

January 20, 2016

Academic Staff Senate Meeting

Present: Jen, Jenice, Rob, John, Emily, Jon, Nick, Stephanie (Library)

Call to Order: 1:11

Approve Minutes: November (Emily/Jenice) passed; December: tabled

Chair Report/Updates:

-Compression Study communication ideas: Potentially email individuals where they are slotted. Hold a workshop/brownbag to explain terms and process to create a better picture of the results. Workshop brownbag information could also be an attachment to an email.

-Progression Planning (as opposed to Succession). Currently up to departments to do this kind of planning. Discover flexibilities and practices across campus. Perhaps training with supervisors to plan and create access to opportunities within the daily routine. Personnel Compensation Committee. There's an advantage to having administration want this to happen – encourage departments. Could share findings, but need to be careful not to overstep bounds/roles of Governance and Departmental roles. Importance of this work is already showing up in exit interviews. (Chancellor: we have discussed ways to help individuals who've shown interest to see possibilities. Difficulties in a small campus to see progression, but possibilities of lateral involvement. Would be good to work with System more.) Connection to On-boarding? Perhaps. Looking at cohorts and how they may be affected. Think about private sector models. Looking to make consistent across campus as an expectation – provide resources.

-Have officially received one application for emeritus status. Hoping to send notification to individuals that may qualify for retroactive applications from the last 10years. Personnel committee to filter the names as they are approved so it doesn't cause confusion.

Sub-Committee Reports/Questions for Group

-Communication: Planning an Academic Staff Social – looking at February 17th. VIP. Working on Academic Staff Newsletter. Discussed what topics we want to cover – may seek further input from those working closely on topics. Short paragraphs!

-Personnel: promotions due on the 5th. Reviewing compression study. Looking for University and Academic Staff for a committee looking at morale.

System Rep Report: Another meeting upcoming on the 29th. Hot topics still on BoR task force on shared governance and tenure. Legislation language stricken from Chapter 36 adopted as BoR policy needs work. ASPRO has been advocating, seeking for more participation.

Report from Chancellor:

QUESTION: There were savings that came in from System used to support Faculty promotion – any way we'll have funds available for compression issues and pay plans in the future? Campus finances are tight. System money was unexpected – there may be some hope for the GPR model. There's a need for System to do something for compensation. There may be action with a budget repair bill, but nothing's known right now. QUESTION: Campus received earmarked money for Faculty promotions that had already been planned – were there some resources that could be used to reallocate that planned money – for Academic Staff? Provost: Ideally we'd have salary savings, but those are all going into the budget cuts. Structural deficit has been working down. Need excess tuition revenue. Those promotions would have added to the deficit, so there is no savings/extra money. Chancellor: the compression study is important to show awareness of the gaps. Needs to be done to make a compelling argument when we are able to pursue. Provost: Easiest to run every year to keep track and not lose information or start from scratch. Chair: hoping to have our results done soon – early this spring. Chancellor: earlier to have the data, earlier to start using the data.

Semester just getting started. Governor's speech a start. Largely a recap of tax credits, microloans, and 3year degrees – youth options and dual enrollment and FLEX endeavor. Push on getting the workforce through the pipeline. It's not funds coming to campuses, but it's adding to the conversation. Not all details have been covered. Was a hit and run, fly-in & fly-out press conference when he was here.

Report from Provost:

UW Law Days – System Legal – covers a variety of topics: employment, students, and third one =). Chancellor's Cabinet will get more information. Could be good to participate in. Looking at what can be troublesome, hear examples of how situations need to be handled. March 1st & 2nd. Higher Learning Commission conference upcoming – trying to get accreditation team members involved so we're as prepared as possible.

We should bring our Progression/Succession/Retention plans to Chancellor's Cabinet. We need to recognize and demonstrate the value we have for our employees through the promotion process.

Governance Liaison Reports none

Old Business none

New Business

HLC: Powerpoint presentation from Jenice. May receive requests for information – need evidence across campus. Hope for a centralized way of collecting documents on a network for reporting purposes in the future.

AS Staff Development Funds – we have a bit of extra money, but not enough time for a call. We need to decide what to do with \$1736. Professional Development group lead on this? Something similar to last year.

Adjourn (Jenice/Emily) 2:30pm