

November 2, 2016

Academic Staff Senate

Present: Emily Z., Jon G., Rob W., Amy M., Beth A., John M

Guests: Provost Jackie , Faculty Senator Julie Gard

October Minutes: (Rob/Amy) Passed

Provost: Looking at Instructional Academic Staff minimum qualifications. Single document with Faculty and Instructional Academic Staff. The process has been led by Faculty Senate – current revision passed on October 25<sup>th</sup>.

Social before Hockey Game Friday. Want to reach out socially across designations on campus.

Continuing on with practice of writing thank you notes to people on campus – most recently to a very friendly cashier. Food service has a daily impact/interaction with students.

Survey to campus in January to evaluate performance as Interim Provost

Faculty Senate Liaison: Department By Laws passed – applies to Meritorious Satisfactory Unsatisfactory. Post-Tenure review policy passed unanimously. Reviewing update to Faculty Senate Constitution. How to think about policy to explicitly involve other groups in policy development. We've had conversations about how policies affect different groups and misunderstandings of process of policy development and approval. Considering other approaches to assessment? Opportunity to meet and share our approaches to how to assess.

Chair Update – Reading Deep Diversity – goal for Cabinet to become more inclusive. Recommended a University-wide read. Dean Yohnk part of a System-wide group and facilitating conversation on campus. In response to comments from climate survey. Cabinet met with candidate for Equity & Inclusion – whoever is hired will serve on Cabinet. Draft of an anti-bullying policy set to Cabinet from Steve Marshall. Initial feedback is that it's a good start but process and accountability needs investigation. Need clear steps to follow when bullying occurs. Don't want to pigeonhole definitions or steps. Only a few campuses have a bullying policy. New Gender Identity portal that a student can use separate of Federal Guidelines. We're among the first System campuses to do this.

System Rep – Meeting on Nov. 11<sup>th</sup>, FLSA movement between classifications. Madison is not changing classifications – changing salary to wage instead. HR is spending time to investigate this. Around 50 employees are salaried but not making above FLSA. Academic Staff are intended to remain Academic Staff, but still lacking communication with supervisors and staff. Job duties or salary driving decisions? Appears to be only salary. Overtime needs to be approved in advance. Using Comp time instead of overtime pay. Max amount that can be banked – if not used, it's paid. But confusing when to use Comp time and/or Vacation. Some University Staff may elect to become Academic Staff. Can have impacts with payroll. Could also have significant impacts on assessment because job titles remain the same as there.

Personnel just received a lot of information to sift through.

Professional Development unable to meet.

Communications nothing to report