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2014-2015 ACADEMIC STAFF ASSEMBLY  
AGENDA  
12:00PM - 1:30PM ON 10 DECEMBER 2014  
UC 264

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**Networking [12:00 to 12:15]**

**1. Urgent/Priority Business**

- a. Review and Approval of 12 November 2014 Minutes
- b. Guests/Presentation: Provost Beverly Kopper – 12:15 pm – 12:45 pm
- c. Academic Plan Update [Kriska]

**2. Academic Staff Committee Reports**

- a. Awards [Weber]
- b. Economic Issues [Ehlen]
- c. Government [Kriska/Flanagan]
- d. Organization [Fragola]
- e. Professional Development [Ehlen]
- f. Instructional Promotions [Ehlen]
- g. Review [Tumbarello]
- h. Title Appeals [Ehlen]
- i. Titling [Weber]

**3. Updates/Announcements/Other Business**

- a. Academic Staff Representatives Council Update [Burton]
- b. Assembly Recommendations for Future Guests/Speakers
- c. Other Business
- d. Good News/Round Robin

## **Update On The Academic Plan Project**

### **17 November 2014**

Academic Plan Committee: Greg Cook and Jeff Herriott (co-chairs), Seth Meisel, Nadine Kriska, Elizabeth Watson, Denise Ehren, Brian Carlson (Whitewater Student Government)

The ultimate purpose of putting together an academic plan is to articulate UW-Whitewater's academics/educational philosophy, both for the "immediate future" (upwards of 5 years out) and long term (beyond 5 years). Ideally the Campus Master Plan would complement the Academic Plan based on where there is projected growth in the colleges & their programs, as well as where there is expected stability or even decline.

The gist of the academic plan is to address who are our students, what should we teach, and how should we teach it. The academic plan should identify program strengths in the colleges, areas of expertise, and priorities where UWW wants to focus its attention and resources.

The Academic Plan Committee has identified our main goal as defining the underpinnings of a comprehensive academic plan for UWW. By the end of this academic year, we aim to produce an abstract or executive summary that addresses what a comprehensive academic plan for UWW should contain (since a comprehensive plan would be an immense undertaking to write, the committee feels that a summary is the most feasible item we can produce in one year; the idea is that the plan would ultimately be written over the course of the next couple of years). As a more immediate goal, we plan to produce a document by February that contains the following categories: Student Profile, Employee Profile, Mission & Foundation (UWW specific, Land-grant, growth agenda, equity scorecard, inclusive excellence, LEAP, maintaining affordability), Academic Summary (pedagogy & research), Review of Academic Program Array (via SPBC 2012-14), and Regional Engagement. This document is meant to summarize all of these categories. Once we have put together this document, we will meet with the governance groups on campus and have some open sessions in order to solicit feedback and gather suggestions regarding the contents of the plan.

So far, the committee has reviewed other colleges' (both in and out of state) academic plans, has been compiling student data, and reviewing the Campus Master Plan. We are also reviewing the campus' strategic planning goals 2012-14. We are starting to fill in the main topics of the above document and are in the process of scheduling the open meetings. As a representative on the Academic Staff Assembly, I have volunteered to coordinate the meeting with ASA, which would likely happen in late February, at which time I will provide the summary document we are currently developing and solicit the assembly's feedback and advice on the content.

**THESE ARE UNOFFICIAL NOTES TAKEN AT THE JOINT ACADEMIC STAFF AND FACULTY REPRESENTATIVES MEETING ON 7 NOVEMBER 2014.**

**Joint Academic Staff and Faculty Representatives Meeting  
Friday, November 7, 2014  
1819 Van Hise Hall**

**NOTES**

**9:00 AM – Joint Session of Academic Staff and Faculty Representatives**

David Ward welcomed Regents Michael Falbo and Regina Millner and remembered Michael Spector.

**Compensation for Faculty and Academic Staff**

The meeting opened with a discussion of compensation for faculty and academic staff. David Ward said that salary has eroded steadily and there has been an unprecedented loss of faculty and staff due to compression. It is nationally known that UW System schools are not competitive in salaries. The Board has been asked to come up with a plan to address this issue.

