

## **Academic Staff Senate**

Wednesday, September 9, 2020 10:00-12:00 am

Present: Jon Dyess, Taylor Walkky-Byington, Kristen Jaspersen, Zach Otto-Fisher, Stephanie Peterson, Katelyn Baumann, Wanda Grew-Jasken, Angie Kappes

Absent:, Emily Rose

Guests: Chancellor Renee Wachter, Provost Dr. Maria Cuzzo, Jeff Kahler, Terri Plunkett, Tammi Reijo, Cory Kempf, Tammy Fanning

Call to Order: 10:03 am

### **Approval of Previous Meeting Minutes**

- Katelyn/Wanda, Motion passes unanimously

### **Chancellor, Provost, Dean, and VCAF Report**

- **Chancellor Renee Wachter:**
  - Antigen testing has begun in resident halls and RA's; 1 case total from all students tested. The case will be reported to UW System dashboard. 120+ students will be tested additionally, and we don't seem to be as bad as other campuses. Students seem to be in compliance and wearing masks. Criteria for moving online has been posted to Sharepoint site. Please let Renee or Maria know if you hear of any issues from instructors or students.
  - EPA and regional rep from Department of Transportation were at LSRI yesterday announcing that UWS received a \$5 million grant over the next few years. Very exciting!
  - System is just getting started with fall. Meal planning going fine. Library and study areas are getting good usage from students taking Zoom classes.
- **Provost Maria Cuzzo**
  - Hard work by everyone on the ground is appreciated, and plans are holding. Everything is being carefully monitored. Keeping tuned into what's happening at other campuses and System.
  - Very tuned to the challenges of workload and furlough, and we are looking into two different proposals. First proposal is postponing catalog year; no reason why we shouldn't in light of the pressure of catalog years. Faculty Senate must approve. Second proposal is suspending two assessments of student learning. Very mindful of how hard people are working and how furlough is impacting everyone. Let Maria know if you think of any other ideas. Possibly looking at delaying the spring schedule by about two weeks; need more time to get the schedule right in light of changing situations. Looking at the feasibility of delaying it.
  - Big day at Lake Superior NERR as they go through their review process.
  - Delaying catalog: Could we roll back catalog for the next two years but start it in one year so we have catalog finished before new students start registering? That would be a larger conversation to have throughout this year.
  - Thank you for your service in governance and look forward to work with us throughout this year.

## Discussion of Tiered vs. Flat Furlough Systems (Jeff Kahler & Cory Kempf)

- If we use historical percentages, we are looking at \$1.1 million of our \$20 million budget (just fund 102) for the lapse that was announced by System. Two pieces to understand: we have to generate \$14.5 million in tuition revenue per year or else System can ask for that \$20 million back. In order to survive, we have to take the max furlough level that we could. In order to take the max, we needed to do intermittent furlough on all employees, including faculty. We're trying to keep people working and have access to health insurance.
- Share screen of budget furlough (employee salaries): 1 person above \$200,000, 8 above \$100,000 (3 faculty), 8 above \$90,000 (2 faculty), 11 above \$80,000 (4 faculty), 23 above \$70,000 (11 faculty), 50 above \$60,000, 79 above \$50,000, 73 above \$40,000, 61 above \$30,000, 1 below \$30,000
- Under the intermittent model that UWS is using, we save \$1.7 million. Average salary around campus is \$55,000. Other models don't get us to where we need to be (if we cut more for those about \$90,000). If that group cuts 14%, their health insurance is in jeopardy. The only method that faculty could be included was intermittent furlough. Options included layoffs and furloughs. Other campuses have large campuses and lots of groundwork, so they were able to do large consecutive furloughs over the summer, where we didn't have that option.
- There is value in time off, and taking a pay reduction without the time off means giving more. HR tried everything they could to keep everyone working and keep campus alive and thriving.
- How much have most employees taking?
  - No idea. This 10% covers the entire fiscal year (\$1,763,239 total).
- Where did the \$90,000 cut off come from?
  - Arbitrary. Family with \$80,000 annual income is doing well but could be struggling based on cost of living in the area. We didn't want to treat people differently based on private information. Maximum we can take is 26 days of furlough (1 per pay period), so to include faculty, we would need to do consecutive furloughs.
- Why can't faculty do anything besides intermittent?
  - System has legal statutes for faculty with their protections, so that was their only option.
- We don't have the depth and layers that other campuses have to do anything else.
- 26 furlough days is the maximum, and that's what we need to do to get to the 10%. This is true for 12 month contracts; 9 month employees have less because they aren't on contract.
- So does this mean that we will be taking further furlough this spring?
  - No, decision will be made by Chancellor in November.
- Everyone's paychecks are different every month depending on when the furlough got approved; makes planning really difficult. Can we somehow make them even?
  - The system doesn't let us level paychecks for 6 month pay periods, so because we didn't decide to do it all year, we can't level the paychecks. We would have had to do it for the whole year to level the paychecks. We had already started our furloughs by the time System figured out how to level the paychecks. The option could be explored this spring if furloughs are extended.
- Is there a way to know when your furlough will be taken out of your paycheck?

