

ACADEMIC STAFF SENATE MEETING *MINUTES*

January 25, 2010

MEMBERS PRESENT: Tom Tu, Sue Holm, Donna Dahlvang, Tom Fennessey (Chair), Christina Kline, Ryan Kreuser, Tammy Fanning, Jen Bird (Secretary)

MEMBERS ABSENT: None

GUESTS: Joel Sipress, Chancellor Erlenbach, Jenice Kienzle

Meeting called to order at 10:04am by Chair.

I. Chancellor's Report

- a. Educational Attainment effort - System has to increase the number of degree holders (baccalaureates and Associates). Target the System has established for the increases in 2015. System would like to cut the achievement gap in half for underrepresented groups. Want to increase 4 and 6 year graduation rates. Want to increase in outreach to adult students and increase and means of instruction. Each campus has submitted a plan. System is working with UW-Superior on our plan given our Public Liberal Arts makes us somewhat unique in how we approach this.
- b. Strategic Financing – this means that tuition dollars generated over and above initial levels would stay on our campus instead of going to System. Strategic Financing is tied to Educational Attainment goals. We need to be talking about this in the near future. It is looking as if budget for 2011-2013 will include dollars to help cover these initiatives. Another part of this is that we will be looking at a program called Research to Jobs. At many campuses this program applies directly, but there are still some questions as to how this would apply at UW-Superior. In addition, we will need to be thinking about new differential tuition proposals to help move forward. Chancellor will keep us updated on how these two initiatives are moving forward and what is being discussed down in Madison.

II. Provost's Report: No report at this time.

III. Faculty Senate Chair Report

- a. Discussed the Higher Learning Commission report concerning our Liberal Arts Mission being put forth by UW-Superior for their visit this spring. This report is an update to what has been happening on our campus since 2006 in relation to what we have been asked to do by the Higher Learning Commission for our Liberal Arts accreditation.
 - i. Kreuser had two questions/suggestions – one suggestion would be to add in information about Academic Staff retention efforts and the Mentoring Program currently being overseen by Academic Staff Senate. Sipress asked if the program included information and inclusion of the Liberal Arts Mission. The other question was about advisement – what is being done about advisement, what are the plans, etc.? Sipress explained that there are goals, but the plan is still in the process of being developed.
 - ii. Dahlvang asked Holm who sat on the committee if there is anything that needs to be added from the perspective of Academic Staff. Holm responded saying that it is comprehensive and needs no further additions.
 - iii. Kline motioned to approve the report. Bird second. Motion approved.

IV. Old Business

- i. Discussion and Approval of 12/14/09 minutes
- ii. Motion by Fanning to approve, second by Holm. Approved.
- iii. Bird will post.
- b. Reports
 - i. Legislative committee report
 1. Dahlvang reported. Dahlvang, Tom Bergh, and Jim Miller worked on letter to Senator Jauch and Representative Milroy to help build connection with Academic

- Staff Senate. Superior Days is taking place in February. Tom Bergh will be attending and will report back to Jauch and Milroy.
2. Ashland is doing a Research Institute. There was a concern that this would clash with LSRI. Chancellor Erlenbach clarified that their focus is on fish only and ours has a more broad scope.
 3. Minnesota Tax Reciprocity impacts many people on our campus. We will try to get more information and share this with all staff who are Minnesota residents.
 4. Gary Sherman will be replaced next fall. We want to keep in touch with new person so we can stay connected.
- ii. Personnel/compensation Committee report
 1. Kreuser reported. Final draft of promotion process was brought to Chancellor's Cabinet and Academic Staff Senate. Final draft is also in the process of being approved by Rebecca Martin. Once approved it can be put in place officially.
 2. Fennessey reported that once this process is applied to Academic Staff in general, a similar process for how the Instructional Academic Staff promotion policy will work will be undertaken.
 - iii. Mentoring sub-committee report
 1. Bird reported. Bird and Fanning are going to get evaluations out this week and will hopefully have some information about results to share next week.
 - iv. Academic Staff Rep Report
 1. Dahlvang reported. Had a video conference on January 8th. Discussed multi-year appointments and UPG 3.05. Al Crist indicated that he was going to be following up with HR departments to ensure that UPG 3.05 is being followed. As of January 8th meeting this had not happened. A letter was written to Al Crist to request that he continue to stay on top of this issue.
 2. Looking at lists of programs that can be completed in four years and what this means for our students. Reps had general discussion about this topic.
 3. Instructional Academic Staff (IAS) teaching load. Discussed what each campus' policies are in terms of what is all required for Instructional Academic Staff (advising, credit load, etc.). Dahlvang will work with Fennessey to follow up with Provost Markwood about if we have a policy and if not, what is our acting policy. Sipress cited concern that many campuses seem to be starting to lean heavily on IAS instead of faculty to fill positions. Sipress asked what seems to be typical of other campuses in the UW-System in terms Instructional Academic Staff teaching loads and extra responsibilities. Dahlvang explained that it is all across the board, but that there are some issues being brought forth by UW-Colleges because there are not consistent written policies.
 - v. Chair report
 1. Fennessey reported. Updated group about Promotion process being brought to Chancellors Cabinet.
 2. Chairs of Senate bodies will be meeting in the near future.
 3. No other news to report.
- c. Review of upcoming events
 - i. Preview Days, Saturday, January 31st, 9am-Noon
 - ii. Networking Social presented by Career Services – February, 16th from 5-7pm in YU
 - iii. Surplus Auction – Saturday, February 6th, in RSC, time to be announced
 - iv. Area Women's Expo - March 6th – the DECC
 - v. College Goals Sunday, February 21st – Superior Senior High School – high school students and families can file their FAFSA – 2pm-4pm – Scholarship drawing as well
 - vi. Football Frenzy Party – watch Superbowl at HWC
 - d. Collective Bargaining/Unit Clarification update

