

## Academic Staff Senate Meeting | Wednesday, March 09, 2016

Present: Jen, Jenice, Nick, Jon, Rob, Emily, Ryan, John

Guests: Stephanie,

Call to Order: 1:03pm

Review & Approve February Minutes: (Emily/Nick) Compression Study explanation edit (Emily/Jenice)  
Passes one abstain

### OLD BUSINESS

-Compression Study

HR, long conversation of Committee's work. HR Concerns of accuracy of the slots. HR was instructed not to pursue further because of concerns with: impact of future moves by System, FLSA changes of hourly/salary, mathematic formula (akin to Faculty) for what to do with the data. If HR top has put an end to HR's involvement, our efforts will never be fruitful. Jen looking to follow up with Cabinet. Move forward – how complex would it be? Who would do what work? Even if we don't have a pay plan, we should have access to the information. Consensus to try to move forward with data we have.

-Development Grant Funds – Process

Tabled from last month. Need a process for when we award money through grants and have excess. "Abandoned" grants have gone back into the "pot" in the past. Consider adjusting process to award travel, registration, lodging, etc rather than a lump sum award. May allow us to spread out awards a bit more with more flexibility.

Move to update our Academic Staff Senate Development Award Grants processes to reflect the philosophy of allowing access to a professional development opportunity and ensure funding awards are more descriptive (Emily/Jenice) passes unanimous.

++Development Grant Work Group look at our documents and see what changes would be necessary++

### NEW BUSINESS

-AS Senate's role in campus decisions: Academic Advising Model involves a lot of our constituency, but did we have any say? When do we (or other governance groups) receive/accept/vote? We should play a role, a strong role, when our constituency is affected, just as Faculty has a very close hand with their constituents' workloads. Advising changes seem to be a personnel issue. Learning goals went from acceptance because we wouldn't be affected to all campus now needing to work on assessment. Our role is limited/narrow to personnel, but that can be worked in different ways. Brings up the lack of clarity of what needs to go through governance. Also seems to compound feelings of classism across campus and restricts representative voice. How does change in law affect shared governance? Language in the law has changed to "advisory" roles for all governance.

-Elections – need to be up and going this April. Send out request for nominees first week of April. Timeline for full process and determine which term may have been misapplied.

Jen – Motion: Emily and Nick’s positions adjusted to even out the election processes. Election this spring will be for 3 positions to expire in 2019 (Jen/Rob) Passes unanimous

-Campus Overload Policy: Can forward concerns on to Gigi – will vote next month after feedback has been provided. We follow System Policy – this allows any adjustments that may be needed for our campus. Federal Grants seems to be the biggest development/change from our action.

-How New Tenure Policy may affect Academic Staff – efforts on campus

-Climate Survey

## REPORT FROM CHANCELLOR & PROVOST

### GOVERNANCE LIAISON Reports

### CHAIR REPORT & UPDATES

-Mid-Semester Forum – feedback/recap

Gateway Courses Negative Retention Indicators?!?! Not the best wording/use of data? Not best context? Perhaps have an informal policy of data-checking presentations?

Metric- any discussion from areas to explain their contribution? Summer Taskforce on gaining/keeping 80 students. Need clarification – not just Freshmen. Help us strategize rather than everyone just doing their best. Scenario based planning?

Climate Survey – unclear about confidentiality – constituency concern. Vendor houses the information – it is confidential.

### SYSTEM REP REPORT

### SUB-COMMITTEE & QUESTIONS for the group

Leadership – Dr. Swenson at CSS – interesting/engaging leadership workshop. Meeting to see if it’s possible. How much money do we have and how could we use it? Double-check coming from Jen.

Subcommittees update via emails

Adjourn: 3:01 (Jenice/Ryan)

## Appendix Items:

From the By-Laws to aid conversation

### **Section 3. Duties:**

The Senate will

- monitor adherence to the policies and procedures of academic staff as provided for in the *UW-Superior Unclassified Staff Handbook, Chapter 4, Section 4.2*.
- develop policies, practices and recommendations which are in the best interest of the academic staff and consistent with the goals and mission of the University.
- encourage professionalism among academic staff members and promote involvement of the academic staff in the activities of the University.
- identify needs, goals, and concerns of academic staff and take appropriate action consistent with the goals and mission of the University.
- receive and review concerns from academic staff, following grievance procedures as defined in the *UW-Superior Unclassified Staff Handbook, Chapter 7, Section 7.02*.
- call general and special meetings of all academic staff.
- serve as a channel for official communication from the Chancellor or Vice Chancellor regarding issues affecting academic staff, consider any matters which may be referred to the Senate by the Chancellor or Vice Chancellor and meet regularly with them on academic staff issues.
- initiate communication with the Chancellor or Vice Chancellor, other officers of the institution and other employee groups when appropriate.
- establish and assign responsibilities to receive resignations from and recommend replacements for committees and task forces of the Senate.
- propose names of academic staff to serve on University system-wide committees.
- rank the requests for professional development grants to be submitted to the Vice Chancellor and work in consultation with the Vice Chancellor for Academic Affairs regarding their submission to UW System.

<https://docs.legis.wisconsin.gov/statutes/statutes/36/09>

**(3m)** MEANING OF "SUBJECT TO" IN CERTAIN PROVISIONS. In subs. (4) to (5), "subject to the responsibilities and powers" means subordinate to the responsibilities and powers.

**36.09(4) (4)** FACULTY. The faculty of each institution, subject to the responsibilities and powers of the board, the president, and the chancellor of such institution, shall have the primary responsibility for advising the chancellor regarding academic and educational activities and faculty personnel matters. The faculty of each institution shall have the right to determine their own faculty organizational structure and to select representatives to participate in institutional governance, except that the faculty of each institution shall ensure that faculty in academic disciplines related to science, technology, engineering, and mathematics are adequately represented in the faculty organizational structure.

**36.09(4m) (4m)** ACADEMIC STAFF. The academic staff members of each institution, subject to the responsibilities and powers of the board, the president, the chancellor, and the faculty of the institution, shall have the primary responsibility for advising the chancellor regarding the formulation and review, and shall be represented in the development, of all policies and procedures concerning academic staff members, including academic staff personnel matters. The academic staff members of each institution

shall have the right to organize themselves in a manner they determine and to select their representatives to participate in institutional governance.

36.09(5) **(5)** STUDENTS. The students of each institution or campus subject to the responsibilities and powers of the board, the president, the chancellor, and the faculty shall have primary responsibility for advising the chancellor regarding the formulation and review of policies concerning student life, services, and interests. Students in consultation with the chancellor and subject to the final confirmation of the board shall have the responsibility for the disposition of those student fees which constitute substantial support for campus student activities. The students of each institution or campus shall have the right to organize themselves in a manner they determine and to select their representatives to participate in institutional governance.