrectly slotted as an Academic Staff member versus a Classified Staff member. This process is started by a Union petitioning the WERC for a position to be reviewed. With a petition, the position is reviewed and may or may not be reclassified. The employer (being UW-System and the Board of Regents) can fight against Unit Clarification but an individual cannot.
 - d. Academic Staff Senate Reporting Line
 - i. Fennessey reported.
 - 1. There has been discussion regarding having Academic Staff Senate report to the Chancellor instead of the Provost since the Provost primarily deals with Faculty/Academic issues. Fennessey will check the Unclassified Staff handbook to get further clarification on reporting lines.
 - e. Academic Staff Senate Elections
 - i. Fennessey reported.
 - 1. There was a suggestion to change the voting means for Academic Staff Senate from email based to something like Survey Monkey since that process allows for anonymous voting. Tu will check if we can use his department's Survey Monkey to do this.
 - f. Committee Assignments
 - i. Fennessey reported.
 - 1. Committee assignments went out. There are a few corrections that Fennessey will forward on.
 - g. Campus Climate Survey
 - i. Fennessey reported.
 - 1. Campus decided to do the survey through the Chronicle of Higher Education. Fennessey contacted the Provost and Institutional Research to find out the outcomes of that survey. Fennessey will meet with the Provost to discuss the data/outcomes.

2. Campus Climate Survey is still in the works. A definite timeline has not been established at this time.
- h. Academic Staff Social
 - i. Dahlvang will coordinate. Fennessey will announce time/date during Opening Week.
- i. New Academic Staff Lunch
 - i. Fennessey will coordinate this and get plans made for early in the semester.
- j. What are people saying on campus?
 - i. Kreuser reported.
 1. There are people upset regarding some of the cuts and reorganization specifically with TED and Counseling. Dahlvang discussed that there was clarification from the Chancellor about the reorganization and reasons behind the new structure.
 - 2.
- k. Peterson motioned to adjourn meeting. Kreuser second. Meeting adjourned at 12:15pm.

Respectfully Submitted: Jennifer Bird (Secretary)