ACADEMIC STAFF SENATE MEETING *MINUTES*
April 11, 2011

MEMBERS PRESENT: Tom Tu, Tom Fennessey (Chair), Ryan Kreuser, Tammy Fanning, Jen Bird (Secretary), Sue Holm, Ray Reinertsen, Christina Kline

MEMBERS ABSENT:

GUESTS:

Meeting called to order at by Chair at 11:06am.

I. Chancellor's Report
   a. Fennessey talked with Hanson prior to meeting. The WI Idea Partnership is being discussed, but no decisions have been made. Nothing else new to report.
II. Provost's Report
   a. No report.
III. Faculty Senate Chair Report
   a. No report
IV. Old Business
   a. Discussion and Approval of March 14th meeting minutes (action item)
      i. Holm motion. Reinertsen second. Approved.
   b. Reports:
      i. Legislative committee report
         1. Nothing to report.
      ii. Personnel/compensation committee report
         1. Kreuser reported. A high number of requests came in this year. Committee is continuing to meet.
      iii. Mentoring sub-committee report
         1. Bird reported. Another training for mentors is being schedule for first week in May.
      iv. AS rep report
         1. Dahlvang sent to Senators an update from Academic Staff Reps meeting.
      v. Campus Climate Survey
         1. Nothing new to report.
      vi. Senate Chair report
         1. Fennessey reported. Discussed election process. See below under New Business "b".
      vii. CIPT committee updates
         1. Fennessey reported. Split up into small working groups to work on getting items together for accreditation. HLC will be back in Spring 2013.
      viii. Faculty Senate update
         1. Fanning reported. Emailed information to the senators regarding pay-plan. There are several new policies coming through the Registrar. Information regarding those policies are on the Faculty Senate website.
   c. By-Laws working group
      i. Holm reported. Senate received email from committee with some suggested amendments. Kreuser motioned to approve amendments. Kreuser amended motion to support changes suggested, to add the mission and vision as part of the By-Laws, and to vote on changes at the next meeting. Reinertsen second. Motion approved.
   d. Review of upcoming events
      i. Academic Staff Conference – July 14-15th
      ii. TAUWP Union will hold a vote on campus before the end of school
      iii. HIVE Night – April 13th
      iv. Academic Staff/Faculty Social – Thursday, April 14th

     v. TrIO Day – Friday, April 15th
    vi. Boxes and Walls – April 25-27th
- e. Telecommuting policy consideration
  - i. Fennessey reported. Dahlvang had sent information from other campuses about their policies to the senators. Kreuser will take the information from other campuses and put a draft together that we could put forward for approval. Interim Provost is in favor of this, but there are some concerns from the Human Resources and Risk Management offices. Kreuser will have the draft ready for next meeting.
- f. Other Old Business
  - i. None.

V. New Business
- a. 2011-2012 Committee Appointments
  - i. Fennessey will start working out layout of committee structure and working with Mary Noyes on getting any updates. Will begin working on this during the summer. A reminder will go out that people currently on committees will need to reapply they are not automatic unless on a multi-year term.
- b. 2011-2012 Senate elections
  - i. Fennessey reported. Trying to get ballot out for Senate seats. There are three vacant seats and six people who are vying for positions. We are running in to some issues with getting the ballot out electronically. Tu is working on this and will hopefully have a resolution soon. We plan to have new senators seated for May meeting.
- c. Round I Staff Development Grant process
  - i. Fennessey reported. Call has not gone out, but will be looking for this. It will be for activities after July 1, 2011.
- d. Budget updates/information
  - i. Fennessey reported. We've been receiving updates via administration on the current status of the budget. Academic Staff Senate does need to make decisions on how we would take our pay-plan if it goes through.
  - ii. Faculty Senate acted on their pay plan: If the pay-plan is 2% or less, then the pay percentage should be distributed across the board to those who have received at least a solid performance rating. If the pay plan is greater than 2% the Chancellor is encouraged to use the 10% Chancellor earmark for the portion greater than 2% to address compression issues in accord with the multiyear pay plan adopted by Faculty Senate in conjunction with additional funding resources for compression. The remainder should be distributed as follows: nothing for unsatisfactory, 1/3 for solid performance, and and additional 2/3 for meritorious.
  - iii. Kreuser motioned to have our academic staff pay-plan as follows: all academic staff in the employ of the university who have received Satisfactory or Meritorious on their evaluation will receive 90% of the pay increase with 10% going to the Chancellor's discretionary fund. Reinertsen second. Approved.
- e. Other new business
  - i. Suggestions:
    1. Tuition reimbursement policy.
       - a. Reinertsen suggested we ask UW-Superior ask for tuition reimbursement for Academic Staff outside of if the department can afford it. Fennessey will ask Faith to come and address this at the next meeting.
    2. Rolling Terms
       - a. Reinertsen would like to recommend that Rolling Terms become automatic for Academic Staff.
    3. Flex Time
       - a. Reinertsen proposed that Academic Staff be able to go over to MWC and be able to walk and still be able to have a lunch. Use flex time to cover

"missed" time to be negotiated with their supervisor. Possibly work with insurance companies on deductions for those utilizing the gym consistently. There is a health and networking benefit.

    4. Reinertsen will work on writing up all three suggestions. Fennessey will put them on the next agenda for further discussion.

  f. Meeting wrap up and summary

    i. Bird reported. There are supervisor resources now available on-line on our website.

    ii. Fennessey and Tu will get election information out soon.

Reinertsen motioned to adjourn meeting. Klilne second. Meeting adjourned at 12:46pm.

Respectfully submitted,
Jen Bird