

Academic Staff Senate Meeting October 11, 2017

Present: All current Academic Senators

Guests: Jerel Benton,

Call to Order: 10:30

Revisions to Agenda – addition to System Rep Report re: disclosure

Motion to remove voting from Old Business items in order to focus on discussion (John/Janie) passed

Review Minutes: (Janie/Monty) Minutes passed

Report from Chancellor/Provost: Exciting morning from System re: intent to dissolve UW-Colleges (2yrs) system and affiliate with regional four year institutions. Conference call with more information later this afternoon. Needs BoR approval. Shouldn't affect us. Hopes to be a smoother transition from two year to four year. Counties own the land of the campuses and right now the plan is to maintain a physical presence. Enrollment is up this fall due to graduate programs – online for educators. Online seems to be the future. Search for Provost position is underway – position has been posted, please spread the word. *Question – end of Chancellor's meeting – Recruitment Waiver Form – will there be a time period for us to give feedback – is it finalized?* Need to check on specifics, but it has been an existing policy and this brings it to better light. Launching internal searches for CETL and Director for CCEG. Down the road, Assessment Coordinator.

Jerel Benton – Diversity Plan presentation (contact for materials) will take feedback directly and feedback will be evaluated all together before taking action. Question: What will Affirmative Action's role be in hiring? Working with faculty on search/screens and observing. In future will include more language for positions and will look at target goals and work a little more closely with departments to make sure due consideration has been given – double-checking the process. The key is to have the plan in place first. *Recruitment Waiver involvement?* Does Affirmative Action need to be included? Can include internal movement, and the importance is with checks and balances. *Our history of recruitment, internal/external searches, appointments, etc. does seem that it could create difficulties.*

Governance Liaisons – N/A

System Rep Report- Progress on Title-Total Compensation study. On schedule. Good, equal representation. Still in early stages. Bi-annual budget has been approved. Low-enrollment programs – what do we do with them? How do we measure them? Reasons to continue/discontinue? Administrative hiring: terminal degree in field – does this match ability to do the job? BoR has approved this already and these positions are now open, by System rules, to those without terminal degrees. Likely impact is yet to be determined. Performance Metrics will determine portion of campus budgets. 16 metrics total (yet to be fully developed), common & shared with all campuses. Measurements will be interesting. Chancellor and Provost have already submitted feedback, little time to confer across campus. Chancellors will have more authority in future to address low-enrollment programs. Seems to be a trend of interim positions, especially at leadership levels, then changes occur, and there's low accountability and/or institutional continuity.

Chair Report/Updates: Jenice Meyer presented on CCEG (will forward to group for feedback).
Performance Metrics. Recruitment Waiver document sent out – did not go through any governance groups. Gray area of Recruitment Waiver and Title Change. Advocate for review and voting. Even if this has been on-going, we should examine and it should be made clear. Future discussion with HR?

Sub-committee reports-tabled, emails

Old Business: tabled

New Business: tabled – Get ball rolling with HR, will be officially discussed in November. Email will go out to ensure that Promotion forms are ready to go out to those appropriate.

Indigenous day – groups to vote on proclamation.

Feedback to Rob/Emily due by Oct. 31 on Required Disclosure Policy.

Performance Evaluation –discussion tabled and Promotion and Title-Change Application – discussion and vote tabled