

ACADEMIC STAFF SENATE MEETING *MINUTES*

December 20, 2010

MEMBERS PRESENT: Tom Tu, Tom Fennessey (Chair), Christina Kline, Ryan Kreuser, Tammy Fanning, Jen Bird (Secretary), , Trisha Skajewski

MEMBERS ABSENT: Ray Reinertsen, Sue Holm

GUESTS: Donna Dahlvang, Susie Isaksen, Faith Hensrud

Meeting called to order at by Chair at 12:03pm.

I. Chancellor's Report

- a. No report

II. Provost's Report

- a. Interim Provost Hensrud reported.

- i. CIPT is working on updating the Strategic Priorities Plan booklet. Determined that there are two specific goals that will be added. One is implementing strategies for making excellence inclusive. Second one is under Strategic Priority of Enrollment Management, and it is to increase number of graduates per year 1726 above and beyond our current rate by 2025 as part of the Growth Agenda. This is not increasing the overall number of students but instead to focus on retention.

- ii. CIPT has worked on more focused goals for 2010-2012, which are:

1. Academic Excellence – Implementing the Liberal Arts Initiatives
2. Culture of Respect – implement strategies for making excellence inclusive
3. Continuous Improvement – develop and implement a comprehensive student programs outcomes development and assessment plan, including reviewing Gen Eds
4. Resource Management – develop attractive and appropriate infrastructure, which will include things like updated technology in buildings and updated phone systems
5. Enrollment Management – develop and implement a comprehensive student retention plan

- b. Integrative Planning and Budgeting

- i. Needs to be linked and coordinated process driven by mission, vision and goals.
- ii. HLC requires that we have an integrative planning and budgeting process. Therefore we very much want to have this process in place.
- iii. This will also help in terms of the WEAVE on-line strategic planning tools, looking at what is being accomplished and what is needed.
- iv. This does not look at base budgets but at excess dollars in budgets such as carry forward or excess tuition revenue. This does not include excess set aside for contingency budgeting either. That money is still set aside for contingency issues. People could then request additional funds out of the excess money. Or, the university as a whole, could set plan to use some of the funds to work on campus-wide issues such as retention.
- v. Handout with proposed integrated planning and budgeting process was given out. Interim Provost Hensrud answered some clarifying questions about the process.
- vi. Bird mentioned that it would be helpful to keep getting information out about how to do the Strategic Plans on WEAVE especially since it will be used for the integrated planning and budget plan. Fanning mentioned that it would be helpful to have an IRB manual as well like that is posted on the IR website.

- c. Self Study Process

- i. This process is beginning and CIPT is going to handle this project. Laura Jacobs has signed on as the Coordinator of this project. We will be asking HLC for a couple of dates

that we can do our self study. They require we do it either Fall 2012 or Spring 2013. Our preference is to do it in 2013, but it will be up to them.

- d. Bird asked to have the information from the Assessment Team passed on to Academic Staff Senate at least as a means of keeping in the loop.
- e. Kreuser commented that we need to continue to recruit students who have a higher likelihood of being retained and that we need to share information and input with each other that we hear from students.

III. Faculty Senate Chair Report

- a. No report

IV. Old Business

- a. Discussion and Approval of November 15th meeting minutes (action item)
 - i. Skajewski motion to approve. Tu second. Approved.
- b. Discussion and Approval of Special Grants meeting
 - i. Tabled, minutes are not ready and will be approved at next meeting.
- c. Discussion and Approval of Special Goal Setting meeting minutes (action item)
 - i. Kreuser motion. Skajewski second. Approved.
- d. Reports:
 - i. Legislative committee report
 - 1. Skajewski reported that the committee has not met recently. Fennessey asked if Lynne Williams has been added yet. Skajewski mentioned that her being added is going through the process. If this happens, Lynne Williams will take over convening the Legislative Committee instead of Tom Bergh. Fanning asked if there will be a transition period. Skajewski discussed that she is not sure. Fanning suggested that this might be helpful, maybe a six month period so that the transition can be smooth and relationships built can stay intact. Skajewski mentioned that this may be happening informally already. Dahlvang asked if we know where this position is housed in other institutions. Fennessey mentioned that many institutions do house it in the Public Relations.
 - ii. Personnel/compensation committee report
 - 1. Krueser reported that he is going to see if the committee can meet over break. Call for promotions should be coming out soon. Fennessey will be checking in to that with Human Resources.
 - iii. Mentoring sub-committee report
 - 1. Bird and Fanning reported. A group of academic staff met to discuss ideas for what we would like to see in an orientation program. Mentor program is now going to happen right away. Staff will automatically be assigned a mentor and then if they choose can opt out instead of having to opt in.
 - 2. Fennessey discussed that the Provost's office is doing a lunch for all new staff this semester. Fennessey will find out if this is an ongoing thing so we know if we need to continue with our lunch.
 - iv. AS rep report
 - 1. Dahlvang reported. Met December 3rd. Also talked about what each campuses communication process is for Academic Staff Senate. Eau Claire does two open forums each year so that people can come and learn about what Senate is and does. Stevens Point does workshops specifically on the promotion process. Madison has a list go to each department of individuals that are eligible for a promotion. If the person does not apply the department has to respond why. Fanning requested that more information about these ideas be gathered if possible. Dahlvang will request more information from the individuals that discussed this topic.
 - 2. Reps talked a lot about Unit Clarification. There are 315 positions at six campuses that are up for Unit Clarification. Chances are that if a position is changed on one

