

2010 – 2011  
Academic Staff Assembly<sup>i</sup>  
15 December 2010 Agenda

12:15 – 1:45 p.m.  
University Center 264

1. **Approval of 10 November 2010 Minutes**
2. **Academic Staff Committee Reports**
  - a. Awards [Weber]
  - b. Economic Issues [Ehlen]
  - c. Elections/Balloting [Clokey]
  - d. Government [Fragola]
  - e. Organization [Miolo]
  - f. Professional Development [Ehlen]
  - g. Instructional Promotions [Farmer]
  - h. Review [Ogunsola]
  - i. Title Appeals [Ehlen]
  - j. Titling [Naff]
  - k. Rewards and Recognition [Simes]
3. **Updates/Announcements**
  - a. Director of FUN [Naff]
  - b. Assembly Priorities [Ehlen]
4. **Other Business**
  - a. Collective Bargaining [Clokey/Ehlen]
  - b. Unit Clarification [Clokey/Ehlen]
  - c. *LGBT Taskforce Meeting [Ehlen/Simes]*
  - d. *Retirement Resolution [Ehlen]*
  - e. *Furlough Resolution [Ehlen]*
  - f. Miscellaneous/Round Robin [Assembly Staff]

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<sup>i</sup> *Italicized items include attachments for review/discussion.*

**2010 – 2011  
Academic Staff Assembly  
10 November 2010 Minutes**

**12:15 – 1:45 p.m.  
University Center 264**

**PRESENT:** Freda Briscoe, Denise Ehlen [Chair], Nancy Farmer, Mike Flanagan, Patty Fragola, Nadine Kriska, Giuliana Miolo [Vice Chair], Kyle Naff, Elizabeth Ogunsola, Kim Simes, Gene Toboyek, and Curt Weber

**ABSENT:** George Clokey

**GUEST:** David Reinhart

**1. Approval of 27 October 2010 Minutes:** Flanagan/Naff moved to approve the minutes. The Assembly discussed/reviewed the minutes. Approved by unanimous vote.

**2. Academic Staff Committee Reports**

- a. Awards [Weber]: No report
- b. Economic Issues [Ehlen]: Ehlen reported that the Committee will meet on 22 November 2010 to do a final review of the Academic Staff Salary Equity Adjustment Policy and Procedures and Pay Plan. Ehlen will forward the final documents to the Assembly for ratification and then to the Chancellor for approval.
- c. Elections/Balloting [Clokey]: No report
- d. Government [Fragola]: No report
- e. Organization [Miolo]: Miolo announced that she updated the Committee lists and will work with Ehlen and Pellien to send out the notifications.
- f. Professional Development [Ehlen]: Ehlen reported that one application was received for the November round. Ehlen will get the application to the Committee by the end of the week.
- g. Instructional Promotions [Farmer]: No updates
- h. Review [Ogunsola]: No updates
- i. Title Appeals [Ehlen]: No updates
- j. Titling [Naff]: Naff reported that the Committee will be meeting on 17 November 2010 to review a titling request.
- k. Rewards and Recognition [Simes]: Simes reported that she met with Ehlen on 1 November 2010 and convened the Committee there after and decided on a 1 December deadline for the fall and a tentative 1 March deadline for the spring.

**3. Updates/Announcements**

- a. Director of FUN [Naff]: Naff reported that he is putting together a brown bag lunch social in December and working on dates in spring for brown bag lunches and happy hours.

- b. Assembly Membership [Ehlen]: Ehlen reported that Toboyek will be leaving the Assembly for the spring semester and that David Reinhart will be taking his place in the interim.

#### **4. Other Business**

- a. Collective Bargaining/Unit Clarification [Clokey/Ehlen]: Ehlen asked the Government Relations Committee to send out an informational email to all Academic Staff about collective bargaining and unit clarification. Ehlen also asked if the Committee could put together a survey regarding collective bargaining and unit clarification.
- b. The Red Balloon Project [Ehlen]: Ehlen discussed The Red Balloon Project with the Assembly. Pellien will follow-up with Joan Fox-Drake, Faculty Senate Associate, to see what the Senate's thoughts were on the project.
- c. Furlough Resolution [Ehlen]: Ehlen presented the furlough resolution to the Assembly and the Assembly discussed and made modifications. Ehlen and Pellien will update the resolution to reflect the modifications and bring it to the next meeting.

Consensus to adjourn at 1:45 p.m.

