

## February Academic Staff Senate Meeting Minutes

February 8, 2017

Present: Emily Z., Nick B., Beth A., Janie C., Jenice M., Amy M., Rob W., Jon G., John M.

Guests: Chancellor Wachter, Provost Weissenburger, Ivy V., Gabriella T.

Call to order 9:08am

Chancellor Wachter – comments on Governor’s budget announcement – a lot of aspects not sure how it’ll work out, especially when impact and practicality meets intent, but several positives. Students may find the fees opt out very attractive, but it’s a very complicated process – one that is approved by student governance already. Big unknown of how performance funding would work – metrics are not determined yet. *Rob – is our system an outlier for funding?* Every state is different – some are completely campus by campus, some are based on funding costs per program and enrollment. *Beth: There’s a chart that details state by state models for funding.*

Provost Weissenburger – GPR Budget Reallocation recommendations keep base funding the same based on several factors – new funding may be under a new formula (separate from performance metrics at the time). We’ll need to see what happens as we try to determine what is fair and easy to understand how campuses receive their funding. Performance based component of funding is a growing trend nationally. High Impact Practices is also a likely large component of performance, and we are already doing well on that potential measure. Environmental Sciences Major may be forthcoming – moving through on-campus process. Moving through HLC process – working on Criterion 2. Look over sections because not everyone is of equal expertise on all matters. Please let us know if there’s anything missing in terms of evidence we can make.

Some notes shared from System OPAR page

Process of Superior Days shared.

Discussion about Distance Learning Students time working aligning with services offered.

January Minutes – (Jon/Janie) Passes no abstention

System Rep – Meeting is this Friday. On the agenda – discussion of 2/2 pay raise, details of lowered in-state tuition, guns on campus & conceal carry (unsure of current policies on our campus – check with Campus Safety for specifics of permits), Title IX compliance, University Holiday Calendar, job-security policy practices – are we in alignment – are we being audited?, HRS system discussion to use governance district/group (constituency) field. Won’t have an update on specifics until next meeting.

Positive news about equity between groups – generally we’ve faced unequal funding, but Provost is giving support and found dollars to send Rob down to Spring Rep meeting. Good to address gap between Faculty/Academic Staff/University Staff.

Chair – Cabinet: updates on searches – check Bee-emformed. Waiting until March to begin search – finalizing position description. Our feedback played a role looking at the position more closely/intentionally. Updates on policies in motion – anti-bullying is with System Legal. Once we have updates, we can review. Respectful Campus Standards originally framed as policy – now Campus

Statement. Drafting Employee Educational Assistance Policy specific to our campus. Haven't fully determined source of funds, but establishing common campus pool rather than departmental S&E funds. Not grabbing from S&E. *Jenice: Educational needs across campus – helping those without a 4 year degree and others looking for external career advancement.* Both are being explored – intention is to support both, but may have different cost comparisons that will need formulas for a variety of educational interests. Update that University Staff is completing Discretionary Merit Compensation Policy. Some funds have been given to University Staff recently – based on current policies (that do not apply to Academic Staff). Forwarding on the Personnel Group. Student Life looking into Gender Equality policies for restrooms and locker rooms to be more inclusive. Read Renee's email about enrollment numbers. At Faculty Senate – feeling that governance groups need to be more involved earlier to help envision budget in order to be more proactive than reactive. Perhaps add to our agenda to submit our views at the right time.

*Jenice: Last year money came from System to give to Faculty Compression. Now Merit increases are going to University Staff – is there anything for Academic Staff?* Highest numbers across certain compression criteria determined raises. Will clarify with Gigi where the University Staff merit monies are coming from – may be one-time discretionary fund. Should be public information – will follow up on what the policy is. This does impact morale and it does affect feelings between groups. Intention wasn't to be exclusionary, but the effect does have that effect. Could assist our efforts to pin down merit. We were not able/allowed to complete our compression study (even after a lot of legwork done by our group), after being encouraged to pursue it initially. Rob outlined what campuses were planning to give (find file?). Should we push to complete our compression study now? What have others done? Check with HR? Amy – sounds as though we should create a memo that notes the discrepancy felt by our group while still acknowledging positives for other groups. We've lost about 6 very visible Academic Staff in the last month or so. –Any exit survey? There's a standard survey sent from HR. Key reason was more about lack of succession planning more than pay. Competitive disadvantage with our sister-institutions across the bridge

*Move that we draft memo to Chancellor that we complete a compression study. (no second)*

*Move that we draft memo to Campus Leadership to expand initiative currently to give discretionary one-time merit payment to University Staff to include instructional and non-instructional academic staff, and, if not possible, to provide rationale and a vision forward of possibilities. (Rob/Jenice) Motion carries – one abstain.* Discussion – worried about inclusiveness. Would like to see more data. Can only advocate for ourselves, but make clear that this issue affects people at all levels on campus.

Draft memo now? Research more? How are we our best advocates? Will there be enough money – probably not, but we need to understand the policies and mechanisms at work currently. Discussion clarifying what is happening/has happened. About to send newsletter. John & Emily will draft memo before end of week. Time is of the essence.

Subgroups updates tabled.

Working on promotion policies – our plan worked.

Budget is complicated and groups need to understand what it looks like so requests have the sense of what the full picture actually is. Should we bring in Jeff Kahler to give update on budget? Rob- dilemma of shifting funding to where it's needed, especially continuing our base+/- practices.

Newsletter going out

Higher Learning Commission update tabled

Adjourn (Jon/Jenice)