

## **Academic Staff Senate**

Wednesday, October 14, 2020 10:00-12:00 am

Present: Jon Dyess, Taylor Walkky-Byington, Zach Otto-Fisher, Stephanie Peterson, Katelyn Baumann, Wanda Grew-Jasken, Angie Kappes, Emily Rose

Absent: Kristen Jaspersen

Guests: Chancellor Renee Wachter, Provost Dr. Maria Cuzzo, Cory Kempf, Tammy Fanning, Kat Werchouski, Jenice Meyer, Tammi Reijo

Call to Order: 10:01 am

### **Approval of Previous Meeting Minutes**

- Katelyn/Angie, Motion passes unanimously

### **Chancellor, Provost, Dean, and VCAF Report**

- **Chancellor Renee Wachter & Capital Plan Update (& Jenice Meyer):**
  - Testing rates on campus remain low.
  - Capital Plan Updates: Facilities provide the foundation of everything we do on campus, so we are looking to improve and provide high-quality education for students. We must stay attractive to students. Try to partner with community whenever we can for mutual benefit.
  - Funding options: UW System state capital planning funding process, ask students to fund a facility, seek Foundation support, other innovative approaches (public/private partnerships).
  - Studies completed to determine facility needs: Master Plan (2014) detailed nine development areas, Athletic & Rec Facility Study (2019) supported and further detailed several academic, athletic, and recreational needs.
  - Updates: CMO windows replaced (approved & funded by System)
    - Barstow Lab & Applied Research Renovation (approved by System & Board of Regents for 21-23 biennium budget, awaiting State approval; would be paid by UW System)
    - HVAC Old Main – plan in 23-25 and build in 25-27 (biennium approved by Board of Regents – assuming funding is available)
  - Sports & Activity Fields Redevelopment (approved by System & Board of Regents for 21-23 biennium, awaiting state approval, split in funding between UWS and System, specific to the Track and Field) – will be track and turfed field in the center
  - Indoor Recreation and Athletic Facility (not funded by System, considering other approaches, City of Superior has conducted plans that align with funding this project)
  - Belknap Project Overview: will explore how UWS can creative deliver on unmet facility needs for campus
    - Ideally will include an indoor turf field, additional classrooms and meeting space, and additional locker rooms
    - Would be located on Belknap on the unused Ole Haugsrud field
    - Will need partnership with City of Superior & Developer

- If completed, this will be the largest partnership project ever accomplished in UWS's 127 year history
- Field is totally unusable as is.
- Will enhance the student experience, develop the entrance to campus, meet regional needs of the Superior community, and create a campus and community asset.
  - Process & next steps: exploratory work happened last year. We are in the early stages of this potential process and partnership. A consultant will be hired through System to navigate next steps. We envision a multiple step, iterative process that includes many on and off-campus stakeholders.
  - Can take 1-8 weeks for approval before System can get us a consultant. Parkside and Green Bay also interested in partnering with consultant.
- Commitments to Campus: ensure input and feedback from the campus and community are sought and considered. Keep UWS folk informed as often as possible, with as much info as possible, whenever possible
- The university does not intend, nor desire, for any facility developments within the Belknap Project to be funding by students or have the campus incur the debt burden.
- Parkside is thinking a retail and something else on campus. Nowhere to go as a student at Parkside unless you have a car. Green Bay is thinking housing and retail.
- President Thompson is interested in this process and what we want to do.
- Summary: innovative approach that is new to us. This type of partnership approach is complex; however, it is a first step to designing facilities that can be used and enjoyed by generations to come. If successful, the project will:
  - Enhance the student experience
  - Further create an environment that is attractive to students
  - Breathing life into the expanding University District
  - Transform the entrance to campus
  - Provide facilities that our students and campus deserve
- **Provost Maria Cuzzo**
  - Very happy that spring schedule went live as planned. Thanks to Shevaun Stocker, Nick Danz, and Registrar's Team. Only 10 courses had errors.
  - Info will be coming out soon about the switch to online after Thanksgiving.
  - Good conversation with coaching staff about what student athletes are saying.
  - Survey went out to instructors and students about concern points to improve fall and spring teaching experiences.
  - Chancellor's staff working on budget reality. More information will be coming out soon.
  - Together We Are Superior campaign kicked off well!
  - Indigenous People's Day on Monday was powerful and beautiful. Reflects our commitment to diversity issues.
  - Retention is now key with our students. Everyone plays a role in retention, so remember every interaction you have counts.

- Spring calendar planning is underway. System has thoughts on this.
- Task Force work on policies and protocols on personnel policies and practices is underway, will be looking at all department bylaws.
- Link Center sponsored speakers; take advantage of all speakers.

### **HR Director Report (Cory Kempf)**

- Right in middle of annual benefits enrollment; remember to select your benefits. Everyone has until October 23<sup>rd</sup> to make their elections; remind your colleagues. Jeanne Stucker is campus rep for benefits from Shared Services.
- TTC is starting back up again. Most of the work now will be on HR's end and System.
- Benefit elections do not just roll over; you need to make our choices.
- Kudos to HR staff for responding quickly to questions.