Respectfully submitted,  
Casey Pellien, Governance Associate

## Meeting minutes - Chancellor's Task Force on GLBT from November 10th, 2010

**Attendees:** Crista Lebens, Gwen Hering, Ashley Struck, Kim Simes, Chris Hollar, Elena Levy-Navarro, Dan Schultz (WSG), Katka Showers-Curtis, Kyle Naff, Lessa Marty, Jeff Angileri

**Not in Attendance:** Amanda Helm, Amy Edmonds, Michael Perry, Dan Colleran, Eric Barber, Joel Rollings, Leah Thyne, Robin Fox - **Excused:** Mary Beth Mackin, Jill Mallin, Cindy Estrup, Kate Burrow, Ken Kohberger,

There were no changes or updates to the meeting minutes of the October 13<sup>th</sup> meeting

### **Review of past programming:**

Unity through Diversity Rally went well. The Laramie Project was Excellent! The "Question: Identity – Fences: Wrong Answer, LGBTQ Perspectives" Crossman gallery held its Closing Reception on Thursday, November 11<sup>th</sup> from 5 to 7pm

### **Safe Zone Training**

There were no members present to discuss the training on October 27<sup>th</sup>. We believe 4 people were in attendance including Dean McPhail.

The next training will be on Thursday, December 9<sup>th</sup> from 1:30 to 2:30pm in UC 266. Dan Colleran and Katka Showers-Curtis will be facilitating this conversation.

### **Diversity Forum**

At this time there will be no Diversity forum in the spring and much energy is being put into the fall for a 2 day program October 13<sup>th</sup> and 14<sup>th</sup> (please reserve these dates on your calendar now)

### **Inclusive Excellence Grant**

All grants have been submitted we now wait to see if the grant has been accepted or more additional information is requested.

**Inclusivity Initiative Meeting** at UW-Madison Campus December 3, 2010 Chris Hollar will be attending.

**Outreach of Madison** has a satellite program in Janesville. Jocelyn MacAskill (UWW Intern) would like people to fill out a survey at <http://www.zoomerang.com/Survey/WEB22B8X7ASUUJ> regarding programs needed for the LGBT family.

Peer discussion groups will begin for anyone LGBT or ally who wants to meet to vent, socialize and network as early as November 22<sup>nd</sup>. The location will be First Christian Church (1909 Highland Ave, Janesville).

**Tom Affholder LGBT Leadership Award** can be found online at [http://www.uww.edu/cls/scholar\\_awards/](http://www.uww.edu/cls/scholar_awards/) the award this year has been increased to \$1000 from \$250 in past years. Please encourage students to apply. The application deadline is February 1<sup>st</sup>.

### **No update on the UW System Draft Policy for transitioning student athletes**

**The Warhawk Involvement Center** had a successful "Before Stonewall" program with John Scagliotti on Tuesday, November 9<sup>th</sup>. Coming up will be "Take Back the Night" on Thursday, November 18<sup>th</sup> at 6pm in UC

259. The last large program of the year is “New Faces of America” which looks at 7 different people in America today taking place on Wednesday, December 1<sup>st</sup> at 2:15pm in the Hamilton Room.

**Undergraduate Research** regarding faculty training on teaching LGBT students is moving forward and data is being collected. Katka & Ashley submitted a proposal to Ithaca, NY to present results.

There is a second study going on by Alli Blanchard (student) and Jennifer Flad (professor). They are looking for volunteers to help with undergrad research on the experience of self-identified LGBTQ and Ally students at UW Whitewater. Please contact Alli Blanchard directly. Participants will be asked to meet with researchers to go through an interview process that will take approximately 45 minutes, answering different questions about identity-related issues and experiences on campus.

**Transgender Brainstorm** we will be selecting dates at our December meeting. This will continue the conversation in supporting transgender students that started this past summer. Brent Bilodeau (Assistant Vice Chancellor of Student Affairs) has offered to share his knowledge and expertise in this area.

### **Third Hate Crime Conversation**

Chief Kiederlen joined us for this conversation and explained all the efforts the police have poured into these cases along with the attack against black Americans this week.

The content of the conversation revolved around:

- This is not only a “LGBT issue” this is a campus issue and to push against it will require support from all areas of campus: WSG, RHA, Athletics, Student Organizations, Residence Halls, Faculty, Staff, Students and You.
  - We need to put a human face on this.
  - Need multiple pockets of response taking place
- UPDATE:* At RHA meeting on Wednesday, November 10<sup>th</sup> Bill Simmons (President) announced meetings that have taken/will continue to take place with WSG to identify how (as a group) students could work towards curbing the violence currently occurring on campus.
- Revive the Safe Walk program, clarification was made that people are able to contact campus police for a safety escort if needed, however, if other pressing events are occurring they may be pulled away. The reason the Safe Walk program was extinguish was because of lack of use originally.
- Social Norming Campaign (public service announcements from all areas, departments, programs on campus)
- Street Theatre (or a form of) taking experiences that happen on campus, documenting and creating and presenting live scenarios.
- Faculty Senate could bring these conversations into the classroom with a strategic game plan for “resistance that may/will appear” and or “blow back”.
- Club U Dub Dub share more information about acceptable and unacceptable behavior
- Suggested ideas from other campuses
  - Anti-bullying campaign “Ends with Us” from UW Madison
  - “Not in our House” UW-Platteville
- Create a slogan "Stop the spread of H8, start the spread of love!" or possibly "STOP the spread of H8, START the spread of love!" (possible poster, t-shirt campaign)
  - Creating/posting a banner across the clothesline in the UC that allows people to take pictures under the slogan
  - Ring of hands that interconnect <http://blog.awarelabs.com/wp-content/uploads/Hands.jpg> this image will help with that visual. If hands created large enough on each hand can be placed words like "LGBT, Race, Religion, and Gender" etc.
- Other ideas are welcome

