

ACADEMIC STAFF SENATE MEETING *MINUTES*

March 8, 2010

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

MEMBERS ABSENT: None

GUESTS: Chris Markwood

Meeting called to order at by Chair at 10:07am.

- I. Chancellor's Report: Nothing to report.
- II. Provost's Report:
 - a. Educational Attainment- Initiative sponsored by UW-System to increase the number of degrees completed in Wisconsin by 2025 by about 55%. The U.S. has decreased in our ranking for education so President Obama has charged us with increasing our numbers and ranking again. Each state is looking at what their part will be. At Superior we are charged with increasing our graduation by 21 each year until 2025. This is a major challenge for us. UW-Superior is looking at what would be reasonable and how we would go about reaching our proposed goals. CIPT has been working on several different models for increasing our numbers of graduates from UW-Superior. Each model has very different resource considerations. CIPT will look at these considerations as well as feasibility and attainability of the different models.
 - b. Issues to consider are our retention rates from 1st – 2nd year but also 2nd -3rd year. We also need to look at those students who are junior or senior status with 60+ credits who have/are dropping out. There is discussion about how an Associate's Degree could come in to play for these students. Potentially making our Associate's Degree more attainable. In addition we can look at on-line courses. However, this is not an inexpensive option necessarily.
- III. Faculty Senate Chair Report: Nothing to report
- IV. Old Business
 - i. Discussion and Approval of 2/8/10 minutes
 - ii. Motion by to approve Fanning, second by Kline. Approved as amended.
 - iii. Bird will post as amended.
- b. Reports
 - i. Legislative committee report
 1. Dahlvang reported. Set to meet today, but Tom Bergh is out of town so the meeting may be postponed.
 2. There is work and discussion being done to get information in order for the upcoming budget.
 - ii. Personnel/compensation Committee report
 1. Kreuser reported. Met on Friday to review applications for promotion. Things went more smoothly than in the past. However, it was clear that there is still a lot of work to be done on how the process is done. There seems to be a discrepancy about what is being done system wide and what we are doing here in particular regarding how the TEI plays into the promotion/title change process. There needs to be more discussion and research on this for next year. Process is completed for this year and letters should be out within the next week. Kreuser asked where to go from here with working on our promotion process. Dahlvang will ask Reps group about how their campuses are utilizing the TEI in their promotion process. Reinertsen also suggested asking them for best practices for promotion processes.
 2. Committee will now start reconvening and will begin working on the promotion process for Instructional Academic Staff.
 3. Discussion took place about the role of Human Resources office in advocating for staff. Bird asked that we clarify what the role of our Human Resources office is

as it does not seem to be clear. Fennessey suggested that Peggy Fecker be invited in to next Personnel Compensation Committee meeting to bring up concerns that have been brought up. Dahlvang suggested that a memo requesting action on resolving concerns about the promotion process also be written up and cc'd to the Provost and Chancellor.

- iii. Mentoring sub-committee report
 - 1. Fanning reported. The 3 new people have been contacted about the Mentoring Program and will connect them with a mentor if they respond they would like one.
- iv. Academic Staff Rep Report
 - 1. Dahlvang reported. They met on the 19th but Dahlvang could not make it, but did call in for the meeting. Dahlvang emailed out Al Crist's letter about UPG audit plan. UW-Superior is not on initial phase, but will be on future ones.
 - 2. Discussed Unit Clarification and Collective Bargaining. UW-Eau Claire's faculty seems to be getting very close with Collective Bargaining.
 - 3. Discussed UW-Colleges proposal for the 4 year Bachelor of Fine Arts Degree. There was a lot of concern expressed. There is a lot of push back from faculty on the various campuses. Kreuser asked if it is feasible for our Legislative Committee to lobby against this proposal. Dahlvang mentioned that at this point we can't do anything until things begin moving forward. Right now, it is not anything more than a proposal. Fanning brought up that we should be prepared. Dahlvang brought up that we should come up with a strong counter-proposal. Fennessey suggested working with CIPT to see what they are doing and what direction we can go.
- v. Chair report
 - 1. Fennessey reported. Have been discussing the Campus Climate Survey. Have also been discussing some concerns about committees not doing their work. Holm asked if committees are required to do an annual report. Bird requested that we request that annual reports are required across the board. Reinertsen agreed. Fennessey will talk to Joel Sipress about the faculty perspective on this. Fanning also requested that chairs are trained on how to run meetings and documentation that is needed for the committee.
- c. Review of upcoming events
 - i. Head of the Lakes Job Fair, Wednesday, March 10th from 2-6pm in YU.
 - ii. Track-O-Rama – HWC, Thursday, March 11th.
 - iii. Wine and Jazz – Thursday, April 15th
 - iv. National Student Employment Week – week of April 12th
- d. Collective Bargaining/Unit Clarification update
 - i. Reinertsen reported. UW-Superior faculty have reached 85% with cards signed and are now moving for a vote for Collective Bargaining. Academic Staff will be approached to sign cards in the near future. Academic Staff and Faculty will vote separately as that is the law. Solidarity Socials take place every Thursday to help educate people about Collective Bargaining. UW-Eau Claire's faculty are also moving for a vote. Gloria Toivola and AFT reps would be very willing to come in and talk to our group. Dahlvang asked if faculty at UW-Superior are wanting to pair up with Academic Staff for Collective Bargaining. Reinertsen reported that he has never heard of anyone pushing for separate bargaining for faculty and academic staff.
- e. Campus Climate Survey- update on UW-System survey
 - i. Fennessey reported. Provost and Chancellor's Cabinet have approved for UW-Superior to take part in round 3. A committee will be brought together to work on getting this implemented at our campus. Fennessey mentioned a meeting/webinar that will help

