

## Academic Staff Senate Meeting

Wednesday February 17, 2016

Present: Jenice M, John M, Nick B, Jon G, Emily Z, Ryan K,

Excused: Rob W, Jen B

Call to Order: 1:05

December Minutes (Jon/Nick) passes. Change: Overtime “working under \$50,440”

January Minutes (Jenice/Ryan) passes. Change: Currently up to departments to do this kind of planning in Progression Planning.

### Chair Report & Updates

- Newsletter Feedback: Jenice – received positive emails
- Upcoming surveys and trainings: climate survey to go out in a few weeks. Encourage participation. Will be annual and used for planning. Title IX trainings upcoming.
- recap of Regent Higgin’s Visit: Very early in the process. Hard to say about political climate and what’s valued. GPR funding is very important. Winding conversations about fairness and costs/debts for Universities and Students. Have we sent “Thank You Notes”? Jenice can write something up.

### Sub-Committee & Questions for the Group

- Large Group Development Ideas: Group being absorbed into Campus Morale group headed by Gigi. Group came up with a diverse list. A lot of people in new positions, so leadership could be very positive. How can we funnel money back to Campus if possible? Bringing speakers to campus to share expertise connected to Higher Ed research. Split fun/educational – Pair with Research Centers we already partner with?  
Sub-group will meet and discuss more specific possibilities of a Leadership Speaker, partnering with research center, and/or establishing a hike.

Why haven’t we received the Dual Advisor model to accept or pass? Creates/inflates odd structures across Shared Governance. Need to be more involved in the future as this policy significantly affects our constituency.

For next meeting – discuss our role in university decisions so we aren’t left out. Section 3, Duties. System Rep to check with other campuses.

- Call for Development Grants generally goes out in March with a due date by April so we can send out reward notifications by end of May. May need volunteers to help out in the review process.
- Compression Study Update: On HOLD. HR says that since System will be doing one, we should not invest time. If system is looking at new titling structure and then would look at a compression study then?

Information’s come to us from HR: “Based on the information we have received from UW-System’s HR Office in regards to their title/compensation study, I feel that the information that has been gathered is

not the most accurate or helpful in acknowledging the full extent for the campus' compression impact. The System wide study, I am aware will take some time to complete as we are in the beginning stages, but once this study is complete it will be the most accurate and we may very possibly see new titles come from this study. Therefore, I would highly recommend that the AS Governance re-evaluate their desire for a compression study as UW-System has started to do their own study to ensure that we are competitive in nature to other institutions. If you would like to discuss further or you have questions/concerns with not moving forward with the internal compression study, please give me a call so that we can discuss further and answer any questions that you may have regarding the UW-System title/compression study."

Could be discussed in Strategic Planning. Concern about how much time it would take to get results from system – what's the harm in continuing on our own? How much time/work is remaining to complete the study? We've already collected data of names and titles and we have already announced the plans that this would come out in the spring. How does this put us in comparison to Faculty Senate plans for Compression Study? At least we'd have the information and we would have delivered the message of the need.

- Personnel is meeting with HR – can ask about data accuracy and current plans. We've been encouraged on this matter by the Chancellor – seems unusual to stop now. Completing the study will give us the best judge of noting the accuracy of the information.

## System Rep Report

### Chancellor

Provost: Was attending Winter Meeting for Academic Affairs with Provosts from Public Institutes of Education. Mid-semester Update: March 8<sup>th</sup> 11:30ish, Where we are in the Budget Process, implemented for the first time this year? How do we reallocate dollars across divisions, not just within? Part of the process this year was the Voluntary Separation – leaving some vacancies or hiring at less cost. A portion was made up through this program. Still short on the budget cut – still have bridge money from system to hopefully make up the difference. 75 students could make up that difference. Still have to serve students at a certain level, but may need to look at reductions if we can't up our levels. Provide areas with funds to bring over. Small amounts of dollars to move around! Reallocations based upon strategic planning investment/prioritizing plans. Enrollment & growth needs investment for revenue generating. Budget needs to be balanced by April 1<sup>st</sup>. *Ryan – athletics is a revenue generator – how to balance in a holistic manner?* Have run structural deficits, but tuition revenue targets have not been exceeded. Every strategy to retain and recruit needs to be used as much as possible. \$100-150K possibly available across the whole budget, but in very small individual amounts. *Ryan – When are programs under probation looked at again?* Last Annual report was a follow-up. Conducting meetings to discuss plans for better recruitment. Continually checked in on until the deadline of 2017. How are they following up on plans – what's the impact of those plans? *Ryan – positive improvements?* They're making changes – too early to say what the impacts are so far. Tenured Faculty – strategies to attract students into minor programs. Working with Marketing and Communications to increase diversity and overall recruitment. *Ryan – Compensation Compression study – HR has asked to stop in deference to System process. Has this been discussed at Cabinet?* Provost – unaware due to time off campus. *Ryan – we want to address individual issues rather than stop the process. Jenice – feels like the heavy lifting's*

been done. Provost – not aware of anything to change. *Ryan – what's the status of new HR director?*  
Provost – fill current vacancies in HR right now, then consider what to do with director position. Faculty Senate has concerns. The model might have worked in different time/circumstances. There's a different level of access communicating with someone in Eau Claire.

*Jenice – new Dean of Faculty?* Provost - No signed contract, but announcement forthcoming!

*Emily - VCEM Search?* Nick - Interviews over the phone, hoping for on-campus interviews soon.

*Jenice - Is Enrollment Management represented at Cabinet?* Provost - Renee and I cover those concerns.

Governance Liaisons

Old Business

New Business

- Student Complaint Process: HLC required for compliance to provide clear action steps to students. Started working this summer. Cleaned up and modified the process. Now it's revised – now to disseminate. Address problems quickly and note on-going complaints/barriers. Rolling out to new and existing students. Reviewing process again this summer – give feedback for consideration and future discussion. Please include with next Newsletter.
- Development Grant Funds Process: Tabled
- Conversation on Definitions for Performance Reviews: Tabled

Adjourn: (Ryan/Jenice) 2:47

Next Meeting March 9<sup>th</sup>, 2016