

ACADEMIC STAFF SENATE MEETING *MINUTES*

December 15, 2008

MEMBERS PRESENT: Tom Fennessey (President), Jen Bird (Secretary), Sue Holm, Donna Dahlvang, Tammy Fanning, Christina Kline, Joel Peterson, Ryan Kreuser

MEMBERS ABSENT: Ray Reinertsen

I. Old Business

a. Discussion and Approval of 11/17/08 minutes

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

b. Reports

i. Legislative committee report

1. Nothing new to report at this time.
2. Plan to meet in the near future. Possibly work on getting academic staff involved in writing to legislators, with reminder to do it from home on their own, not using University property. Legislative committee may work on getting a letter template together for people to utilize.
3. Logan Campa (SGA President) is working on getting students and their parents involved in writing legislators as well.

ii. Personnel/compensation Committee report

1. Kreuser reported.

- a. Last meeting a couple weeks ago we discussed updated promotion guidelines and appeals process. Still working on finalizing these documents/processes.
- b. Committee will meet today 12/15/08 to continue discussions.
- c. Hope to have all updated

iii. Mentoring sub-committee report

1. Bird sent out information to senate members to review and bring suggestions for the next meeting. The hope is still to get this program up and running in spring semester.

iv. Academic Staff Rep Report

1. Dahlvang reported.

- a. Reps met last Friday, December 12, 2008. Received update on budget and what impact it will have on the campuses.
- b. Associate Vice President for Faculty and Academic Programs is looking at different ways to do cuts instead of the across the board cuts. For example look comprehensively at programs on campuses and cut accordingly, such as cutting from programs that are underutilized.
- c. Associate Vice President for Faculty and Academic Programs also discussed Accelerated Bachelor's Degree, which would be a three year degree. Would be determined at a campus level if it would be feasible at particular institutions. In depth discussion about this idea about pros and cons of such a change.
- d. Reps discussed Collective Bargaining rights for faculty and academic staff. UW System will remain neutral as it has in the past. There are heavy debates between the different schools of thought on this issue. Dahlvang will send some information about this to the senate members.
- e. One rep brought up a policy that they have on their campus about "order of lay-off." UW-Superior does not have such a policy. Academic Staff rules say that lay-offs go by least senior person and type of appointment.
- f. Reps group will continue to follow up on UPG 3.05 and how it's being used on each campus. Looking at having consistency across the system.

- g. Ideas for cost savings on campus were discussed. Many campuses will leave positions open to save money. One campus is keeping only 90% of the cost savings of open positions, then using the remaining 10% to pay for overload for those people “picking up the slack” for the open positions.
 - h. Reps group discussed push for text book rental on all campuses.
 - v. Senate Chair report
 - 1. Budget Forum, done last week. Helped lay things out for our campus.
 - 2. CIPT is working on strategic planning. Switch will be towards budget focus soon.
 - 3. Meeting with Cabinet, mainly discussed budget updates.
 - 4. Chairs meeting, mainly discussed campus budget.
- c. Review of upcoming events:
 - i. Finals Feeding Frenzy – tonight Dec. 15th 9-11pm
 - ii. Boxing Match – Sat. January 24th HWC
 - iii. Orientation – Monday, January 19th
- d. Recruitment/retention follow up discussions
 - i. Open forums took place. Feedback information is posted on the web.
- e. Exit interviews
 - i. Sent template to Peggy Fecker. When someone is leaving the Exit Interview will be automatically sent to them.
- f. FERPA training
 - i. Barb Erickson has done this in the past. Fennessey will talk to Erickson to see what is happening with this training and if it is going to be on-going and consistently taking place each year or semester. Will discuss potentially getting a FERPA training on-line as well.
- g. Campus Climate Survey follow up
 - i. No new information at this time.
- h. Evaluation Process for Instructional Acad. Staff
 - i. No updates on this at this time.
- i. Other old business
 - i. None at this time.

II. New Business

- a. Development Grant guideline updates for 2009-2010 (action item)
 - a. Fanning motioned to table this discussion, Kline second. Motion approved.
- b. Academic Staff Promotion Policies and Procedures (action item)
 - a. Fanning motioned to table this discussion, Dahlvang second. Motion approved.
- c. Use of Working Titles (Peggy Fecker)
 - a. Peggy Fecker discussed that all academic staff are handled through UPGs. Discussed how working titles are to be used. To utilize working titles, individuals should go through Human Resources.
- d. UW-System Pay Plan update
 - a. Provost would like a recommendation from Academic Staff Senate on how to distribute pay plan monies. Dahlvang proposed to use it 1/3 satisfactory, 1/3 merit, 1/3 merit, Peterson motion to approve Dahlvang’s proposal. Kreuser second. Motion approved. Peterson motion to recommend Chancellor’s 10% Discretionary Fund go to funding the Academic Staff salary review. Holm second. Motion approved.
- e. Campus Budget update
 - a. Forum was held. Information regarding the budget on UW-Superior was discussed.
- f. Academic Affairs Council – Academic Staff members roles
 - a. Two Teaching Academic Staff on Academic Affairs Council, but are not voting members. Joel Sipress is working with the group to discuss voting rights of Teaching Academic Staff.

- g. Academic Staff Regents Award for Excellence
 - a. Due date for nominations are February 6th.
- h. Second Semester meeting schedule (action item)
 - a. Meetings will be as follows in Spring 2009:
 - i. Jan. 12th, Feb. 9th, Mar. 9th, April 13th, May 11th
 - ii. All meetings are from 10am-Noon unless otherwise specified.
- i. Update on the By-Laws revisions from the Board of Regents
 - a. By-Laws changes were approved. Bird will post updated By-Laws to the website.
- j. Other new business
 - a. Next meeting will be January 12, 10am-Noon, RSC 112.
 - b. Dahlvang motioned to adjourn meeting. Fanning second. Meeting adjourned at 12:25pm.

Respectfully Submitted: Jennifer Bird (Secretary)