

Academic Staff Senate Meeting

Monday February 2, 2015

Present: Ryan K., John M., Nick , Jon G., Emily Z., Lisa M., Jen B., Rob W., Jenice M.

Guests: Mary M., Renee W., Faith H.

Call to order: 8:05am

Minutes: (Lisa/Emily) passed spelling correction

Old Business

- a. By-Laws. Several institutions include broadly. System referenced laws. UPG has some gray area.
Include all AS in constituency. Eligibility to run limited to 50% or greater. Seen other by-laws?

Article II: Constituency

The constituency of the Senate shall be all employees of the University with an academic staff appointment, excluding administrative officers designated with the title "Chancellor" "Vice Chancellor" or "Dean". Those whose title is "Dean" with a prefix (Associate, Assistant, etc) shall be included in the constituency. Employees who have a 50% or more limited appointment with or without academic staff backup are also considered part of the constituency. Employees with a split appointment, such as 50% academic staff/ 50% faculty, must indicate either faculty or academic staff governance preference within 90 days after appointment.

Article III: The Senate

Section 1. Membership: There shall be nine members of the Senate, in accordance with the UW-Superior Unclassified Staff Handbook, Chapter 4, section 4.7

Section 2. Elections: The election of the Academic Staff Senate members shall be on a rotation basis. The term will be three (3) years. Any employee who meets the criteria of "constituency" in Article II, is eligible to vote. Those eligible for election shall be all employees of the University who have a 50% or more fixed, probationary or indefinite academic staff appointment, excluding administrative officers designated with the title "Chancellor" "Vice Chancellor" or "Dean". Those whose title is "Dean" with a prefix (Associate, Assistant, etc) shall be included. Special effort will be made to encourage Instructional Academic Staff to run for a senate seat and to ideally hold at least 2 positions on the Academic Staff Senate. Elections for Academic Staff Senators shall be held during the first two weeks in April. Voting shall be by secret ballot. Nominating and voting for Academic Staff senators shall be by the eligible Academic Staff. The list of Senate constituency as described in Article II will be obtained from Human Resources. Final approval of candidate eligibility will be determined by Academic Staff Senate subject to the provisions of these bylaws, and the Senate shall furnish the lists of the same to the Secretary of the Senate. In the event of a tie, one special election will be held. In the event of an additional tie, the senator will be determined by a coin toss.

Comment [MT1]: Change drops the 50% or more language. Also dropped fixed/probationary/indefinite because these could also have the potential of excluding "ad hoc / adjunct" instructional academic staff

Comment [MT2]: Keeps "as-is" those who can run for a senate position by taking language that previously limited the constituency and now applies it only to those who are eligible for election.

Motion to approve revised by laws highlighted above (Lisa, Emily) passed unanimously.

- b. AS Emeritus – meeting with Liz Blue & Laura Jacobs to view UW-S Faculty Emeritus status and use that for AS. Other campuses do have Emeritus status for classified staff as well.
- c. Revisions to Chapters UWS 4, 7 & 11. For cause dismissals and processes of handling/investigating complaints. Aligns with Federal Title IX laws better – such as terminology. Chair will communicate there were no concerns.

New Business

- a. Governor’s Budget – announced meeting at Noon 2/2. Brainstorming how to address concerns. Discussed: political realities, state laws, how it may be spread across system,
- b. Other:

Reports

- a. Chancellor – BoR meeting end of week. Messages out to campus based on budget. Cuts pending was announced at start of year. Lots of state push-back on both sides to protect UW System. On docket for faculty personnel rules. Lobbying for Superior Days. Lisa: Certificate in Ethical Law Enforcement – collaboration with Superior Police forthcoming. Cuts may be reduced. Firm commitment not to close any campuses. UW-Superior arguing to be absolved - has already made painful decisions – working with UWSYSTEM. Public Authority is scary. Source of funding? Sales tax inconsistent. Many unknowns. Flexibilities would be valuable for purchasing and building projects. Innovative funding arrangements. Freedom to set tuition. Not worried about Governance because life on campus will not change – no advocates for this change. Erosion of the Wisconsin Idea of education. Jen: timeline for flexibilities? Hard to tell. Story of dramatic cuts and sources of funding. Compounding effects. How can tuition not increase dramatically? Lisa: Sense of Obama’s free community college? Big proposal – too early to tell. Some impact on Gen Eds, but not all students would do it. Working lobby day, behind the scenes one on one. Political reality of where in the state the public statements have effect. Rob: stars aligned for public authority? Seems there’s been a foundation for moving that way. Something in return for the cut that is imminent. Jen: as individuals – good talking points and evidence? Crafted talking points for Superior Days – could post, circulate with governance chairs. No discouragement to speak. Nick – would this affect our plans? No – no matter what happens, we need to make progress and innovate. Can’t halt everything – downward spiral. Working hard not to be set-back after all the work we’ve done. Lisa: how to incentivize growth? Optimistic about what could happen for campus. Working to get more students involved. Superior Days 2/24-25.
- b. System Reps: Governor’s budget proposal. Public authority – move from Chapter 36 of State Statute (purchase, bonding, tuition, governance, etc.). Create new Chapter 37 – delegate responsibilities to BoR. Policies rather than state statutes. All employee benefits would remain with the State. About college operations. Ryan: flexibilities with changes in compensation & equity across campuses? Payroll & state employees would remain the same. Lisa: BoR composition – how might they act? 6 year appointments from the Governor. Not beholden to constituents. There is a move across the board to make the move to Public Authority. Timeline/Process? Faith: engaging faculty/staff over a year in a “rewrite” of 36 to become 37. Legislature can make the change as any law – may or may not have hearings. Not a referendum. If we’re granted Public Authority – greater flexibilities, less red tape, but prices do not really

change. Tuition setting could bring in revenue – dependent on how that’s approached. Does not cover the reductions.

- c. Provost – Any flexibilities do not help in the 2year budget. Don’t use University resources for making individual comments. Rob – System to take reduction – will they recognize the proportionate shares? Looking at different models for different institutions. Seems to be pitting administration against faculty. Noon event – time to discuss impact of budget cutting in Wisconsin Universities. Caution against doom too soon. Don’t allow fears to take over – wait. Every two years – final numbers uncertain until summer. Other campuses restricting in advance – no plan to discontinue here. Intend to keep promises. Now not the time for governance to put out messages/resolutions. Act individually as citizens/employees. Jen: as Senate – stay educated and help people understand process and interpret media.
- d. Classified – working on UPS – grievances work expectations discipline policies etc. Some already on their way to system. Still reeling from budget cuts – trying to move forward.
- e. [how do we want to handle reports? Try to invite at a specific time (mid-point). Respectful of time – know when to come?]
- f. By-Laws/Communications/Elections/Socials – Foundation wants to go on the Last week of February for a Social. Side Room in VIP. Superior days may be a deterrent. Decide on a date through email. Try to have senators present. Work on newsletter and website updating.
- g. SpCt – Chancellor approved revised diagram for integrated planning/budgeting. Create academic program report model – yet to vet through governance. Budget as a campus – where we can make adjustments. Only booked GPR for 290 employees – additional costs for going over. Strategic plan and how we’re involved – further discussions.
- h. Orientation – defined roles – aware of what other campuses are doing and what our needs are – keep using what’s been started. Goal for late spring or early summer. Working on exit interviews and tracking morale – working with HR. Coordinate with Classified Staff Senate.
- i. Merit based pay has been dropped from committee work.
- j. No update on compression study. Promotion materials due Friday 2/6. Personnel committee will do the work from there.
- k. Someone from each work group – give outline of tasks to check progress.
- l. Plan still to have grants and to have them ready in March.

Motion to adjourn (Ryan/Rob) 10:04