- i. Dahlvang reported. Dahlvang sent out a FAQs sheet to Academic Staff Senate that gave an overview of communication – what activity is and is not involved. TAUWP had a Social on January 19th with information available on collective bargaining. Dahlvang reported that System was opposing petitions that went in for Unit Clarification.
 - e. Campus Climate Survey- review of Chronicle of Higher Education survey
 - i. Fennessey reported. UW-System is offering round three of the Climate Survey. Provost Markwood wants to know if we are still on board with moving forward with the study.
 - 1. Dahlvang asked if this process has to start this spring. Fennessey reported that he will be talking to the Provost about whether or not it can be pushed back at all or if we are tied in to starting this spring.
 - 2. Dahlvang asked if we would then suspend the Chronicle of Higher Education survey. Fennessey clarified that we would suspend that survey if we move forward with the UW-System Climate Survey.

V. New Business

- a. 2009-2010 Development Grant carry over funding – keynote speaker
 - i. Fanning reported. A survey regarding use of the funds was sent out to Academic Staff. Fanning found that Communication and Leadership were to top topics that people were interested in seeing presented on/having a keynote speaker present on. Kay Biga contacted Fanning and mentioned that her husband does public speaking. Fanning asked for more information about his qualifications. Academic Staff member Diane Brooke brought Fanning information on a Leadership Development Institute that SMDC has done and has had success with. Fanning is also looking at other options for hitting on these topics with Academic Staff. Fanning requested feedback on which direction to go with this. Fennessey mentioned that Tonya Roth had brought forth a name of a potential speaker.
 - ii. Fanning, Fennessey, and Jenice Kienzle will work together on a plan for choosing a speaker or presentation for Academic Staff professional development in order to utilize the carry over funds which will be unable to be carried over again if not used by July 1, 2010.
- b. Vacant Senate seat
 - i. Fennessey reported that he will be putting out a nomination email today. Elections will take place next week to have someone in place for the February meeting.
- c. Academic Staff Social, date/time/location
 - i. Dahlvang will take the lead on this. Requests for the Thirsty Pagan for a location were put forth. Fennessey will send out a calling list and a promotional email in the Digest.
- d. Lunch for new Academic Staff
 - i. Bird will work with A’viands and Fennessey on getting this put together.
- e. Other new business
 - i. Nothing new to report.
- f. What are people saying on campus?
 - i. Bird reported that many positive comments are coming in about the Yellowjacket Union (YU). Fennessey reported that there were also many positive comments from the community about the YU as well as the food. However, there is still a sense of hesitancy on the part of the community as to whether or not they are able to come in to the YU to eat in Union Café or Brick Oven Grille or shop in the Jacket Book & Supply. Sipress noted that UMD did a promotional campaign to the community to encourage them to utilize the food service and the bookstore. Kline suggested maybe doing some sort of coupon from Jacket Java and/or Jacket Book & Supply in the newspaper to encourage community to come in. Fanning will email this suggestion to A’viands and Jacket Book & Supply.

Kline motioned to adjourn meeting. Fanning second. Meeting adjourned at 11:20am.

Respectfully submitted,
Jen Bird, Secretary