***UPCOMING EVENTS:***

**November 18<sup>th</sup> at 12pm** meeting in front of the Fiskum Art Gallery people are requested to wear their “Legalize Gay” t-shirt for one large picture

- A suggestion came up that different organizations, departments, sporting groups, residence halls could take a picture of themselves with your legalize gay shirt on (or a sign). These could then be sent to one location for a collage to be created.

Our next meeting will be Wednesday, December 8, 2010 at 1pm in UC 266.

Minutes respectfully submitted by Christine Hollar, interim secretary.

*The University of Wisconsin-Whitewater*  
*Academic Staff Assembly*  
RECOGNIZES THE RETIREMENT OF  
*Jeannette LaBarge*

**WHEREAS,** *Jeannette LaBarge has faithfully served the University of Wisconsin-Whitewater for 13 years; and*

**WHEREAS,** *Jeannette LaBarge has served as a Professional Senior Interpreter for the Deaf and Hard of Hearing; and*

**WHEREAS,** *Jeannette LaBarge provided American Sign Language and English Sign Language Services for Deaf and Hard of Hearing students and campus community members; and*

**WHEREAS,** *Jeannette LaBarge was committed to providing quality educational access for students; and*

**WHEREAS,** *Jeannette LaBarge provided in-class-aide resources for students with complex physical disabilities and the Blind; and*

**WHEREAS,** *Jeannette LaBarge worked with faculty to provide access to curriculum and educational materials; and*

**WHEREAS,** *Jeannette LaBarge was an advocate for students who are Deaf and Hard of Hearing; and*

**WHEREAS,** *Jeannette LaBarge provided mentoring for emerging interpreters; and*

**WHEREAS,** *Jeannette LaBarge provided an American Sign Language class for staff and faculty to learn basic manual communication skills; and*

**WHEREAS,** *Jeannette LaBarge demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater; and*

**THEREFORE BE IT RESOLVED** *that the Academic Staff Assembly acknowledges Jeannette LaBarge's years of distinguished service with appreciation and gratitude; and*

**BE IT FURTHER RESOLVED** *that the Academic Staff Assembly recommends emeritus status for our honored colleague and extends to Jeannette LaBarge our best wishes for a long, fulfilling, and well-deserved retirement.*

RESOLUTION OF THE UW-WHITEWATER ACADEMIC STAFF  
ASSEMBLY

Regarding the Implementation of Possible Future Furlough Days

WHEREAS, *Governor Doyle ordered the implementation of a furlough policy over the last biennium requiring all full-time 12-month employees (prorated for part-time employees) will be required to take a total of 8 FTO days each year and full-time 9-month employees (prorated for part-time employees) will be required to take 6 days of FTO each year, including the fixed furlough days and the corresponding number of floating furlough days, and*

WHEREAS, *the University of Wisconsin System determined "that those furlough days taken by faculty and instructors could not be taken on instructional days, thereby preventing the public from experiencing any reduction in the amount of visible services provided by the University," and*

WHEREAS, *the University of Wisconsin System further determined "that those furlough days taken by non-teaching staff be coordinated and covered by colleagues in order to minimize or eliminate the impact on University Services, in essence increasing the workload disproportionately among non-teaching staff," and*

WHEREAS, *the academic staff of the University of Wisconsin-Whitewater, consider that, while the attempt to reduce costs was laudable in its intent, this failure to reduce the visible services of the University has left the mistaken impression that the University fully functioned with only 97% of its budgeted financial resources, thereby leaving the academic staff uniquely vulnerable to additional furloughs as our representatives continue to seek out ways to reduce government spending, and*

WHEREAS, *the University System has been a frequent target for budget cuts over the previous decade, and*

THEREFORE, BE IT RESOLVED THAT, *we, the UW-Whitewater Academic Staff Assembly, ask that should furloughs be implemented in the future, academic staff will push to have those days taken on normal business days, including instructional days, without requiring colleague coverage and/or support. This would thereby recognize the concrete reduction in services, both in quantity and quality, which is the unintended effect of furloughs on the system as a whole.*