

Wednesday November 11th, 2015

Academic Staff Senate Meeting

Original draft (2 pages of notes from a month ago) was inadvertently deleted – this is recreated from comments through email and in December’s meeting.

Present: Academic Staff Senators

Call to Order 2:00pm

Approve minutes: Approved with edit to finish one sentence

Innovation Grant pitches happened. Recommendations are being forwarded to Renee for final decisions. By-Laws were forwarded to Renee for approval. Affordable Care Act will be coming forth in the near future and will affect student employment. Nick provided some updates on some changes to Athletics policies that will be going into effect in the near future as well.

Sub-Committee Reports

Personnel: Personnel Compensation committee met and suggested changes to the promotion guidelines and application materials. Requesting Senate vote on changes (see notes on vote below). Information sessions about the promotion process being schedule for end of the semester and early spring semester.

Communications: Still exploring possibilities of a social to coincide with a campus event. Still working on newsletter. Elections in progress (no nominees yet)

-Faculty compensation from System – Faith indicated \$40K to fund already approved Faculty increases and compressed Faculty positions (13ish individuals).

-Touched on Overtime – IRS non-instructional under \$ 50, 440 will need overtime compensation

- Onboarding – meeting to combine campus efforts wasn’t able to make much progress due to attendance

- Director of HR – how to fill, assess current structure, several concerns have been voiced.

Report from Provost: Provost came open to questions/concerns. Addressed progress made on innovation. Invited feedback on the Accreditation Monitoring Report.

-Faculty compensation from System – Faith indicated \$40K to fund already approved Faculty increases and compressed Faculty positions (13ish individuals).

Question arose later of what becomes of the money that was already allocated for Faculty increases. Might it be applied elsewhere now that this money came in for that purpose?

-Touched on Overtime – IRS non-instructional working over \$ 50, 440 will need overtime compensation

- Onboarding – meeting to combine campus efforts wasn't able to make much progress due to attendance

- Director of HR – how to fill, assess current structure, several concerns have been voiced.

Vote on changes to Promotion Guidelines/Process: Many edits to note – generally for clarification. Major concerns expressed about how to protect employees in the process while ensuring consistency in the process. Question how to best meld policy and practice, especially with possible additional changes in the future. Also a major concern is the lack of depth in the supervisory structure. **Move to approve with suggestions explained by Jen (Ryan/Rob) passes.**

Spring schedule for meetings tabled.

Adjourn.