

## March Meeting Minutes Academic Staff Senate

Wednesday March 8, 2017

Present: All senators

Guests: Cuzzo and Benton

Called to order 9:03am

February Meeting Minutes: Passed

HLC Assurance Argument – over 40 people across campus have worked together to gather all of the materials needed for the final report that will go to HLC. Criterion sections have been sent out individually because that's how they've been sent out for preview. Still crosschecking between the criterion for consistency and accuracy. Here now to present across campus and gather last feedback. This is an opportunity for people with expertise to give feedback. Faculty Senate received it yesterday and all 12 departments passed it with some feedback. University Staff and Student Senates will be looking at it soon. Conversations have been well represented and robust. Motion to receive. (Rob/Nick) Approved one abstain.

Inclusive Excellence – Presentation Diversity and Inclusion Strategic Plan. (Attach PowerPoint?)

Using the Campus Climate Survey Question – with HLC, do these questions really ask what we want the way that we want? Not ideal, but need to keep consistency. There may be better questions/surveys down the pipeline. Company we use works with several campuses, allowing for benchmarking, but not necessarily for refining questions for more measurable/comparable.

Thank you for the work you've put into this! A little more to show/name the overall goal alignments.

Provost/Chancellor – both travelling

No shared governance representatives

System Rep Report – Rob – From February meeting – UWS system title and compensation committee to reduce redundancies, show pathways to advancement, and assess compensation. Trying to conduct a market survey – already named advisory council, Mercer Consulting already selected as outside company for approximately 2yr study. After study will be look at compensation strategies. Agenda Item for next Rep Meeting - Are any other campuses working ahead on their own to do what they can ahead of this process? *Positive Feedback to move ahead on campus with our own study.* 2:2 pay plan excitement. Some belief that campuses will have some latitude on how funds could be distributed. \$11mil sum to system possible, but particulars have not been clear yet. All in favor of tuition reduction that is backfilled by State appropriation money. Performance measures are as yet unclear and raise concerns. A sense that they'll likely be applied to system, but if not that there will be ways to make attainable in ways that recognize the unique aspects of each campus. Internship requirements – but not all students will want and not a great fit for all majors – focus more on creating where it's desired (by students and/or Majors). Segregated fees opt-out is a tough topic with a lot of concern. Revenue projection impacts on how budget will actually be enacted is also still undetermined. The next meeting's agenda includes what other campuses have done for pay increases (from reserve dollars) for Academic staff within the last 3 years. UW-S working on compression study – asked to hold – have any other

campuses been able to move ahead when we have not? System looks at all campuses year to year Fall semesters: UW-S currently down for the year 10-14% for admissions and applications. Other areas are also down when most campuses seem to be doing better.

Chair Report – Cabinet looked at same System projections for Fall – likely down 5% by time all numbers are in. A lot of variables. Could be competition within System. Definitely a point of concern, among many others and turnover within offices. *Need to ask administration how we address resources with these situations to be more flexible.* We are still operating even with the deficit, but will need to address it soon.

Personnel – send out in draft performance review update to hopefully offer merit. Email out for feedback. Next steps will need to go to Administration and HR. Go out to all Academic Staff? Departments choose process for Academic Instructional Staff according to conversation with HR. How does policy work against/with practice? Seems to be disconnect. Now is an opportunity to make a change trying to make it more consistent. Seek feedback through meetings and anonymous surveys.

Promotion Committee – a couple applications have come through but identified through policy that there's nothing that directly addresses reclassification. Would like to address the policy to look at possibilities to hammer this down. Right now it's too vague to be useful. Is the hiring process working as it should?

Communication – did the social and newsletter. Need to identify someone not running for election to run the election. Emily Z. volunteers.

Professional Development- Grants- looking at the forms and guidelines. Create final report template for consistency from those who receive the grants. Ready to send info out to campus early next week. Receive packets early April. Reports could be used as rationale for continuing the grant funding.

Anti-bullying feedback has been received and forwarded.

Remaining items tabled

Adjourned 10:30am