

Academic Staff Senate Meeting

Friday, February 22, 2019 9:30am-11:30am

Present: Janie C., Emily R., Mike B., Rob W., Monte S., Zach O., Jon D., Kristen J.

Absent: Amy M.

Guests: Jerel Benton, Cory Kempf, Molly Smith

Call to Order: 9:35am

Revision to Agenda: None

Approval of Minutes: (Jon/Monte)

Revision to Minutes: None

Student Success Management System – EAB Navigate (Jerel)

- UWS will soon be implementing the student success management system, Navigate, through EAB. A few institutions were already using this platform, and they were seeing some success with it. The UW System decided to invest in this tool system-wide as part of the advising 360 initiative. The rest of the UW schools are going to start implementing this new tool on their individual campuses.
- Navigate has a lot of tools and features that will be available to both faculty and staff across campus
 - Access to data
 - 10 years of data will be uploaded to perform predictive analytics. Advisors will have access to data that they have never had before to help with early interventions and using data to predict student success. Not as many requests will need to go through Institutional Research Office because more data will be available to users. Faculty and advisors will be the most frequent users of the system in accessing data in order to strategically target interventions for those students who are seen as being more at risk. Supplemental Instruction (SI) can also be enhanced by using this tool.
 - Early alert system
 - This new early alert system will be more comprehensive than the current ASSIST system. It will be able to track the effectiveness and utilization throughout offices based on advisors and faculty submitting various data points. There is also a referral aspect in this early alert system so the students can be referred directly to the necessary offices rather than to the advisors first. Advisors would be able to see that a referral was made.
 - Scheduling feature
 - There will be two-way communication through Outlook for live-time scheduling
 - Communications tool
 - We will be able to push out important communications to students such as encouraging them to schedule their advising appointment or encouraging them to apply for FAFSA. Students will be able to do things like schedule appointments and check their class schedules directly from their phone. Communications can be specifically targeted to students based on certain system data such as being an online vs on campus student or a part of a specific student population.
- The timeline for the rollout is aggressive. The first demo with the leadership team will happen next week to allow the leadership team to see the product and get a basic understanding of what the product does and how it works. In March, phase 1 will be implemented mainly for new students, advisors, and some support offices. By spring 2020, more support offices and students will get access and training, and the goal is to have the rollout completed to the whole campus by fall 2020. There will be teams in place to help with the system rollout as well as a team of faculty/CETL staff to help promote Navigate on campus.
- The UW System is funding Navigate for the first three years and then the campuses will take over paying for the tool moving forward at that point.

- Navigate will help us as a campus to be more proactive with students versus reactive and should help to enhance our student services. Since Navigate will be able to house data and provide predictive analytics, as a campus we will need to set the goals of what we will do with the data and how to implement it into practice.

Report from Provost (Molly)

- Strategic planning
 - The strategic planning core team (SPCT) will be the lead team for the design and evolution of the new strategic plan. The current strategic plan ends in 2020, though it is up for interpretation if that is at the end of the 2020 fiscal year or at the end of the calendar year. The new strategic plan will also include an implementation plan, and there will be early identification of what resources we will need to reach each of those implementation goals. The campus is looking at a variety of facilitators and what they can provide to the campus, and the next move is for a timeline to be scheduled as to when the new strategic plan will roll out.
- Open Educational Resources (OER) effort
 - The idea of OER is to implement more resources in the classrooms (and elsewhere on campus) that are more accessible for all students in an attempt to try to remove barriers for students. This could be seen through things such as providing electronic resources or other digital strategies. UW-Stout and UW-Milwaukee also are moving forward with this initiative. There is a \$5 million federal grant that UW System is looking to pursue with the hope to get the whole UW System to adopt OER.
- Digital strategies
 - Digital strategies can be used in order to provide access and include this such as online and hybrid learning, OER, etc. The interim director of the library will be the lead of digital strategies efforts on multiple fronts. Jamie White-Farnham will begin in the role of Director of Assessment in CETL after this current academic year. CETL will soon be relocated to the library to better collaborate on these efforts.
- Liberal Arts
 - Our University Studies program is currently close to 40 credits, and campus is considering cutting that down to be closer to 30-36 core credits in order to encourage cross departmental initiatives and also help with graduation rates. This is not in action yet. Currently we are looking to reduce the amount of University Studies courses that are being offered in each knowledge category. Campus is also looking to develop a transfer core that is cross-disciplinary to allow for easier transfer credits.

New HR Director (Cory)

- Introductions and discussion of the role of the Academic Staff Senate
- The inclement weather policy and communications around that will be looked at for potential revisions.
- Title and total compensation
 - At the end of March the subject matter expects should be done reviewing the job descriptions, and then workgroups will be formed to correct any potential errors in the descriptions. In the next couple of months a report will go back to the UW System that reviews the benefits survey results. There is also movement in the advisory council switching to joint governance.
- Cory will be invited back to a future meeting to talk through more questions from the senate.

System Rep Report (Rob)

- Title and total compensation
 - Those in governance do not feel like the communication has been great on this project.
 - Advisory council:
 - The current council is made up of 12 members with people from across the UW System. However, there currently is not enough communication and there is not representation of all the UW campuses on the council. The idea was brought forward to change from the advisory council to joint governance (including faculty, academic staff, university staff, and student

governance groups) in order to get more representation of various governance groups and representation of all campuses. There is still discussion about what that would look like as far as the workload, what the roles would be of the system reps, how things will be communicated moving forward, etc., and those items are set to be discussed at the March 8 system meeting.

- Discussion about senate having a role with the advisory council
- Shared Services
 - This is still being looked at as a way to become more efficient across the system and cut down on cost of UW shared services. By using shared services for things such as timesheet submissions and procurement, it could make processes more efficient and more cost-effective. However, this could potentially eliminate and/or move positions. No decisions have been made about what shared services would be combined or what that structure would look like; this is all still in the development stage and there is still talk about what services a campus would be required to use and what campuses would be able to opt into.

Chair Report (Janie)

- No cabinet meeting since last senate meeting due to travel

Sub-Committee Updates

- Professional Development Committee
 - March 4: An email will go out to the constituents asking for submissions
 - April 16: Submission deadline
 - April 17: Decisions will be made by the committee and brought to the next senate meeting on April 22 for review/approval
 - Minor updates were made to forms and communication email
- Communications Committee
 - Academic Staff Social is next Wednesday at Shortys from 5-7pm
 - Advertising is currently in the Digest, and the senate is encouraged to shoulder tap others to attend
 - The Alumni Association has provided us with \$100 to use towards food/beverages for the social
 - The committee will provide fliers to give constituents who attend the event a sense of what the senate has been working on and to allow for any feedback they might have.
- Personnel Committee
 - Currently finishing reviewing the title change and promotion submissions
 - The committee would like to expand into a subgroup in order to review the performance evaluation form and develop a new form based on the feedback that was collected.

Old Business

- Community Service
 - Kristen will send out another survey to the senate to get new availability from the group for a volunteer day at Northern Lakes Food Bank.
- Governance Policy
 - We are looking to get this moved forward so we can at least get a policy in place (though we are aware that some upcoming changes might need to be updated at a later time). Will reach out to others who have sat in on those meetings in the past for feedback.

Adjourned: 11:35am (Jon/Monte)

Next Meeting: Tuesday, March 26, 2019 1:00pm-3:00pm

Notes submitted by Kristen