Jerry Addie added that UW System institutions have lost over 16,000 academic staff in the past five years, some through retirement and natural attrition, but many because they didn't feel valued. Stout has a difficult time filling vacancies even when national searches are conducted and it has become a morale issue.

Regent Falbo replied that the Regents are trying to regain the freedom to make a change, such as the ability to distribute merit pay. They need that freedom to pass on compensation allocations to the campuses. The Board of Regents has control of setting tuition, but the legislature passed a tuition freeze for the past two years, thus the Regents can't raise tuition. The Board is working on re-establishing good relationships with the legislature to address the issue. The Regents have changed the face of the UW administrative leadership roles to re-establish those relationships. The strategic planning process is also part of the solution. The delivery of education is changing. How is it delivered? How can we be more efficient? How can we reallocate so we can free up dollars for compensation? The Regents will focus on the biennial budget and are holding listening sessions across the state and with the business community. After these discussions, they will develop a strategic plan that will provide direction for the next 4-5 years.

Regent Millner indicated that faculty and staff can help rebuild relationships with legislators in their districts. The issue is competition for dollars with Medicaid and other programs. It helps to understand the competing tensions for the legislators. The Board will develop a communication plan to facilitate discussion between campuses and local legislators. How do we respect the uniqueness of each of our campuses and how they communicate with their legislators? How do we develop a unified message? Regent Falbo added that the Department of Communications and Government Relations has been restructured and they will present plans for foundation boards to implement.

Faculty worked with Regent Falbo to present the faculty perspective to legislators. A group of faculty would like to continue to work with the Regents to talk to the legislature and requested that the Regents keep them in mind when developing the communication plan. Regent Falbo replied that Regents and faculty should strategize together. When faculty members make their case to the

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legislature, it seems self-serving. When the Regents are making a case, it is about how to more effectively lead the organization while maintaining UW's status as a premier institution.

David Ward noted that if we look at the financial condition of our campuses, we may find some areas for savings. Ray Cross is looking for potential system-wide savings. For instance, land lines cost about \$600,000 a month; this cost could perhaps be reduced to \$300,000 - \$400,000 per month and create a system-wide savings. Savings on business processes could be allocated to help those campuses that are not as robust as others. When campuses have been in serious trouble, System has been able to gather funds to help them. Regent Falbo advised representatives to review their campus processes to identify redundancies and areas for savings.

Regina Millner added that student costs could be reduced by limiting the time to degree completion or starting at a two-year campus and moving to the comprehensives. If students attend a two-year, they can live at home, work, and finish up with no debt. We need to address the financial literacy of our students.

Sarah Morgan said that the new requirement that nurses have a BSN has pushed many to go back to school. It is a very successful model and moves the needle on increasing the numbers of college graduates. Part of its success is due to the course flexibility. There is a large market push from health systems to have that bachelor's degree. It can be a template for other areas, and encourages transfers from two years. Daphne Pham noted that students at Parkside are interested in nursing, but that Parkside can't retain professors to teach them clinical; the problem comes back again to compensation. Sarah Morgan noted that students can opt for the BSN at home or the flex option.

### **Review of Administrators**

Are reviews being done to make administrators accountable? Some campuses have review processes for administrators, some do not. How much input does the Board or System get as to how provosts and chancellors are doing their jobs?

Regent Falbo responded that the Regents are presented with an evaluation of each chancellor on an annual basis. Regents also get involved with the campuses they are assigned in order to get input from all parties. If the Board has an issue with a chancellor, the System president would go to the campus to get answers. Regent Falbo indicated that information about issues with campus administrators reaches the Board, and Regent Millner commented that to formalize such a process would invite dysfunction. If System has an engaged president, these issues are dealt with. She added she would like to establish an understanding of the role of the Regent Buddies. Nick acknowledged that there has been a huge increase of regent traffic on campuses in the past few years and it has helped some of these issues to percolate in. Regent Falbo noted that the term for a Regent Buddy to be assigned to a particular campus is one year. He always met with people from each group on campus visits: faculty, academic staff, classified staff and students.

Mark Peterson indicated that we like to think we are resources to the Regents, to help them keep abreast of what is really going on. There has been wonderful success bringing classified staff into shared governance. Regent Falbo said that they are accessible to everyone and anybody. The real impact is in what the Regents do with the input they receive. Receiving the information is not a problem; people on campuses are not bashful.

