

December 14, 2016

Academic Staff Senate Meeting

Present: Janie, Emily, Jenice, Amy, John, Jon, Rob W, Beth A (via phone), Nick B

Guests: Andy B, Provost Jackie W.

Agenda Approval – discuss Anti-Bullying Policy at end if time

November Minutes – (Jon/Rob) passes, two abstain

Provost: BoR – approved a 2+2 pay plan (if approved by State Legislature) 2% pay increase in two years. Hopeful for Legislature to pass. Faculty Senate still trying for Post-Tenure Review. On Budget Reallocation Committee – looking for ways to come up with better/clearer formula for setting budget at System for campuses. Some Legislators are hearing that budget allocation is unfair – need clearer description of the processes. There's been several failed attempts to do that. Undergraduate enrollment will be a factor (WI & MN), graduate enrollment (no residency), percentage of Pell recipients, small institution allocation. Have committed to all campuses. Will apply to new money as it comes available. As of now, no plan to change current distribution. Also looking into performance funding and the 20/20 plans. Strategic Planning core team has looked at funding requests and identified the most strongly affiliated with the plan. Forwarded on to the Chancellor. Looking at CETL grants. Planning & Budgetary Committee also involved. Chancellor will look at all the information and make final decisions.

Tuition increase for MN reciprocity and out-of-state not requested here. Looking at possibility of reducing per-credit Graduate tuition to be more competitive. Task force examining non-tuition waivers looking at cost/benefit analysis. So many receive a waiver. Can be more strategic in what we give.

Opening week will have some discussions on public discourse and active bystander. Trying to get more participation in these activities to really have a community.

Chancellor: 2%+2% is additional ask, perhaps connected to tuition increasing or not. Very uncertain how any funds would be distributed. Chancellors have all written and committed to speaking at the meeting to note that employees over the years have faced many set-backs and have less earning/spending power than years ago. Tried to aggregate through System to diffuse political influencing in determining performance. Our HIPs contributions do well to show our (and System's) performance. *Jenice: 1% 5-6years ago, Academic Staff Senate was given opportunity to weigh in on distribution.* Past Practice, but there may be strings attached that we can't work around. We're losing people. Timeline is typically June. Will keep everyone as apprised as we can as things develop.

Governance Liaison: Faculty Senate – mostly reports. Post-Tenure review has been held up in its process. UW-OshKosh had their policy returned. Connected with Department By-Laws, so difficult to note what policy would take effect in any given circumstance.

Chair Report – emergency safety plans to connect with HR for training for safety plans. Better document our plans and procedures. Changes in Financial Aid and how it affects recruitment.

System Rep Report – attended last meeting in person because topic was on compensation. Many campuses putting together their own plans. UW-Superior has no funds to make a plan without the 2+2. Madison, regardless of Legislation, funding 3.5mil to Faculty 3.5mil to Staff and 2mil in bonuses (spread

across whole campus) undetermined how, Eau Claire 3mil, 1.75mil bonuses Milwaukee, System .175mil in bonuses, and others dealing with similar amounts but also undetermined (request graph from Rob for full numbers). Campuses' ability to raise funds should not dictate who receives pay increases because we're a non-profit model. UW-Superior's been in a rut because our numbers don't allow us a surplus, which makes it difficult to think about those that do and their allocations. How to balance autonomy and equity fairness for all of us being state employees. Reps don't make decisions, but discuss particular situations and challenges. *Andy: Seems Eau Claire has lost many faculty (unable to teach labs in Science) – not knowing specifics, could good decision. Jenice: What's our right size for our institution for our needs? We have responsibilities the same as large institutions but so few people to work on these reports and programs with high turn-over. It's an on-going conversation (at least in pockets), not one that's reached any real resolution, but one that is on people's minds. Jenice: anything within the last 5yrs that records raises other institutions have given that we have not been able to? May help us make our argument for our situation. Attainable, but not centrally recorded. Our only real opportunity to make increases, despite the strength of any case we could make, depends on State allocations. System is balancing many interests and has a difficult time setting definite plans. UWSystem Accountability dashboard.*

Overall campus climates following election – conversation days.

Distinguished prefix – eligible for Instructional Academic Staff – UW-Extension ties this to compensation. \$2000 wage increase. If we created, there probably wouldn't be any funding. Madison had several, but most do not. There's a process, but no one is pursuing the process. Levels may have a range, increases in level (Senior to Distinguished for example) generally occur.

Sub-committee Updates

Personnel group: looking at meritorious definitions. Contacted HR and other campuses – met and looked through several Form from Green Bay seems to have better definitions and easier to work across campus. Tries to look at well-roundedness of the employee. Merit committee to make recommendations (by peers) to Chancellor. We could define for ourselves what factors to evaluate on campus by category. Those who reach a certain level could be put into a pool for merit considerations. Goals can be a moving target and attaining an easy goal may not be worth mentioning while missing an ambitious goal may be good. Most campuses do not have a clear plan. Appreciate 4 rather than 3 levels and more descriptions/definitions for there to be conversations. Be careful how to work with different supervisors. May need to have training sessions – examples and norming. Look at more examples. Is there a requirement for there to be one process/form for all members of the group? Stevens Point has a layout for those going into a merit peer review to send on to Chancellor.

Communications – no update

Minimum Teaching Qualifications Policy – Question about exceptions. Seems to follow practice. Move to Pass Policy (Nick/Amy) passes.

FLSA is postponed; no action is taking place. Janie – was in limbo – communication was poorly driven and the issue may resurface. Would be good to plan ahead to handle any future changes better to protect those affected from negative feelings and impacts. Communication was lacking and missing

deadlines– leading to confusion. We should reflect as a group for what we'd like to see. Perhaps survey those affected.

UPDATE Distinguished procedures very difficult to act upon.

Opportunity to go into SPCT IPBP recommendations. Nick - Adding new positions and new programs should be curtailed until we are sustainable in what we already have in structural deficits. Requests all totaled over \$2mil. Exercise in reviewing budget requests is positive, but feels like an exercise in futility because there are things we cannot do. How do we take existing dollars and spread to new activities? Work for Institutional Goals via zero-base budgeting rather than departmental carry-over.

Tabled

Adjourn 10:30am