

Academic Staff Senate Meeting December 18, 2017

Present: All Current Academic Staff Senators

Call to Order: 1:04

Finalize Agenda: No additions

Review Minutes –November 2017: (Janie/Rob) passed

Report from Chancellor/Provost:

BoR meeting – fairly busy. Approved Faculty Workload. Approved and sent to Joint Finance in the Legislature – Metrics. Judged how we improve against ourselves and that success rate in comparison to other UW institutions. Fear that base funding will become based on performance within short timeframes. A real interest in looking at career placement and assessment of that placement. Changes take at least 4 years to take effect to measure. Using this year to determine some funding already for next biennium. Higher Ed is one of the few discretionary areas of the budget, and money that needs to go elsewhere can be taken from Higher Education. College Branches with UW campuses will have unforeseen impacts with the new Metrics thinking about degrees, athletics, administration, debt, etc. Ability to cap amount of change in funding? Unsure – nothing's been set and it'd be difficult to know when to try to set. Online Colleges still undetermined – not really given a home at a System institution – needs to be house somewhere (or many places). Merger/Branch terminology (Branch under HLC). Legislature and BoR did not show interest in adding Education to STEM metrics. Student success tied to funding. Need to be as transfer friendly as possible.

2/2 Update?: coming forth, need to double-check with Gigi – stay tuned. *Rob- has to be a performance evaluation attached.* Provost: Need to make sure everyone's performance evaluations are current. Time of hire or anyone on payroll? Every institution doing it a little differently it seems. *Emily- Could make a big difference for campus climate.*

Summer Taskforce – how to re-engage re-exam the recommendations and our progress. Provost has a spreadsheet and has assigned to Dr. Roth-Day to be the project manager.

Governance Liaisons: n/a

System Rep Report: Lots of 2/2 discussion – meant to reward work that's been done. Important to think of how new the person needs to be to get the raise(s). Seems that we'd have input as an institution. Many were asking: What's the Branch construction of the UW Colleges with institutions going to do on many areas – with a very brief timeframe? There should be common decisions for similar structures. Happening so fast – how to communicate and utilize shared governance? Someone needs to make an extension. Academic Staff focus continued to discuss issues of the Colleges. Also discussed Program Suspensions – Rob presented that we received the message from the Chancellor and some media coverage. Shared the justifications that have been presented and thought about impact to our constituents. Asked others to think how this would look like on their campuses. Gather information from HR to know how our constituents have been impacted. May need to look toward our Bylaws to think how we can/should be

included in decisions such as this and other possible changes. Determine our roles for advocating on behalf of our staff members.

Move: Bylaws Committee to research what if any language should be included in our Bylaws regarding program decisions (Rob/Janie) passes

Other Academic Staff System Reps were very concerned that it may happen to their campus. Others were wondering why Faculty's not more vocal about what happened.

Chair Report/Updates:

Have not met since before last meeting. Not happy with what's happening with cabinet. Had been more engaging previously. This year there have been cancelled meetings and meetings that have been carried through have been difficult – climate was not recently discussed, updates are not timely for feedback. Difficulty of roles between Chancellor's Staff and Cabinet. Purpose of Cabinet meetings has come into question. May need to refine and commit to a vision for the Cabinet group. It is part of our HLC reports – we should do what we say we're doing.

Subcommittee Updates/Reports:

Professional Development Group- Grants- \$2504 left over to go into new Grant call that will go out in the Spring. More research – Employee Wellness – Employee Education Reimbursement – Employee Retention/Recruitment. Update Website with communication and Calendar/timeline for major events that we're involved in. Good for constituents and ourselves.

Personnel & Compensation – work on promotion materials – up on the website. Update materials between HR and Senate. Deadline first Friday in February. Performance Review completion – what can we do to help ensure that this takes place – identify who needs one.

Communication/Elections/By-Laws – developed topics looking back at the semester. Listening Session, ask for more feedback from constituents, note our accomplishments – Title/Compensation Study (not yet met – had been a rush for information that didn't include all groups on Campus), Academic Staff Performance Evaluation continues. Janie met with Dean and he said it looked good but also it's the Academic Staff Senate's decision. May schedule with Provost for further clarification. Put out to Constituency for feedback. 2/2 upcoming.

Who's included in what lists of communication? Who owns & maintains the lines of communication?

Old Business:

Listening Sessions – only two responses. Sentiments discussed already. A desire to know more and be more engaged. Report what was covered. Try to make a more consistent/on-going session. Monthly brown-bag?

New Business:

Defining Shared Governance Role: Opportunity with the recent decisions to clarify our role on campus. Continue research with By Laws language. Coordinate with Faculty Senate? Faculty

Senate Exec has been contacted by Administration, but Academic Staff has not been contacted. Do we need a new Handbook?

Promotion Training sessions: Good to host at least one or two hour sessions on navigating the promotion process. Double-check our materials for current accuracy. Send out times for Spring Semester.

Human Resources Inquiry – Our group should nudge Administration to make sure our concerns are being taken. Could also prompt Academic Staff to check their performance evaluation status (via Newsletter).

Lots of complaints received about documentation and processes. Lots of uncertainty about future of HR personnel. How/when to communicate the concerns that we're receiving. Faculty have been gathering evidence/grievances that they're receiving. Unclear about processes and rules for personnel grievances of individuals. Some have felt uncomfortable going to HR or Administration with their concerns. The concerns are real. Potential for joint resolution with Faculty.

Spring Semester Meeting Schedule: January is already scheduled. Increase to 2hours. Doodle poll to identify times.

Adjourn 3pm