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Can academic staff and faculty representatives be recognized at Board meetings? They feel that they should have an input in education decisions. Nick Sondra suggested maybe they could have input on a subcommittee, such as the Education Committee. The need for the Board's members to talk among themselves is understood, but faculty representatives are a valuable resource too. Perhaps they could participate at one meeting, once a year. Currently, the Board relies on chancellors and provosts to bring them information from the campuses. Regent Falbo noted that they can go back and consider it.

Nick Sondra said that occasional requests for input prior to the Board meetings would be welcome. George Cravins added that he hoped the Regents will follow through on the request so they can get the flavor of what is occurring on campuses. He agrees with Regent Millner that a formalized evaluation outside of the campus would not be helpful. Faculty have the power to govern campuses, they just don't use it. He likes the way things are going. Jerry Addie echoed George that things have been improving over the past two years, and the camaraderie between faculty and academic staff has greatly improved. Nick added that this is a much more collaborative format, rather than a controlled dispensation of information. Regent Falbo indicated it was very gratifying to hear.

The morning joint session adjourned at 11:00 am.

### **11:00 AM - Discussion Among Academic Staff Representatives**

Jerry Addie welcomed the academic staff representatives. He found it a very valuable session with the Regents and faculty. He noted that it was the first time the Regents have come and talked like this, at least in his history.

### **Issues for Discussion with David Ward**

He asked if there were any issues on campus that representatives wanted to discuss with David Ward during the 1:00 pm combined session.

- Getting classified staff involved in the joint meetings was recommended as a topic. Perhaps System can help with this.
- Inviting governance to the strategic planning process.

### **Release Time for Academic Staff Meetings**

Danielle Dickson noted that some academic staff members have difficulties getting release time from their supervisors to attend meetings. For faculty, 20% of their workload is merit/service. Could this be added for academic staff? Sarah Morgan is on a PIAS track and she has it. She'll look at the IAS track, and will e-mail her workload distribution to Danielle.

Campuses deal with release time and service on Academic Staff Assembly and Academic Staff Representative Council in a variety of ways: some campuses reimburse the department for the staff member's release time, others compensate ASA Chairs and/or Vice Chairs for their service through overload, and other campuses provide no compensation at all.

Jerry Addie reminded everyone to update the information regarding their governance structure as this will help ASRC understand the range of campus applications of academic staff governance policies.

### **Distinguished Prefixes**

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Katie Wilson asked if the criteria for eligibility for a distinguished prefix includes a number of years of service, and do campuses have something similar to a post-tenure review for academic staff. Heather McFadden noted that Madison has a post-progression for those that have hit the salary ceiling; the criteria were changed to make eligibility easier. Robert Waksdahl added that promotion criteria are not consistent; at Superior, 7 years of service are required to advance to a senior level. Some requirements are set by System, and some are then modified on the campuses. Some institutions count years of service at other campuses. At Superior, eligible staff apply during the 7<sup>th</sup> year, and get the kick in the 8<sup>th</sup>. Jerry Addie would like to see the process a little more delineated. Sarah Morgan noted that the System policy is general so it can be modified campus by campus for what best suits their needs in regards to titling. Katie Wilson added that the Chancellor has the final decision.

For the Director and professional series, there is no progression. It became an issue at UW-Extension for Program Managers. UW-Madison has discussed including them. The Hayes-Hill classifications complicate the progression; most individuals in those classifications move on before they achieve the distinguished status. Heather McFadden noted that ASRC should advocate for the progression in the compensation and titling discussions to encourage people to remain in jobs they love.

Heather expressed concern about the potential decoupling of faculty and academic staff compensations. Jerry replied that the faculty representatives on the joint council are determined to keep them coupled. Heather noted that it happens at the legislative level; ASPRO will lobby for keeping them coupled, but PROFS will likely lobby for decoupling.

Jerry hopes that the results of the compensation study will be more reflective of what happens on a campus than the Hayes-Hill classifications. Some of these titles should never have been academic staff; people were put in a certain title for the salary.

Florence Aliesch noted that under CUPA she is the lowest paid supervisor. She has received a 2% increase over the past few years, but the other supervisors get 16%, because she is not titled as a supervisor. Other representatives commented that you can't jump to a 2 or 3 based on merit, but on growth.

