

Academic Staff Senate Meeting

Monday, April 22, 2019 1:00pm-3:00pm

Present: Janie C., Emily R., Monte S., Zach O., Jon D., Amy M., Mike B., Kristen J.

Absent: Rob W.

Guests: Jackie W., Cory K., Harry A., Beth A., Matt T.

Call to Order: 1:01pm

Revision to Agenda: None

Approval of Minutes: (Jon/Monte)

Revision to Minutes: None

Strategic Planning Core Team Update (Harry Anderson, Beth Austin, and Matt TenEyck)

- Keeling and Associates was selected at the consulting firm for the strategic planning process, and the official project launch will happen shortly. Beth Austin decided to step down from the SPCT as she did not feel like she was the best person to fill the role. AS Senate will send out a call for an instructional academic staff member to fill Beth's open spot, and an AS Senate member will fill in on the team, if necessary. Matt TenEyck's term is ending in June 30, 2019, and the new strategic plan will be in place at the end of May 2020. Matt would like to extend his term in order to carry out the new strategic plan and see it through to completion. Moving forward, Matt will send information back to senate so senate is in the loop as far as what is going on within SPTC and to get feedback.
- There was a motion for Matt TenEyck to serve as the non-academic staff representative the on SPCT beginning July 1st, 2019 through June 30th, 2022 (Amy/Monte). Motion passes.

Provost Report (Jackie Weissenburger)

- Jackie's current interim contract ends at the end of June, and there are plans for another interim member to fill the role until there is time to run a larger search for the permanent position. The decision has not been made for how long an interim provost would hold the position. There are currently a couple of internal and external people in mind for the interim role, but suggestions are welcome and should be directed to Jackie. Jackie wants to help to make the transition to the new interim provost as smooth as possible and get the new person up to speed with things as quickly as possible in order to fill the role effectively.
- There are six candidates for the Dean of Academic Affairs position coming to campus for interviews starting tomorrow (4-23-19). Because of the wide scope of the Dean position, it is important for this person to understand a wide variety of concepts including academics, program planning, etc., and it needs to be a person who can work closely with student affairs. Everyone is encouraged to go to the presentations to provide input.
- In wake of the program suspensions the campus is looking to do an external market analysis to get more data before developing any new programs for UWS. Part of this focus needs to be on what will draw students specifically to campus or to the online environment.
- There is currently a renewed interest and a big push at the system level in regard to the mental health of students. Stemming from this, there will most likely be some new initiatives to push this topic further including more professional development for instructional staff in order to be better prepared to handle cases of mental health challenges within the classroom. There is hope for a more comprehensive approach to trainings including offices such as PETL and/or student health and counseling in order to reach more faculty and staff. There are strategies being developed within both the UW System and each individual campus to implement new ideas. The Pruitt Center for Mindfulness and Wellbeing is planning to provide some information during opening week.
 - Randy Barker is going to be stepping in as an interim to provide support for the Student Health and Counseling Services office through the end of June. Campus will eventually be looking to bring a different person into this interim role until there is time to get a permanent person in place.

- There is currently a push for students in the education programs as we face critical teacher shortages in rural areas and in northern Wisconsin, and the state is looking to find a way to meet these needs. DPI has recently changed state requirements to allow for broader licensure levels, as well as a license covering more subject areas, and some of the testing requirements and GPA minimums have changed. There are also thoughts for loan forgiveness for teachers or other types of financial assistance to help pay for students to study in education.

HR Updates (Cory Kempf)

- Title and Total Compensation Update
 - HR is still working on a communications plan to update people on what is happening with the project. The changes that are currently taking place are minor enough that the larger portion of the project is taking a while to move forward. One of the next steps will be a competitive market analysis with Mercer to ensure that employees are being paid fairly within similar jobs across the system. By the summer, Mercer should have results on the benefits preference survey. By the end of the calendar year, System is hoping that the job descriptions will be published and the process started to see which titles are most relevant to each employees. There are hopes at UWS, due to the small campus size, for each employee's position to be looked at individually with their supervisors to see which title is the best fit for them. There will be a standard appeals process across System for employees who do not believe that they fit into their assigned category. Discussion.
- Promotion/Title Change Update
 - From a budgetary standpoint, there is no reason why the effective date of title changes and promotions cannot be adjusted to take place sooner than July 1 or that the title change/promotion process cannot happen more than once a year. During the HR director's meeting, there will be discussion about how other schools are handling those processes and how the procedure can be reviewed and improved/standardized moving forward. This would most likely not allow for retro-pay with the most recent group of promotions and title changes (approved in spring 2019), but this will be looked into further.

Chair Report (Janie)

- No updates to report

Sub-Committee Updates

- Professional Development Committee
 - All of the submissions for professional grants were approved for some sort of funding with use of the overflow funding from previous years. Those who had never received grants before received the full requested amount (up to \$1,000), and those who had received some sort of funding previously received a \$600 award. AS Senate is asking for more funding for professional grants as the Faculty Senate group is currently receiving more funding for a small constituency. There was a motion to approve the professional development grant applications for the 2019-2020 academic year (Monte/Jon). Motion passes.
 - Moving forward, the committee would like to have a person designated to reach out to constituents who have missing materials in order to make sure that communication is consistent and timely. They would also like to add some more priority guidelines to help in making the decision between which people are able to receive grants and which applications should get priority.
- Communications Committee
 - The spring election is completed and all three of the elected senators accepted the position. Angie Kappes, Taylor Walkky-Byington, and Katelyn Baumann will begin their new role on senate starting in the next academic year. New members will be added into the SharePoint site to gain access to their committee documents.

- The spring newsletter will be coming out shortly, and it will include highlights from the AS Senate social, AS Senate volunteer day, subcommittee updates, and an introduction of the new senators.
- Personnel Committee
 - The promotion and title change processes are still being reviewed and revised to make the processes cleaner for applicants and they are looking to make a change for how often the applications can be submitted. It was noted that this process might look different after the TTC project is completed.

Old Business

- Community Service
 - AS Senate is looking to expand the NLFB volunteer day to a day in the summer and include previous senate members who wish to attend.

Adjourned: 2:53pm (Monte/Jon)

Next Meeting: Tuesday, May 21, 2019 1:00pm-3:00pm

Motions Passed:

- Motion for Matt TenEyck to serve as the non-academic staff representative the on SPCT beginning July 1st, 2019 through June 30th, 2022 (Amy/Monte).
- Motion to approve the professional development grant applications for the 2019-2020 academic year (Monte/Jon).

Notes submitted by Kristen