### **Smudging Policy Update (Cassie Brown & Kat Werchouski)**

- Smudging policy been approved by faculty senate and Chancellor Wachter. Looking for approval and put into practice.
- Educational policy, so it's more in depth than other policies. Cassie and Dr. Lee-Nichols put this together.
- UW-System is interested in this policy as well. First of its kind at System.
- *Motion to approve smudging policy: Katelyn/Stephanie, unanimously approved.*

### **Gender Inclusive Restroom Policy Update (T Leeper & Kat Werchouski)**

- Guidance for our campus and suggestions for inclusive restrooms.
- Would this apply to the Belknap Projects? Yes, part of the policy is including restrooms into new buildings.
- Would this apply to locker rooms and/or Belknap Projects? Possibly, but we already follow this policy in our existing locker rooms (or will in new locker rooms).
- Is there a difference between community use or just UWS buildings? It depends on building codes and what the overall purview of the building is and who owns the building. Not sure on Belknap Project.
- Moving towards communal spaces and individual bathrooms in general (stalled.com).
- Training & education: Can we make this a mandatory education or training? Mandatory might not be possible, but it could be looked at as part of the Strategic Plan. Will look at input on initiatives as part of the future. We have to keep in mind that different folx have different levels of awareness.
- *Motion to approve gender inclusive bathroom policy: Zach/Wanda, unanimously approved*

### **Senate Chair Report (Jon Dyess)**

- Chancellor's Cabinet update: Schedule delayed a few weeks but is out now. Registration only delayed one week. New academic catalog is being delayed; one year opt-in catalog option to reduce workload. Jon and other academic staff are meeting to discuss timeline about catalog and how it can be improved. Let Jon know if you have input or want to be at the meeting.
- Enrollment is down but not as bad as other UWs. We're saving money on utilities.

- Personnel committee got committee assignments done. Thank you to Emily for doing all the data on this.
- Joint task force – discussed more during New Business

### Sub-Committee Reports

- **Professional Development Committee (Jon, Taylor, Zach)**
  - Books from Professional Development Day will be put in the Admissions Office and folk can pick up a book there if interested. Email will be coming out soon.
  - We will get our carryover funds from our grant money, so we will be at \$13,000ish for the year. Travel restrictions are still in place, so we don't know how much money will end up being spent. Call will still go out during March.
- **Communications Committee (Kristen, Wanda, Stephanie)**
  - Kristen got Stephanie and Wanda updated on what should happen. Kristen updated now on new people so she can send out the welcome email for new staff members.
  - Aligning the joint task force concept – governance groups are wanting to be in alignment with each other, which is great. More efficiency, more of a common culture. Find out what we have in common and grow from there.
- **Personnel Committee (Katelyn, Angie, Emily)**
  - Committee placements are done for the year and should be posted on the website.

### Old Business

- None

### New Business

- Joint Task Force on improving personnel rules across job categories
  - Governance chairs met with Maria and Nick to streamline policies between handbooks and HR and bylaws. Looking for approval to get the task force started.
  - Broadly going to be two phases: 1 – figure out the disparities between groups, make a policy on how to make policies, figure out commonalities, make a charge for the actual task force. 2- make the actual task force with representatives from each governance group and folk across campus.
  - *Motion to approve form a joint task force to improve personnel rules and align governance groups across campus: Wanda/Katelyn, approved unanimously*
- Creation of by-laws update group
  - There are inconsistencies in the by-laws that need to be updated. A group could get together to discuss these and make changes, but this might all depend on what happens with the task force (listed above). We might not need a subgroup now unless there's something huge or a compliance issue.
- Discussion on COVID testing for non-residential students, staff, and faculty
  - For those working on campus, there is no on-campus testing. Only residential students are getting tested. We keep blaming the students for testing positive, but we don't know if they're getting it from faculty/staff/non-residential students (in class, lunchrooms, etc). We know we're limited to 500 antigen tests a week for residential students, but we do need to look after our staff too. This is a safety issue on campus.

Right now, if you go get tested, you need to quarantine until results come back or quarantine for 10-14 days, even if you end up being negative. SGA should be involved and Faculty Senate has had similar concerns. We can't change the rule on getting tests, but we should allow all members to get tested without taking time off work if they don't feel bad.

- Possibly try to get this issue on SGA's agenda tomorrow, otherwise the next meeting.
- Maybe look for a joint resolution on what we want from all governance groups, identify 1-5 key issues that are actionable, expresses concerns. Do we want a sub committee about this? Zach/Taylor/Jon will reach out to other governance groups. Have a draft on resolutions by next meeting. Trying to ensure a safe on-campus environment. Could we look at using paid time to take a COVID test? Saliva test is available in Duluth for anyone who feels like they need to be tested.

### **Announcements**

- None

Adjourned: 11:28 am (Katelyn/Wanda)

Next Meeting: Wednesday, November 11th, 10am-12pm

- Motions/Votes Passed:
  - *Motion to approve smudging policy: Katelyn/Stephanie, unanimously approved.*
  - *Motion to approve gender inclusive bathroom policy: Zach/Wanda, unanimously approved*
  - *Motion to approve form a joint task force to improve personnel rules and align governance groups across campus: Wanda/Katelyn, approved unanimously*

Notes submitted by Taylor