



Minutes: February 22, 2023 (12:30-1:45)

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Attendance		Absent (A), In Person (IP), Virtual (V), Non-voting (NV)			
A	Jessica Berge	V	Christine Hoover (NV)	V	David Reinhart
A	Ciera Edwards	V	Brenda Johansen	V	Brian Schanen
V	Tatiana Fadeeva	V	Becky Jones	V	Terry Tumbarello (NV)
V	Nicholas French	V	Becky Mueller	V	JP Villavicencio
V	Dana Gordon	V	Rick Pues	V	Jessica Walz
V	Michael Gorman	V	Huckleberry Rahr	V	Abbie Windsor

Meeting called to order at 12:30 p.m. by chair Christine Hoover. The meeting was held via WebEx only due to weather conditions.

**Guest: Jim Disrude**

Jim Disrude attended in order to provide an update on the Winther/Heide Hall project and answer other questions. Jim serves as the legislative liaison and the chief of staff for the Chancellor’s Office. Jim detailed his previous roles in higher education, and noted that one of the first projects he latched onto were the plans to renovate Winther and Heide, which has previously been up for a biannual budget. A few years ago, when the Winther project went up, it did not succeed, and Jim notes that this is fairly normal for the first time a project like that goes up for consideration, and even needing to go through a third biennium would be normal in order to reach a higher priority level. Jim provided some background noting that last time, Winther and Heide were proposed separately, and that the current project includes both Winther and Heide. This decision was made with a lot of unanimous feedback from people experienced in moving similar projects through the process. The feeling was that, if separated, if Winther was successful then Heide would not be. Jim described the process/stages of these proposals. First comes a proposal at the system level, where the system will rank its priority among all projects. Jim notes that this project has moved up in the priority level, and is in a fairly advantageous spot in the rankings. Next is the state building commission, which consists of 6 state representatives and is chaired by the governor. The project will start moving through that process over the next 2 months, which is why the lobbying of that commission has begun. One of the reps was here over the last month and received a tour of all of the nooks and crannies, including a specific tour of the Winther elevator. Jim feels that this was a positive visit, and the other representatives have been invited to similar tours. Next will come the Joint Finance Committee, which will begin in around May and will follow a similar set of meetings and tours. Jim notes that he and other administrators have been involved, and the hope is to begin having students involved in the future. Jim believes that overall, the state will probably spend around 1 billion on these project types, including potentially the Winther/Heide project. An example is the UW Madison Engineering building, which will double the size of the engineering program and is approximately 350 million (around 35% of the budget). Jim believes that we sit around the billion and a half line, meaning that if either the budget isn’t increased or our ranking doesn’t move up, we may not



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be successful this year. This means that Jim and his team's priority is to move the project up in priority, because they don't have a lot of sway over the overall budget level provided by the state.

As a part of an examination of reasons behind the last proposal's lack of success, Jim's team received very clear feedback that Whitewater's messaging last time around was inconsistent, including messages from constituents (i.e. governance groups, community members, students, alumni, faculty members, etc.). Jim noted that it sounded like various stakeholders would go to various legislators with very different, often contradictory messages about the reasons behind the priority of the project. Jim's response to that for this round was to work with experts to find what the best, most concise and effective message would be, and landed on the following three ideas.

- Overall state of Winther (Failing- systems, mechanicals, roofs, fans, pipes)
- Accessibility of Winther (1 elevator, not accessible, 1 ADA restroom, bathrooms are staggered by floor)
- Education Mission (Whitewater licenses the largest number of teachers in the state, there is a statewide teacher shortage)-
- In the middle of a statewide teacher shortage, we cannot allow the building that produces the most teachers in the state to fail.

Jim and his team will continue to bring legislators, craft a variety of messaging avenues. While he doesn't rate our chances as 100% for this round, it is a full-court press. Jim also notes that he wants to be delicate with sharing that message, because we also do not want to affect enrollment by discouraging potential teachers from attending.

A question was asked about Heide – Jim notes that the proposal is for a small addition on the end facing Winther Hall, which will include elevators (the current central elevator would be removed), restrooms, collaborative spaces, a new roof, new windows, new exterior doors, and updates to the atrium area. The design work has not been completed on either, so specific details are not final.

Christine noted that a follow-up question about the legislative visits was who initiated them and what was the intended purpose. Jim noted that his team routinely invites legislators to campus as a part of a relationship-building effort. For example, Ellen Schuett and Scott Johnson (the two reps that cover the city of Whitewater) were on campus in the fall as a meet and greet opportunity. Jim notes that in these visits, they try to provide opportunities to meet a variety of people and groups on campus, especially those related to the representatives' interest areas.

David asks how governance groups can best align themselves with the messaging. Jim notes that first, if there is anything about these projects or other state-wide efforts are concerned about, working with him and his team may be helpful in order to target the message most effectively.

