

Academic Staff Senate Meeting

Monday, September 9, 2019 2:00pm-3:30pm

Present: Mike B., Emily R., Jon D., Zach O., Rob W., Angie K., Katelyn B., Taylor W., Kristen J.

Absent: none

Guests: none

Call to Order: 2:00pm

Revision to Agenda: None

Approval of Minutes: (Katelyn/Jon)

Revision to Minutes: None

Chair's Report (Mike)

- Shared Governance bill
 - Mike passed along the senate's feedback and concern about the following line in the bill: "and the authority of academic staff and students is further subordinate to the authority of faculty." As one of the governing bodies, AS senate feels they should not be subordinate to the other senates but have equal weight.
 - There was concern that University Staff is not even mentioned in the document, and there was discussion as to what is their part in this.
- Title and Total Compensation
 - The question was brought up about if a new title could impact whether or not the employee is considered academic staff or university staff. Can this be changes through the TTC project?
 - By December, employees should have had conversations with their supervisors to discuss their new titles, and by March the campus should be operating under those new titles.
 - The current process of promotion will be honored as much as possible. For example, if someone was close to a promotion with their old title, the TTC project should not put them back at square one, but the path to promotion will be honored as best as it can be.
- Board of Regents has an upcoming meeting October 10-11 at UW-Superior.
- In collaboration with CETL, Mike will be meeting with the new hires on campus to explain more about the governance structure and what our role is as the academic staff senate.

UW System Representative Updates (Rob)

- Title and Total Compensation
 - Benefits preference survey
 - There was concern from Stevens Point about people who may have made career decisions based on how the benefits package at the time was structured. There was talk about those employees potentially being grandfathered in to their current benefits so they would not lose them with any changes to the benefits packages.
 - This past summer UW System was working on salary structure and employee mapping with TTC. Staff and manger trainings and the opportunity for initial feedback are happening this fall, and by winter employees will be having the employee/manager conversations and giving feedback on the newly assigned titles. Senate wants to make sure that there is a common way for UWS employees to dispute the titles, if necessary, and ideally this would be the same process system-wide.
 - There were questions about what new title will be given to people who currently have more than one title under which they are working.
 - Employees who are re-titled in a position with a lower pay grade will not have a pay cut, but employees who are given higher title are not automatically given higher compensation. If there is no compensation

for a higher title, there is the potential for employees wanting to start with a lower title so they have more promotion opportunities they can achieve over time.

- As far as an appeal, employees will be able to dispute the assigned job title and the scope of the assigned position
 - Appeals process: The employee initiates a review and HR has an initial determination. The appeal is then reviewed by a committee and a recommendation is given (TTC project team). Finally, a review and final determination is made.
- Shared Services
 - UW System is moving into shared services in the areas of human resources, information technology, and business services. System is looking to consolidate backend services that are more transactional based and making them system level processes rather than tasking them out to all of the individual campuses. It is mandatory for some services to be consolidated at the system level, but UWS will have the option for with other services in whether or not they would like them to be consolidated. The services will be paid for using a base rate approach (every campus putting down a flat rate), chargeback approach (campuses are only charged for the services when they are used), or a blended approach.
 - This does not apply to Madison and Milwaukee.

Sub-Committee Updates

- Professional Development Committee
 - The committee plans to meet to look further into the option of tuition reimbursement and whether or not this will still be an opportunity for employees moving forward.
- Communication Committee
 - The committee will be meeting to talk about how to get more information to and from the constituency (more frequent newsletter, more brown bag discussions, etc.).
 - Senate discussed creating a template that would be sent to all new AS employees when they are hired. Some ideas included short bios with pictures about the current senate members, information about what senate does on campus, information about the promotion process, and upcoming events in which they can take part. The draft of the document will be housed in SharePoint so all senate members can view it and add ideas, as needed.
 - The committee plans to discuss events that the constituency could go to together in order to develop more comradery within the group. These ideas include athletic events, theater productions, music performances, etc.
 - There was discussion about possibly pairing with Randy Barker in the Pruitt Center to find a wellness event that can be advertised and promoted to the constituency to encourage wellness in the workplace.
 - The idea was brought up to send cards to employees on campus during certain prominent events such as promotions, retirements, or a death in their family. The communications committee will look into whether or not there are cards available through the marketing office that can be used for this.
- Personnel Committee
 - The committee met to get the call out to the constituency for the open committee and counsel seats. In their next meeting they plan to further define their goals and discuss about the process for assigning people into committee roles.

Old Business

- Shared Governance Discussion
 - Senate is working to read through the Shared Governed policy to give feedback and make updates, as needed. The decision will then be made if the policy is up to date and reflects the senate policies well enough to leave it as is or if changes need to be made at this point.
 - There is a recommendation to list definitions for items in the document right at the beginning of the document to make everything clear from the start.

New Business

- Updating By-laws
 - A goal of senate this year is to reexamine the current By Laws to see if there are any changes that need to be made to better reflect the duties and roles of the senate, clarify policies, and/or clean up language that seems confusing or ambiguous. If needed, the new By Laws will then be brought through the proper channels for final approval (constituency approval, chancellor approval, and UW system approval).
- Definition of 50% FTE subcommittee work or larger
 - The 50% rule needs to be looked at closer and clarified. If there are any changes that need to be made, the grant guidelines would need to be adjusted to match the By Laws.
- Promotion percentages
 - After seeing the information that Cory Kempf presented to the senate last year, senate is going to look further into how the promotion setup and scale of other UW institutions compares to UWS. Other schools seem to offer higher percentages of salary increase for promotions and they have more opportunities for promotion.

Adjourned: 3:25pm (Jon/Katelyn)

Next Meeting: Monday, October 14, 2019; 2:00-3:30pm

Motions/Votes Passed: none

Notes submitted by Kristen