

Academic Staff Senate Meeting

Wednesday, November 08, 2017

10:30-Noon

Present: All Academic Staff Senators and Guests

Call to Order: 10:32am

Agenda Finalization: (Janie/Nick) Passed

October Minutes: (Nick/Jon) Passed

Report from Chancellor & Provost: Important announcements have affected a lot of people in many different ways. Happy to answer questions and clarify aspects of the decisions. Knows that it's affected everyone and building morale has been a priority but decisions have not helped with that endeavor. *News stated that research was thorough but communication was not – why?* Many across campus thought that Program Prioritization was demoralizing and others thought that Administrative decisions belonged to Administration. Could have been done differently. Intend to work with Governance Groups to clarify Chapter 36 and roles of consultation and decision making. Department Chairs have been met with regularly. Research on program array looks at when students are faced with numerous courses and programs. Looked very carefully at institutional data and variety of factors from Guided Pathways. State statute gives Chancellor ultimate authority. *Budget and resources were primary concerns for Prioritization – but did not seem to come to light.* Student success was primary motivator. Budget was not top priority. Length to graduation, completion rates, and credit accumulation were bigger concerns. But, campus must be cognizant of student experience and student success rate. A lot of efforts to help students through programmatic redesign and advising – how long would that have needed to have taken effect? Lot of factors. Perhaps impatient. *Roles moving forward?* Changes in Chapter 36 and put into Handbook/Policy. *Given Nature of what's happened- what is role now of Senate in process with Chapter 36?* Examine closely what role should be for programming and other goals on campus – come up with proposal. Shared governance is good when it works well. Fences need mending and groups need to understand contributions. *Individual plans with Departments and Programs – timeline and process?* Rough Drafts for right now. Warning List programs are asking for action plan by June 1st, individual to program. Happy to hear suggestions. *In the role of leadership, faced with unpopular decisions – appreciate handling of the situation.* Prefer to be liked than despised. Hear the anger publically. Have heard individuals affirming the decision. *Is this final?* Suspension list, Majors – entitlements – have a 5year window for reactivation without full approval process. Faced with evidence, could make case to leadership on campus and Major could be reinstated. Those not on UW System list could be revisited as well with evidence-based argument on campus. No intention to do so immediately. Want considerable evidence. Want to see programs on Warning list continue to grow with support. Unsure of effects for Academic Instructional Staff – no way to accurately predict effects of the cuts.

Governance Liaisons:

Faculty Senate – Yesterday executive met to weigh options. Senators gathered input from departments and Faculty sent thoughts independently. Gathered together executive and council chairs. Looked at Statute 36 and roles in By-Laws for responsibility. July 2016, Legislature changed responsible

to consultation. Statute doesn't define Faculty well. Those with law background found a lot of gray. Court would be needed to determine, with limited resources. Faculty assessment of strengths, weaknesses, opportunities – brainstormed ideas. Gathered options. Next Tuesday will be Senate Meeting for Senate to vote on options. Governance Creep – 4-5years, decisions have been made that we have not stopped to make sure procedures have been followed. Dean of Faculties (Academic Affairs) has not existed long and who/how that position works with Departments and/or Governance is unclear. Don't want to see Faculty/Departments turning on each other. Intentions are good, but perceptions of actions can be hurtful. Some input from Faculty said it wasn't a surprise and others were complete shocked – obviously inconsistent. Instructional Academic Staff was not collected so as not to speak for other groups. Ran on precept that Faculty Governance has been taken and given away. It's tough to have difficult conversations and now many will be discouraged from taking any stand on campus. The trust is broken in the process. More discussions about what Governance means on campus. A lot of hurt and anger. Can't be our own worst enemy with campus reputation as well.

System Rep Report: October 27th attended remotely. Colleges restructuring still a proposal, from Ray Cross, not BoR or Capitol. Based on enrollment trends. UW-Superior will be included in steering committee. Duplication is a major issue to be addressed. No sunset plan. Title and Compensation study. Job Family – grouping job types, levels, and pay structures on campus. 2/2 Pay plan. Based on a single set of criteria for the Biennium. Campuses will be determining who is eligible – must include some aspect of performance. *In role of governance – how proactive can we be? Faculty Senate wants to be involved early-on for developing Criteria. Academic Staff Senate has not yet been included with conversations that have begun. We're likely to receive a very short timeline in which to act. We need to be vocal in including ourselves. Legislatively mandated instructional title driven reporting re: workload. Will need to find info after technology mishap. Training week to go over the Job Families. Concerns that the timeline might rush good decisions. Unsure who is on the project team – Senate Chairs, but no meeting or communication. Grants and Financial Staff job families has met. Notifications and meetings to individual job families. HR email and discussion for Financial Staff – less than a week to consider/prepare. Meeting Invites and Due dates are incredibly fast. Instructional Titles, which involves a huge swath of people, seemed to involve only two people and NO Instructional Academic Staff members. Should be committee commitment. Hard to know where the pressure is coming from – HR or System? Huge implications. Academic Staff has so many job titles – it's a complex issue that really impacts people's jobs. Status of low-enrollment programs – requirement of what happens after reporting. Perhaps ties to future metrics. UW-System committee is meeting on this issue to determine System policies to force campuses to have criteria.*

Chair Report/Update: Last Cabinet meeting called Wednesday to address the Program Changes – process was presented. What occurred was Chairs were called to Tuesday 8am meeting without agenda. Enrollment Manager & Provost presented information to Chairs. No Cabinet Members beyond Provost, Enrollment Management and University Relations. Institutional Data answered requests for data. Then press release was sent to press and emails sent to campus communities. Diversity Plan. HR Mandatory Trainings.

Sub-Committees:

Communication – executive decision to do newsletter. More feedback from Committees and their work so we can put together good message. Skip social for now. 2hr meetings gave us more time, but now we're a bit rushed. Return to 2hr format in Spring?

Professional Development – has not met.

Personnel & Compensation – not met. HR working on Promotion and Title Change process – timeline seems to be working as it should.

Old Business:

Academic Staff performance evaluation form: As a supervisor and as Academic Staff. Want to consider professional nature of what we do in very different roles. Attendance/Punctuality works well with hourly role. Putting in time and completing job duties well. Dependability seems to cover this already. Need to clarify if what we are developing also applies to University Staff. Governance groups should develop/speak for their own constituency. Call for clarification on Merit – revised Performance Evaluation form. Send to constituency after a few edits, gather feedback, apply if necessary, then vote. Wouldn't be fair to have different evaluations within an academic year – already missed November evaluations – should aim to complete this year, train, and apply for next year. Avoid always/never. Use qualtrix to gather information. How to make fair/applicable to Instructional Academic Staff???

Organizational/Consistency edits to Promotion & Title Change Application Form. Not voting on Erica's feedback on previous draft. TEI required by System for classification change or title change. Policies and Procedures made more clear for.

Move to approve revised Promotion & Title Change Application form (Rob/Amy) Passed

How are eligible Academic Staff members contacted? HR works with supervisors and is not looking to increase their efforts? Can Senate reach out to those eligible? Push for HR to notify or obtain list to encourage individuals to attend training (rather than blanket invitations). Data/lists are not always correct and do we want to deal with those potential errors? Personnel/Compensation Committee does have some authority in these regards.

Special Meeting to discuss Academic Program Changes. Solicit Academic Staff feedback – be an avenue for constituency to be heard.

Adjourn (Janie/Rob) 12:03