educate people about the survey and how to implement on our campus. Fennessey can't make it to the meeting/webinar. Fanning volunteered to attend it.

- f. 2009-2010 Development Grant carry over funding – key note speaker update
 - i. Fanning reported. Still trying to get person from SMDC about presentation. Fanning is giving him information about academic staff as well as information on what we would like to see included in the presentation/our goals. If Fanning does not hear back from him soon she will contact another potential speaker.
- g. Other Old Business

V. New Business

- a. New Website for Academic Staff Senate
 - i. Bird has received the template and will be working on transferring information. Dahlvang suggested using tabs for the minutes to help keep the clutter down on the page.
- b. Lunch for new Academic Staff
 - i. Fennessey reported. We have meal tickets for new staff. Bird will have goody bags ready. Lunch is set for Friday, March 12, 2010 at 11:30am. Fennessey will contact them.
- c. Senate position on Personnel/Compensation Committee
 - i. Dahlvang has taken Joel Peterson's place on the Personnel Compensation Committee for the remainder of this year. Dahlvang will be done at the end of this year. The seat will need to be filled by an Academic Staff Senate member. Fanning is interested, but needs to think about it a bit longer.
- d. Educational Attainment Targets
 - i. See Provost's report above.
- e. Other new business
 - i. Marilyn Tuscono cannot go to the National Mathematics conference to utilize her grant money, but would like to use grant money to go to the Wisconsin Mathematics conference. Reinertsen motion to approve, Kline second. Approved.
 - ii. Academic Staff Regents Award for Excellence - our campus missed the deadline and we've decided to forego it this year. Fennessey suggested having this on an Academic Staff Senate perpetual calendar so that the date is not missed in the future.
 - iii. We have three seats that are up for Academic Staff Senate for 2010-2013. Fennessey will put out a call in the near future. Reinertsen requested that we look at the proportion of Instructional Academic Staff and Non-Instructional Academic Staff. Fennessey explained that it requires a By-Laws change. Dahlvang suggested putting this on the agenda so we can work on this.
 - iv. Election process – there was concern about having votes go through Provost's office. Fennessey asked if something like SurveyMonkey could be used. Tu will look at a program they have and see if it will only allow people to vote one time like SurveyMonkey does.
 - v. Bird reported on the FYE Conference she attended utilizing the grant monies received. Many new ideas were gathered, very worthwhile.
- f. What are people saying on campus?
 - i. Fanning heard concerns/questions about the Solidarity Socials – where does the funding for printing come from? Who pays for socials? Can anyone use email to send out similar information that is not directly campus related. Also concern that socials seem to be more about being social rather than educating people on Collective Bargaining. Reinertsen reported that TAUWP paid for the socials and the printing. Another concern was about the green survey that went around about TAUWP. Many people feel this was inappropriate. Fennessey asked Human Resources about the consultant that state hired that can help educate people about these processes.

Kreuser motioned to adjourn meeting. Reinertsen second. Meeting adjourned at 12:04pm.

Respectfully submitted,
Jen Bird, Secretary