

ACADEMIC STAFF SENATE MEETING *MINUTES*

October 10, 2009

MEMBERS PRESENT: Tom Fennessey (President), Jen Bird (Secretary), Tom Tu, Ryan Kreuser, Joel Peterson, Donna Dahlvang, Tammy Fanning, Peggy Fecker (Guest)

MEMBERS ABSENT: Sue Holm, Christina Kline

- I. Chancellor's Report
 - a. None at this time.
- II. Provost's Report
 - a. None at this time.
- III. Faculty Senate Chair's Report
 - a. None at this time.
- IV. Old Business
 - a. Discussion and Approval of 9/14/09 minutes (action item)
 - i. Motion by Peterson to approve as printed, second by Dahlvang. Approved.
 - ii. Bird will post as printed.
 - b. Reports
 - i. Legislative committee report
 1. Dahlvang reported. Committee is meeting on October 27th. There have not been any meetings or Legislative updates recently. Therefore, there is nothing specific report at this time. At the October meeting, the plan is to come up with an action plan for reporting information and handling agenda items.
 - ii. Personnel/compensation Committee report
 1. Fennessey reported that there has not been a meeting, but there are plans to call a meeting in the next couple weeks. At the first meeting a chair will be elected. There is one seat for an Academic Staff Senator available on the committee. Peterson volunteered and was approved to be the final Academic Staff Senator on this committee.
 - iii. Mentoring sub-committee report
 1. Fanning reported. Five mentees were assigned at this point and have been notified of assignments. Those assigned will begin their mentor/mentee relationship at this point. There are about ten people interested in being a mentor who will still need training. An additional training for November is being planned.
 2. Bird and Fanning requested to get an updated list each month of any new Academic Staff. Fecker reported that this is available in the HR Buzz Newsletter each month.
 - iv. Academic Staff Rep Report
 1. Dahlvang reported. First meeting was in Madison on September 21st. Discussions took place about Collective Bargaining, Unit Clarification, and what took place within System and on our campuses during the summer. In addition, the following information was discussed:
 - a. UW-Oshkosh now uses multiple year appointments with Instructional Academic Staff.
 - b. UW-Stout's Academic Staff Senate passed a resolution against Collective Bargaining. Dahlvang will request Stout's language for their resolution as well as how they went about discussing it with their campus for discussion to take place on this topic amongst Academic Staff Senate.
 - c. Reps had a long discussion about ASPRO and the role of that organization if Collective Bargaining goes through. ASPRO wanted to hear from Academic Staff about what might be important. Suggestions about

training on titling and Hayes Hill to help increase the understanding of these topics. There was also a discussion amongst reps about ASPRO becoming a Union instead of a lobbying group.

- d. Reps discussed putting together a plan to help people (legislators, the Board of Regents, the general public, etc.) understand who Academic Staff are.
- e. Next meeting will be at the end of October.
- v. Chairs update
 - 1. Fennessey reported that the Chairs will be meeting in the near future. Fennessey also met with the Chancellor's Cabinet and had a good discussion about Collective Bargaining and Unit Clarification, what they both mean and how they would work on campus. The Chancellor's Cabinet is taking a neutral stance on these topics.
- c. Review of upcoming events
 - i. Preview Days – October 15th and 16th
 - ii. Majors and Opportunities Market – October 15th – HWC 3-5:30pm
 - iii. HIVE Night scheduled for October 11th but is being rescheduled for the near future.
 - iv. Winterfest will take place this semester– Date to be determined.
 - v. Trick or Treating in the Halls – October 31st, 5-7pm
- d. Collective Bargaining/Unit Clarification
 - i. Fennessey reported. Informational sessions about the process of Collective Bargaining and it being implemented on campus if it were to pass took place last week. Approximately thirty people attended them. Fennessey discussed that if senators hear of people wanting more forums, those could be done again. In addition, the materials will be posted on the HR website and there will be a link to that information from the Academic Staff Senate website.
 - ii. Peterson brought up the idea of having the presentation being done in the different departments. Fanning agreed that we do need to make sure that people are educated about the options. Fennessey discussed that it could be a possibility but if departments or groups were very small it may be difficult due to time needed of presenters.
 - iii. Dahlvang reported hearing of some interest in having discussion forums where people could discuss the pros and cons of Collective Bargaining in order to help people understand the different perspectives. Fennessey discussed that this could be an option, but would not want Academic Staff Senate to sponsor it as this group needs to remain neutral as a whole. However, Academic Staff Senate could encourage participation in such forums and discussions.
 - iv. Tu suggested using D2L to host a forum where people could discuss and hear about pros and cons of unions, as well as a discussion board where this type of discussion could take place. Dahlvang suggested that the D2L forum idea would be a good idea. It could be monitored/sponsored by Academic Staff Senate. The information about the process could be presented on there as well as the power points. Then from there people could post questions, thoughts information, etc. Fanning and Fecker discussed issues related to HR about having a D2L site such as people using it during work hours, labor rights, legal issues, etc. Dahlvang brought up perhaps having such a forum on PeopleSoft. Fecker will check into legal side of using such a forum.
 - v. Kreuser reported that there still seems to be confusion about Collective Bargaining and Unit Clarification even after some of the forums, so more education may be needed.
 - vi. Dahlvang reported that ASPRO has a link on their website that has some information called "Is a Union for Me?" This is available at www.aspro.net.
- e. Campus Climate Survey
 - i. Nothing new to report at this time.
- f. Other Old Business

- i. None at this time.

V. New Business

- a. UPG 3.05
 - a. Dahlvang reported. New lists from HR with rolling appointments were posted on the Academic Staff Senate website. Fecker reported that there were four requests last year and all were denied due to budgetary restraints. Dahlvang asked Fecker if there is anything Academic Staff Senate can do to encourage Administration to consider the appointments that are requesting rolling terms individually and critically instead of a blanket decision to deny them. Fecker reported that there are equity issues to consider in doing individual reviews by department versus blanket denial in times of fiscal hardship years.
 - b. Dahlvang asked Fecker how we continue to push this so that people continue to apply. Fecker reported that HR is still encouraging people to apply for rolling term so that people are aware of the opportunities. Fecker also suggested having some more information put out there so people understand the different academic staff appointments and how they all work. Dahlvang suggested that this discussion be an agenda item for next month's meeting.
- b. Unclassified handbook
 - a. Table for next meeting. Nothing new to report at this time.
- c. Salary Review
 - a. Fennessey reported that the Personnel Compensation Committee will be discussing this in their meetings.
- d. A/S new staff lunch
 - a. Fennessey reported that there are nine new Academic Staff. A'viands agreed to do the complimentary meals for new staff. The lunch will be Tuesday, October 22nd – meet in the RSC Concourse at 11:30am.
- e. Overload for Academic Staff during “normal” work hours
 - a. Fanning had brought up this concern regarding some people not getting overload payment for teaching some classes through Continuing Education. This was brought up as a concern because the nature of the jobs in question do not have regular 7:45am-4:30pm work week hours. Many jobs have different schedules due to the nature of the work expected to be done (i.e. evening and weekend programs and work responsibilities on a regular basis). This issue was resolved through Human Resources.
- f. Other new business
 - a. Nothing to report at this time.
- g. What are people saying on campus
 - a. Nothing new at this time.
 - b. Fanning motioned to adjourn meeting. Peterson second. Meeting adjourned at 12:00pm.

Respectfully Submitted: Jennifer Bird (Secretary)