Shannon McGuire noted that UW loses many new professionals because they don't realize that they are locked in for so many years without promotion. ASRC can advocate for HR to educate our incoming academic staff about this policy. Josh Goldman added that without clear lines for progression for existing employees, all incoming employees are going to be compressing current employees. Michael Martin said this all impacts on the morale of academic staff and that it is a rotating door. Lisa Szromba stated the training loss should be considered a loss of revenue.

### **Tuition Reimbursement**

Sarah Morgan asked what other campuses do about tuition reimbursement. Danielle Dickson said that it is false advertising; it is listed in the benefits package, but is misleading and should be removed from the website. Tom Culviner noted that some people get reimbursed at UW-Extension. Sarah indicated it would be helpful to know the tuition reimbursement policies for other campuses and track for what courses departments are reimbursing. It seems that, in general, it is not happening. Michael Martin indicated that tuition reimbursement is at the discretion of the departments if they have the budget. The class has to be directly related to the employee's current position. Michael Mocksicke noted that the Chancellor has the authority to waive the cost. Sarah asked if faculty could let someone take a class if they weren't replacing a paying student. Josh said it would be giving a state employee a benefit for

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which taxpayers are not eligible. Jerry said a prospective employee could perhaps negotiate this in their contract. How do we educate them that these options are available?

### **Academic Staff Conference**

Jenny Rensch offered UW-Stevens Point as host for the 2015 Academic Staff Conference. The ASRC would be responsible for obtaining the speaker. Mike indicated that ASPRO is willing to assist. Jerry recommended bringing in one of the Regents as a speaker. Danielle advised having the speakers locked in before they break for the summer. The conference has historically been held at the end of July.

The proposed theme for this year's canceled conference was "Systemness" or "UW System - Looking and Moving Forward". Danielle will forward her notes and registration form template to Jenny. Sal Carrenza would have the materials from the Madison conference.

Ray Cross participated in the Madison conference and could be asked to speak again to get his perspective from his new role. With UPS coming online in July, the System HR Director could be invited as a speaker to address the changes. Speakers could discuss unclassified personnel rules or university relations. Another potential topic for the conference would be budget process; perhaps a representative from the Financial Allocation Committee could speak.

Katie Wilson asked about the proposed outcomes for the conference. Jerry listed professional development, networking, dissemination of information, and best practices. If a broader representation of academic staff attends, information about issues can be better distributed. A Q&A session may be needed.

### **Budget Review**

Jerry Addie noted that UW-Stout is undergoing a budget review to: increase efficiency, reallocate to underfunded areas, and develop a better model. Katie Wilson noted that the chancellor at Eau Claire is open about the process and they will need to make cuts. Michael Martin indicated that UW-River Falls has centralized budgeting and program prioritization. To fill a position, they need to make a pitch for it. Program prioritization is done every year.

Jerry asked if they will be paying health benefits for any student worker working 30 hours per week for 3 consecutive months? Heather McFadden noted that UW-Madison has discussed it in regards to student athletes.

### **Academic Staff List Serve**

UW-Superior hosts the academic staff list serve. The list will be updated.

## **1:00 PM – Joint Meeting of Academic Staff Representatives and Faculty Representatives with David Ward**

### **Compensation**

David Ward indicated Ray Cross is actively involved in the compensation discussion. The rumored pay plan doesn't offer a great deal of help, and will likely not fix the problem in the immediate biennium. The Regents and campuses will have to look where they can to reallocate funds. Down the line, they need to regain control of pricing – namely tuition.

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Jerry Addie inquired about a capital campaign for System. David Ward replied that when it was formed one of the questions was "What is the role of UW System?" The campuses said they don't want System to raise money, so System gets a small percentage of whatever is raised by the campus foundations.

### **edTPA**

Ron Jetty discussed the implementation of edTPA for evaluation of incoming teachers. PACT was developed at Stanford and California started using it for evaluating their teachers. EdTPA is a capstone, as in other professional programs. There are some embedded signature processes, but it is just a better roadmap. It does not mean professors have to change their syllabi. Next year, all candidates in pre-service will take edTPA and in 2016 they will do it as a licensure process.

