

Academic Staff Senate Meeting

Monday, January 13, 2020 2:00pm-3:50pm

Present: Mike B., Jon D., Rob W., Katelyn B., Zach O., Emily R., Taylor W., Angie K., Kristen J.

Absent: none

Guests: Cory Kempf, Maria Cuzzo, Renee Wachter

Call to Order: 2:00pm

Revision to Agenda: None

Approval of Minutes: (Katelyn/Taylor)

Revision to Minutes: None

Report from Provost/Human Resources Update (Cory Kempf)

- Title and Total Compensation
 - Timeline: All employees have now been initially mapped to the new TTC titles, and the supervisors all were given spreadsheets with employees' initial mapping. The job titles that were initially given to employees did not necessarily take into account the job duties of each individual person, so those might be changed after the employee/supervisor conversations. Employees should be mapped into their new titles and the employer conversations should be completed by May with new titles effective as of July 1. The goal is to have appeals process start in May.
 - Supervisors and employees should be reviewing the new job descriptions to see if the titles are a good match or not. Employees should be having conversations with their supervisors to give them feedback about the titles and if they think there is a better match for them within the library.
 - More open houses will be held to help employees work through the mapped titles and to answer questions.
 - If all the descriptions for a new TTC position fit for an employee other than the supervision component, there might be some flexibility within the scope of supervision requirement to allow more employees to fill that role (e.g. if the person is assigning duties to a student worker). UWS has requested that the bullet reads "may supervise" to allow more flexibility within the titles.
 - Appeals process: The appeals committee will still need to be identified for the appeals process. There has been discussion about who the final say in an appeal should be given to (chief human resources officer, chancellor, etc.), and this is still under consideration. The power will most likely go to the chancellor, and then the chancellor can delegate as to who gets to make that final decision.
 - HR will look into if the promotion period from the current titling/promotion system can be extended into May to give employees more opportunity for promotion before the new titles are implemented.
 - Communication will be going out from the System shortly with the new timelines for the TTC implementation, then more information will be sent out from UWS to make sure that supervisors are having the titling meetings with their employees within the new timeframe.
 - Job descriptions are still being updated and added to the job description library, and feedback can still be submitted if there are positions missing from the library.

Provost Update (Maria Cuzzo)

- SPCT recently had their two-day retreat to talk about the goals for the new strategic plan. SPCT will be spending the remainder of January and February to finish the goals and objectives that will then be shared to campus. From there the plan will be brought to the Board of Regents for approval sometime in June/July.
- There has been recent work with academic affairs to ensure all academic departments are able to effectively collaborate with admissions, marketing, and the advancement office. Nick Danz and Maria have been working with those office representatives to create "plug-ins" to help to encourage the collaborative work.

Chancellor Updates (Renee Wachter)

- System President Search Committee: As part of the planning for hiring a new System president, various groups and individuals have provided input for what characteristics they are looking for in the new president and what they see this position doing. Over the next couple of weeks there will be work done with the search consultant to finalize the position description and then they will start seeking out potential candidates and encouraging people to apply. The search is still on track to be completed by April. Some of the feedback the UW's provided is that they do not want each campus to look alike; the campuses value someone who will interact with each campus individually and gets to know the culture and their own individual needs.
- Enrollment is being monitored and is currently down slightly in returning students and transfers, but up slightly in new students. Graduate student enrollment is still up.

Chair's Report (Mike)

- No updates

UW System Representative Updates (Rob)

- The System presidential search is the top priority for the Board of Regents right now. The UW chancellors will have a say in the final hiring decision; it will not only be done by the Board of Regents. The System is looking to hire someone with higher education experience and knowledge of the UW System, support of shared governance, strong campus and community engagement, the ability to work with the public, and be able to demonstrate experience with transformational change.

Sub-Committee Updates

- Professional Development Committee
 - The committee is currently drafting the call for the next round of grant proposals for FY 2020-2021
 - The academic staff professional development day will be moved to spring break (Tuesday, Wednesday, or Thursday). The general outline of the day will be multiple speakers in the morning with breakfast, a speaker over lunch, and then Spirit Mountain for tubing in the afternoon. A survey of potential topics was created and sent out to the constituents for feedback. The committee is also looking to purchase a mindfulness book for the constituency.
- Communication Committee
 - The committee has been sending out emails to the new AS members to welcome them to campus. All senators will be included in all of the future welcome emails.
 - The fall 2019 newsletter was sent out in December with Senate updates.
 - The committee is getting ready for the election coming up this spring. The call for applications should be sent out on March 1 (Rob, Jon, and Mike are in their final terms).
- Personnel Committee
 - No updates

New Business

- Thursday, February 20 – potential date for academic staff social (VIP/Thirsty Pagan)
- New Meeting Time: No current conflicts, so the meeting time will stay the same
- Election – encourage instructional staff to apply to get their representation on the senate.

Adjourned: 3:10pm (Rob/Jon)

Next Meeting: Monday, February 10, 2020; 2:00-3:50pm

Motions/Votes Passed: none

Notes submitted by Kristen