

Minutes Academic Staff Senate Meeting Tuesday 11/4

Called to order 12:03pm

Present: Jon, Emily, Ryan, John, Jenice, Nick, Lisa, Mary, Faith, Renée

### **Updates**

Chancellor: Board of Regents (BoR) met for a Deep Dive meeting, thoroughly considering accountability of the system as a whole, with emphasis on UW-Madison. Developing an argument for Budget and Developing Talent.

Update on current status of searches for Vice Chancellor of Enrollment Management, Dean of Students and Human Resources.

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Provost: Higher Learning Commission- Institutional Data Update. A request from HLC for Fall 16-Spring 17 dates.

Master Plan is finalizing and scheduled to present at December BoR meeting

Mission Statement – System guidance for process of Second Reading

Strategic Planning continues to meet and has a forthcoming email

SGA- good dialogue regarding program prioritization and its specific implications for students

Still some questions on potential impacts for Summer College

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### **New Business & Updates (we moved organically through the remaining agenda items)**

Introductions to acquaint us as a full Senate with our three new Senators

Sign-ups for Classified Staff Senate and Faculty Senate visits/representation

Discussion on Spring semester meetings. Notable dismay that 8-10am Monday mornings was the best time. Innovative alternatives suggested. (Chair noted in follow-up email that it will remain to better facilitate our focus on our goals)

Plans to move ahead with Compression study to gather data to address compensation. At the same time, there is BoR pressure to develop a “true” Merit System. Comments that “true” Merit System sounds a lot like arbitrary bell curving rather than assessment.

Research on Promotion/Review (retention) processes across system and similar universities

9 years since last Compression study for Academic Staff. Personnel Subgroup to take on study: looking at similar colleges & similar positions to evaluate need for salary adjustments and inequities in titling based on work done that coordinates with title.

5 Month goal for study. Groups redesigned to meet this goal. One group will work on Compression Study. One group will work on Evaluation Process as a main focus. One group will continue to work on communication.

Strategic Planning Core Team (SPCT) Update: picking back up and regaining and recognizing metrics. Institutional effectiveness – impact on students. Scheduled for 1 year Budgeting Planning and Assessing. How to use Reports? Interest in zero balance budgeting, requests tied to goals, review and recommendation. Explanatory document forthcoming.

Classified Staff Update- Pay Raises a major concern on list. Working on UPS policies – 75 need addressing by July. Merit based compensation and evaluation. Furthering shared governance. Policies – which need questioning or new direction and how can there be consistency across system? Outsourcing proposals likely waiting on state politics. Uncertainty of who is evaluating the proposals and why they are not public until after a contract has been accepted.

New Business Classified Staff Senate Resolution re: Outsourcing. –Discussion of implications and affects across campus. Better education of the Process. No motion put forward.

NB Committee Formation Policy – draft had been disseminated and is already being acted upon by Senate Exec. Discussion noted that it was not voted upon by Academic Staff Senate and questions remain as to its process and why it was created the way that it was and how it fits with the Strategic Plan.

NB Integrated Learning Outcomes – UAAC approval vote. Vote upcoming in December for cocurricular/non-academic programs

OB By-laws tabled (addressed in follow-up email by Jen Bird 11/10 “Under 8a it shows the motion by Alan and Harry and approval to hold off on putting the By-Laws forward until the staff employment percentage concern was reviewed. So, now that we know what was passed, we can focus on the discussion about employment percentage so these can be moved and implemented. Please let me know if you have any questions”)

Minutes approval – Lisa motion Ryan second 4 aye 3 abstain

Adjourned 1:59pm