Kay Neal said it impacts terminology and thus limits the curriculum. Some don't want to tape student teachers because of the work involved in getting permissions from all of the parents. It is also a high stake exam from which there might be no recovery being held at the very end of the teacher's training.

Ron noted the videotaping is easy in Madison because parents have to sign off on it on the beginning of school. He is working with Ann Builder on this issue for other areas. Lori Kroger from UW-Oshkosh has a one-pager on cooperating with this process, and UW-Whitewater has a video on YouTube on the same subject. If a student teacher doesn't qualify, they can retake a part of the assessment or all of it. The policy on retakes will be developed in the following months.

Faculty members have been involved in the implementation of this process. Ultimately, it is the state superintendent's decision.

Nick Sondra indicated there are concerns regarding the specificity of the edTPA, and about revising the curriculum to "teach test". Does this impact academic freedom? Will faculty spend all of their time teaching for the edTPA and sacrifice other items? George Cravins asked what is gained and said that singling out the K-12 process is not content. Ron replied this is a much better tool; the PDP process never really lived up to its potential. After completing this, incoming teachers are much better prepared.

David Ward reminded everyone that this is the Department of Public Instruction's program and they set the curriculum. Questions can be e-mailed to Ron Jetty.

### **November Board of Regents Meeting**

**Accountability** – Madison had current data and a good tracking system.

**Economic Development** – There is discussion about engineering programs in the state. There are programs at Platteville, Stevens Point, Madison, Milwaukee, and Stout. The western campuses want to establish a joint program. A survey of businesses around the area is being done for their input.

David Rainville expressed concern about the mission of higher education that is being promoted. It seems that more and more the value of liberal arts will be diminished. David Ward said that the message was supposed to be we need broadly educated people.

**December's Agenda** - The agenda for the December Board of Regents meeting is fairly light. They will discuss the engineering issue, the mission statement from Green Bay, the Education Committee, and UW-Stout's Bachelor of Fine Arts program.

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### **Status of UW-Chapters 4, 7, and 11**

Revision of UW-System chapters 4, 7, and 11 was enabled in August and deals with sexual assault, sexual harassment, dismissal of academic staff, and sexual misconduct. Steve Kolison reported that it is close to being done and should be completed in November. Revisions will be sent out in November, with a request for feedback by the middle of March. When it is returned, legal counsel will review it for consistency. It will then be reviewed by the chancellors, and be submitted for Board review and approval.

The committee to draft the language is meeting on the 21<sup>st</sup>. It should be on the Board of Regents agenda by June.

The primary changes are:

- 1) Rights of the victim to be involved in the process
- 2) Evidentiary standards.

Notice will go to academic staff and faculty representatives when the revised policies are being sent to chancellors. Communications staff in System and on campuses will also be notified.

### **Status of 9/12 Payroll Option**

The 9/12 payroll option is being moved to a priority status for completion. The change will be made.

### **Other Issues**

**Strategic Planning** – The President established a committee with four chancellors, Regent Millner and others. The first meeting was held on October 25<sup>th</sup>. They need to gather the environmental scan analysis, the SWOT analysis, and hold listening sessions to get information from all stakeholders. This will help determine the direction UW-System is going. The next session is on November 21<sup>st</sup>.

**Request for Input from Faculty/Academic Staff** - David Ward asked for assistance with the following to help him build a better picture of faculty/academic staff workload.

- 1) What are the components of work that go into the course time estimate? What is the work input for distance education? Please send examples of student engagement: undergraduate research, applied projects, clinics and labs. Non-instructional details are also helpful; what are we doing outside the classroom, service to the university, and external service. Send vignettes, stories of what the workload entails.
- 2) Faculty and academic staff turnover. Send information about faculty turnover, especially among probationary and tenured faculty. System will send a template to the institutions to collect the data. Go back five years on the turnover.
- 3) Recruitment. Send information on the cost, size of pools of candidates, rejections of offers.

**Please send this information, in one page, by the 1<sup>st</sup> of December to Carmen. Include advising and career advising.**

**Classified Staff Inclusion**– Jerry Addie inquired if UW-System can help encourage the inclusion of classified staff in the joint meetings? David Ward will put it on the Executive Committee agenda.

In closing, it was noted that the Regents appreciated the day's discussion. The meeting adjourned at 2:30 pm.