

ACADEMIC STAFF SENATE MEETING *MINUTES*

February 14, 2011

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

MEMBERS ABSENT:

GUESTS: Jan Hanson, Peggy Fecker, Beth Gilbert

Meeting called to order at by Chair at 11:05am.

I. Chancellor's Report given by Jan Hanson

- a. Hanson will be the Officer in Charge when Markwood departs and until Erlenbach takes over as Interim Chancellor.
- b. Differential Tuition was approved at the Regents meeting last week. Incorporated a \$15 fee increase per semester which will cover technology needs in the new Swenson Hall. Natural Sciences will have a \$12 per credit hour fee, but special course fees will be eliminated from Natural Science courses. This time students created and forwarded these requests instead of it terms being set for them. These fees will take effect in fall 2011 and will come up for review again in 2015.
- c. As we look at the next biennial budget, we have asked for more flexibility with how we utilize our budgets. We have specifically asked for flexibility in using funds for: 1) budget, 2) tuition and pricing, 3) human resources, 4) capital planning and construction, 5) financial management, and 6) purchasing and procurement.
- d. System Administration asked us to move forward with the search for a permanent Provost. After discussions with several people and Faculty Senate, Interim Chancellor Markwood asked to wait until a Chancellor has been selected. This request was approved.
- e. Governor Walker's message brought up questions regarding future furloughs. It was clarified with Walker's staff that the budget will not include any furloughs. Current furloughs will still need to be taken between now and end of fiscal year. Although no continued furloughs, there will be an overlap between some items that may affect budgets and remaining furloughs.
- f. Swenson Hall is coming along nicely. We will take control of the building on May 6, 2011.
- g. Parking lot outside Yellowjacket Union will be built this summer and that will bring us up to about the same amount of parking spaces as we had prior to construction began.
- h. If you have questions once Interim Chancellor Markwood has departed, please feel free to contact Jan Hanson.

II. Provost's Report

- a. No report.

III. Faculty Senate Chair Report

- a. No report

IV. Old Business

- a. Discussion and Approval of January 24th meeting minutes (action item)
 - i. Fanning motion. Kline second. Approved. 1 abstention.
- b. Reports:
 - i. Legislative committee report
 1. Tabled.
 - ii. Personnel/compensation committee report
 1. Tabled.
 - iii. Mentoring sub-committee report
 1. Tabled.
 - iv. AS rep report
 1. Joint session:
 - a. Associate Degree working group – looking at standard for conferring associates degrees at 4 year institutions and UW-Colleges.

- b. Transfer policy working group – a study will be shared at the April meeting regarding why UW isn't transferring in minority, low-income and under-represented students from 2 year to 4 year institutions as successfully as other states. This is especially a problem from the technical schools.
 - c. Next week's BOR meeting will address Net Price Calculator, Alcohol use and Abuse and the Education Committee will discuss Charter school contracts, pre-college program assessment and 4 year degree completion, along with the Governor's budget.
 - d. Al Crist spoke on the following topics:
 - e. Pay plan/merit review – no longer using the 1/3, 1/3, 1/3 model. All adjustments will be based on merit, and market adjustments can be done at institutional level – IF requested flexibility is approved (see attached). (FYI – currently base \$ cannot be used for performance).
 - f. Unit Clarification – SB 13 was introduced and is expected to pass.
 - g. CUWC recommendation on HR sharing best practices – Will be addressed at next HR face-to-face meeting, scheduled for April. Could be delayed due to HRS implementation.
2. Dave Giroux gave a Legislative Update:
- a. Department of Commerce was reorganized to Department of Economic Development
 - b. Voter ID Bill – SB 6
 - c. State of the State address – discussed at length the proposed budget repair bill, which would save \$30M over the 3 month period (April May and June of 2011) by just our contribution to our retirement fund rather than the state funding it. Health care is in the same situation – they'd stop covering our share. Sense that there could be a bill that would revoke fac/AS right to collectively bargain.
 - d. This has come about because of two things: Massive backlash against gov't employees, and the desire to shut down unions.
3. Reps only session:
- a. Milwaukee's resolution regarding retirement contribution (see attached)
 - b. Leadership conference proposals – please encourage your colleagues to propose sessions in the tracks of Inclusive Excellence, Leadership and professional development, and Legislative and governance issues.
 - c. As requested, attached are 3 documents on the topics of Appointment Types, IAS load, and telecommuting policy. Notes of interest regarding 3.05, Madison put together a document last year of actual layoff history to quell the concerns of Administration on their campus regarding lack of flexibility that they indicated multiple/rolling contracts would impair. UWEC is working on getting indefinite appointments back into practice on their campus.
4. Other items discussed for our consideration:
- a. Should we have a nominating committee?
 - b. What are our layoff principles/procedures?
- v. Campus Climate Survey
- 1. Tabled.

- vi. Senate Chair report
 - 1. Tabled.
- vii. CIPT committee updates
 - 1. Tabled.
- viii. Faculty Senate update
 - 1. Tabled.
- c. Review of upcoming events
 - i. Tabled.
- d. Academic Staff Senate priorities memo up-date
 - i. Fecker brought a letter responding to the letter sent by Academic Staff Senate to Fecker, Interim Provost, and Interim Chancellor.
 - 1. Bird commented on the lack of timeline for the staff development program other than when funds are available.
 - 2. Reinertsen asked if people who were eligible for Rolling Term appointments that had not been reviewed during the time when they were on hold, could be brought back to be reviewed again. Fecker said that there were not requests put forward at that time so there is no record of those people so they cannot be re-reviewed.
 - 3. Fanning asked if we can we automate this process so it is not staff driven. Fecker said she can look into and see what other system schools. She will not be able to get to that this year.
 - 4. Fanning brought up the concern regarding inequity of not having a staff development process like CETL until funds are available. Fecker suggested that Academic Staff Senate come up with an outline for what we would like to see.
 - 5. Senators will receive copies of the response letter and will have discussion at a later date.
- e. Staff Development Workshop planning
 - i. Tabled.
- f. Telecommuting policy consideration
 - i. Tabled.
- g. Other Old Business

V. New Business

- a. Consider resolution for new UW-Superior Alma Mater song
 - i. Gilbert presented a resolution for changing our alma mater after complaints by students, faculty and staff have been made. People feel that a new improved alma mater would create unity and school pride on campus.
 - ii. An idea brought forward was to have a competition for creating a new alma mater. Anyone could submit one. An open call would be put out. A committee would be appointment by the Chancellor. The applicants would be narrowed down to 3-5 and there would be a vote for the alma mater. The current alma mater would automatically be submitted as an option.
 - iii. Reinertsen motion to support resolution. Kreuser second. Approved.
- b. Staff Development Grant communication
 - i. Tabled.
- c. CIPT
 - i. Tabled.
- d. Other new business
 - i. Trisha Skajewski is resigning her position on Academic Staff Senate as she is leaving campus March 1, 2011. Skajewski will pass on information regarding Staff Development speaker she's been working on to Tu.
 - ii. Academic Staff Senate will re-convene to finish agenda at a later date.

Kreuser motioned to adjourn meeting. Holm second. Meeting adjourned at 11:50 am.

Respectfully submitted,
Jen Bird