campus that it will be changed on all campuses. Dahlvang reported that Chris Ashley from System Legal shared that if our campus moved forward with a vote for unionization, all those positions that are on the list as being reviewed will not be able to vote since they are in limbo. Either that or those votes would not count. Fanning asked what we can do. Fennessey mentioned that there are several campuses that put forward resolutions and that that is an option for our campus. Dahlvang mentioned that it might be helpful to put forward a resolution about our campus stance so that they can be presented along with other campuses as a unified front when fighting this. Dahlvang also reported that the Board of Regents will do all they can to fight this. It's been decided that there will be hearings about this, but they have not taken place yet. Individuals will not get to present anything at these hearings, but this is where the resolutions may be helpful when the Regents have an opportunity to present their side. If we put forward a resolution it is asked that it gets sent to System first.

3. Dave Giroux reported that President Reilly has been meeting with new legislators to get to know them. Dave Giroux asked what we are doing on our campuses to be reaching out to our new legislators. He has some template letters that we could use if we wanted to. Our legislative reps have not changed, but we should still be reaching out.
4. Chris Ashley talked at length about intellectual property issues that are taking place on campuses. This is not particularly an issue on our campus but something to be aware of.
5. The 3.05 audit update was given. Several campuses are almost done. UW-Superior is on the docket tentatively for spring.
6. President Reilly talked about the upcoming pay plan and recommendations being put forward.
7. If there is a pay plan, any pay plan dollars not being used should be considered. In the past we used to help with compression issues. We just need to keep this on the radar since we haven't had a pay plan lately it hasn't been an issue, but hopefully we will have that again and thinking about how to utilize those extra dollars would be important.
8. The official word from System is that people who are less than 50% time can vote for collective bargaining. Supervisors will have to vote on a separate vote for supervisors if that takes place on campuses.

v. Campus Climate Survey

1. Fanning reported that there are no new updates. Just encourage people to participate when it comes out in February.

vi. Senate Chair report

1. Nothing to report.

vii. CIPT committee updates

1. Interim Provost Hensrud reported under Provost's report.

e. Review of Goal Setting Priorities

- i. Tabled.

f. Review of upcoming events

- i. Tuesday, December 21st Winter Solstice Party
- ii. Opening Day, January 18th
- iii. WoW – January 20-21st with Induction Ceremony on January 21st

g. Other Old Business

- i. Committee appointments

V. New Business

- a. Request by CIPT

- i. Fanning motion to approve the proposed additions to the Strategic Priorities per proposed by Interim Provost Hensrud. Kline second. Approved.
- b. Campus Climate Survey update
 - i. Fanning sent out handout to people about the survey, encouraging them to participate.
- c. Collective bargaining presentation/representation update
 - i. Isaksen asked how should Academic Staff Senate and the Union want to work together. Fennessey mentioned that as a Senate we need to be very neutral so we need to be careful, but that anyone is welcome to come to our meetings since they are open.
 - ii. Isaksen also brought information about “Who is a Supervisor” a question posed from the last meeting. Things that they would look at would include the degree of autonomy that a person has in hiring, firing, ability to promote their staff. Reviewed the WI Statutes on Collective Bargaining 111.98(5) which discusses the supervisor status in relation to collective bargaining.
 - iii. In addition, to clarify anyone can vote, but some votes may be challenged later. The WI Employment Relations decides which ones will be counted. Fanning asked about how they will know since we don’t put names on the ballots. Isaksen mentioned she is not sure.
 - iv. Unit Clarification, there is other information out there than what was presented about this topic such as the resolution voiding the votes, and we need to share information. Dahlvang clarified that the resolution would not nullify votes, but that instead those positions that are in limbo would not be able to vote. Again the question arose that how would they know since names and position titles will not be on the ballots so how can they check. Also Dahlvang discussed that if this is the case then people in those positions completely lose their voice in being unionized. This information should be shared ahead of time so people know how to prepare for themselves. Kreuser also mentioned that this should be cleared up before the vote as well so that the vote itself is not deemed null and void because people who were not supposed to vote did.
 - v. Dahlvang will request information about how information will be disseminated to campuses regarding voting for collective bargaining.
- d. Review of 2010-2011 Topics for Discussion list
 - i. Tabled
- e. Consideration of proposed resolutions
 - i. Furlough Days
 - 1. Fennessey handed out a draft resolution that may be put forward if furloughs are implemented again. Please read over and give Fennessey feedback prior to the end of the week. This will go to our local legislators (Milroy and Jauch), the Chancellor, and President Reilly.
 - ii. Unit Clarification
 - 1. Fennessey reported that this resolution is not ready to go, but that it will be shared in the near future for feedback.
- f. Meeting Schedule for second semester
 - i. Kreuser will look at Outlook or ask for schedules.
- g. Other new business
 - i. Opening Week
 - 1. Fennessey would like to see if someone could talk about Academic Staff Senate during Opening Week. Fanning will do it if Fennessey helps figure out what to discuss.
 - ii. Academic Staff Social
 - 1. VIP - January 27th – Skajewski will talk to Tom Bergh about sponsorship

Fanning motioned to adjourn meeting. Skajewski second. Meeting adjourned at 2:05pm.

Respectfully submitted,
Jen Bird, Secretary

Skajewski motions to approve, Tu 2nd Motion approved