

Academic Staff Senate Meeting Minutes

December 9th, 2015

Present: Jen B, John M, Jon G, Rob W, Jenice M, Ryan K, Nick B, Emily Z, Julie G (Faculty Senate Liaison),

Call to order: 2:05

Review of November minutes: Please forward me anything you remember and want to be included to repair the mishap.

-Faculty compensation from System – Faith indicated \$40K to fund already approved Faculty increases and compressed Faculty positions (13ish individuals).

-Touched on Overtime – IRS non-instructional under \$ 50, 440 will need overtime compensation

- Onboarding – meeting to combine campus efforts wasn't able to make much progress due to attendance

- Director of HR – how to fill, assess current structure, several concerns have been voiced.

Chair Report/Updates: No one self-nominated for November election – not the best time to fill and no need to press on constituency. Keep vacancy until Spring.

Official motion needed? We were forwarded Co-curricular Assessment of Learning Outcomes. A lot of it through Student Life to support Academic goals and outcomes. Looking across campus – how does assessment work? Importance of willing participation and taking the results of the assessment seriously moving forward.

By-Laws were approved by Chancellor – next step is to send on to Board of Regents for final approval. Should be published on Website. Can John put in a ticket – we'll find out!

Sub-Committees & Questions for the Group:

Communications- has not convened; election did not move forward. No newsletter and no timeline for moving forward. Template for newsletter is ready to go. Need to sit down again to revisit plans. Do we have last rounds of statements from grant recipients? Could be a good spotlight. Would want to put out something for promotions. Newsletter could be a tool for generating interest.

On-boarding in holding pattern, trying to involve whole campus and waiting for HR decisions. Can we make this a priority again for the Spring Semester? Approved in September, but not forwarded – take the step officially to put forward to Chancellor.

Professional Development – didn't get a chance to meet. (Emily – more that was covered by your group?)

Personnel- Info sessions set for (date) make people aware of how process works – sent out to all academic staff email, staff digest and invited supervisors. Guidelines have changed. Follow up on Compression study – updated timeline for CUPA data by end of January. Funds are uncertain, but important to know where it might go if we do find funds. Do individuals have ability to review the particulars of the compression study? Important for transparency. No need to publish, but no reason to hide either. Looking at position descriptions. Difficulty matching duties performed with position descriptions. Hayes Hill title (spelling?) not to working title. Broad definitions and things can change quickly. Most were straight forward matches. Something people will be interested in seeing because it's been discussed. What to do with appeals or disagreements? Committee and HR should establish some steps and be very clear about the data that was collected (a year back – a snapshot in time). If we're going to do this yearly, should we post now or wait? Could save time now and in the future if we open this up.

Feel as though succession plan is a real difficulty in retention – not just onboarding/compression. Making good steps in better promotion process awareness – but need to think bigger scale. It's a shift in campus culture. Can't promote people into a position, but can't continue to lose individuals. What might be the steps to trying to move forward on this? Important because our constituency does a variety of jobs across campus.

Task Force – campus atmosphere – there'll be another survey later in the spring semester with the Title IX Campus Climate survey – we'll be able to access/use that data.

System Rep Report: Big takeaways- our new robot works well (heavy and a little cumbersome) – better experience than video conference. System working on putting together goals. Pulling together top 10 list of importance/non-importance. Rob will forward the survey to Senators. Shared with constituency groups (Rob has results). Discussion – governance felt diversity had been overlooked; we do more than train for jobs; impact of System (Policies, economics, etc.) on individual campuses/programs; decline in support for education; need to refine our messaging of our work; focus on success of students and what that success means; look beyond just businesses to whole community; how do we affect national trends; familiarity locally; larger impacts of state legislative climates.

Report from Chancellor & Provost:

Governance Liaisons: No updates

Old Business:

Spring Meeting Schedule: 3rd Wednesday of the month, 2-4pm, after a quick confirmation with Jenice.

Jen will send out a list of Faculty & University Staff Senate meeting schedules so we can do a better job staying in the loop.

Regent visit next week, 30minutes – what do we want to discuss? Pay plan; retention; may be covered elsewhere, but feedback on Strategic Plan & Innovation Plans; sell ourselves – always vying for resources; good news/accomplishments; thematic communities in ResLife; adaptations to and success in UMAC; forward on any other ideas to Jen, Rob or Jenice. Thursday, 12/17 11am.

New Business:

Vote: Addendum to Emeriti Policy. Gives free access to Theatre events instead of student rate. Move to accept (Rob/Nick). Are we moving toward getting rid of free passes for theatre events? Change is to be more in line with current practice. These moves do create new challenges for IT. Jim Rink was at the table discussions for what was possible. Passes unanimous.

Receive the HLC Monitoring Report. For accreditation. Full report is quite long. Not an approval because it needs to be completed no matter what. Individuals are invited to look through and give feedback, even though it's complete. (Emily/Nick) Move to accept. No discussion. Passes with one abstention.

Action Items:

Groups – look back at Summer Retreat and look forward for Spring Semester – what's possible and how can we move forward?

Adjourn (Rob/Ryan)