- The date moves every pay period and every month. Academic Staff has the option to enter all furlough days in advance, and HR is encouraging everyone to do that so there aren't paycheck issues. Just make sure you go back and enter the time you worked. It's important to look at the month and see when you're actually taking your furlough days, because depending on what days you pick, you could end up with 3 in a month. HR could send out the monthly processing dates so all employees are aware of the deadlines. Dates are on the Sharepoint furlough site.
- Thank you for coming and sharing the spreadsheet; it helps to actually see the numbers.

### **HR Director Report (Cory Kempf)**

- Title and total compensation process is starting up again and will start in 2021 sometime. All HR Directors have told System that we do not have the time and capacity to handle the TTC project this year in light of COVID. Madison is expected to be done with their TTC process in March and are doing their supervisor meetings now. Everyone is just trying to handle COVID right now.
- COVID testing: will that be offered to employees for free?
  - At this point, there is no plans to do on-site testing for employees. We get 300 tests a week for residential students. Our supply chain is at its max right now, but testing should be covered by insurance. Check with your provider because some employees are getting charged and insurance is rejecting the charges. We would like to offer it on campus but it's just not possible right now based on our provider and supply. It's possible we could offer it in the future depending on the numbers of students on campus or the demand.
- Does furlough apply to overloads or just the full-time work?
  - Just full-time work, so overloads don't count towards furlough.
- Overloads: Can I work on my overload projects/duties on a furlough day as long as I'm not doing my salaried/furlough duties?
  - Cory will check with System legal; good question.
- IAS and faculty issues on timesheets
  - Faculty and IAS don't have to do timesheets. They submit their furlough time just like a vacation day just in their portal. Their process is easier than 12 month contracts due to teacher exemptions (coaches count for this too). Contact HR with questions about this. Pretty straightforward compared to other staff.

### **Title IX Policy Updates (Tammy Fanning)**

- Had to dip out to another meeting, but Jon will send out the Powerpoint with the changes. Please review and give comments. This is state law so it's just for our information.

### **Senate Chair Report (Jon Dyess)**

- Chancellor's Cabinet meeting is next week. We have concerns about moving catalog year and schedule changes. Let Jon know if you have any comments on either issue.

### **Sub-Committee Reports**

- **Professional Development Committee (Jon, Taylor, Zach)**
  - Have to decide what to do with the books from Professional Development Day

- We'll have to plan for the future once we know more about what's happening.
- We need to confirm that our PD budget wasn't swept as part of the budget crisis.
- We'll have to look at how to spend that money and let people use it.
- Zach will reach out to find out our total available budget.
- **Communications Committee (Kristen, Wanda, Stephanie)**
  - No updates. Wanda and Stephanie joining the committee.
  - Can our social even happen?
  - Newsletter will be important to keep staff updated.
  - The welcome email to new staff needs to continue; need to figure out how to get the new staff members' information as Rob used to have it.
  - Should we record our meetings and post them to Sharepoint? What are other governance bodies doing?
- **Personnel Committee (Katelyn, Angie, Emily)**
  - Fill out the committee assignments survey, and the committee will meet to do the assignments in September.

#### **Old Business**

- None

#### **New Business**

- Covered in committee reports

#### **Announcements**

- Fill out committee assignments survey. Chancellor's cabinet next week; will share information afterwards.
- If you hear anything from constituents, let Jon know to add to agenda.
- Make sure you share with other AS that we still have the same promotion and title change processes.
- Next Friday is shared governance meeting with System reps, so Kristen will have more updates after that.

Adjourned: 11:23 am (Kristen/Taylor)

Next Meeting: Wednesday, October 14, 10am-12pm

Motions/Votes Passed: none

Notes submitted by Taylor