David notes that a similar project was completed around Laurentide, and that the idea of rehabbing an existing building seemed to be viewed more favorably by the legislators, and asks whether that



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preference is still the case. David also asks about the length of such a construction project. Jim notes that all building projects differ, but in terms of this project, legislators seem to be in favor of renovation, given that it will remain in service for a long time. Jim also notes that the state is not interested in building new office buildings only for employees, given potential moves to more flexible working arrangements. Terry notes that just the assessment about whether full rebuild or renovation is more cost-effective costs around \$100,000. Terry asks at what point the level of safety (or lack thereof) will trump other concerns for Winther. Jim notes that safety issues around threat to life are of course being addressed. However, Jim notes that there are many systems that simply do not have replacement parts available any more – for example, if the heating system were to go out, parts of the building would simply be unusable.

Abbie asks for insight about the number of classrooms that would be offline in the case of approval. Jim notes that the plan would be for Heide to be completed first (about a year), then Winther (another year). When Winther is being worked on, the building will be completely offline. Jim notes that there are already contingency plans for the shifting of faculty and classrooms at that time. Abbie clarifies that affected departments are aware. Jim notes that the planning at this point is not precise yet, since this will not take place for at least 4 years.

Christine thanks Jim for attending, and expresses appreciation for Jim's ongoing care in including all shared governance leaders when Regents and other legislators are on campus.

#### **Approval of Minutes:**

The minutes for the 1/25/23 meeting were approved as a unanimous consent item.

#### **Discussion: ASA Meeting Schedule**

Brenda Johansen posed the discussion question: Given that work done by ASA committees often runs throughout the entire year, and that there are frequently questions and items for input posed to ASA over the summer, does ASA want to consider having meetings year-round rather than only during the academic year? Brenda noted that, while there are instructional academic staff members who may not be on contract during the summer, most academic staff outside the lecturer title do work year-round, and many instructional academic staff also teach summer courses, or complete other work during the summer. Furthermore, there are times in which instructional academic staff members are scheduled to teach during ASA meetings during a semester which can impact their ability to attend meetings, just as trainings and other duties may impact other academic staff members' ability to attend.

Brian Schanen noted that, for instructional academic staff, anything that touches on days outside of the 9-month contract can be a very sensitive topic, even bordering on toxic in some departments. Brian also notes that instructional academic staff may immediately ask for payment in the event that any duties fall outside of their contracted days. Huckleberry Rahr notes that, while it doesn't seem like Brenda is proposing that any meeting attendance outside of contracted days should be required, it does seem like



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meetings where no instructional academic staff are able to attend would be very lopsided if held during a time when the majority of academic staff would not be here. Huckleberry also raises the points that quorum would not be reached, and that feedback from instructional academic staff members is crucial. Brenda agrees that this would be an important point to discuss, but that there is already a process to decide on when quorum has been met. Brenda also notes that it could be possible to have an alternate meeting schedule over the summer, with only one or two meetings, rather than meeting every other Wednesday. Brenda also raises the issue that occasionally, when ASA meetings are scheduled over holidays, finals weeks or other crunch times, including Winterim, the same issue could arise.

Huckleberry follows up to say that it is important to recognize that summer can often be a point of contention for instructional academic staff, where they are asked to do a lot, often unpaid, and often do not feel respected. Huckleberry also notes that this could become a situation where individuals who are not on contract will feel obligated to perform work activities in order to avoid losing their voice or the voice of their constituency. Huckleberry hesitates to put that kind of pressure on anyone. Rick Pues notes that it is important to distinguish between belonging to a subcommittee, which is completely voluntary, and belonging to ASA, which is more of an overall responsibility. Rick agrees with Huckleberry that instructional academic staff are already doing a lot of work outside of contract, including making sure their courses are up to date, and Rick is concerned that an expectation of summer meetings may detract from other people being willing to serve in the future. Brenda asks Huckleberry to clarify a point made earlier, about whether an instructional academic staff member who is serving on ASA has any guarantee that they will be scheduled in a way that allows their participation in ASA meetings, and notes that, if no such guarantee exists, this brings up the same questions of representation and voice. Rick responds that typically, departments are out about a year in terms of scheduling, but that there is no guarantee an ASA member will be able to attend meetings. Abbie notes that Rick's department is ahead of the game.

Terry notes as Past Chair that, for executive board members, the work does not stop over the summer, and that the same is true for the Student Affairs and Administrative Affairs constituencies, as well as other groups on campus. Terry notes that frequently, when decisions are being made by campus leadership, if ASA wants an opportunity to provide input or feedback, there is a time limit, and the answer cannot be that we will provide feedback weeks or months later. Terry also noted that, when chair, he would send messages to the entire elected body, and was surprised to get replies from members asking why he was communicating with them when they were not on contract, when Terry felt that he was attempting to be inclusive and proactive by including them in the communication.

Brenda notes that this brings up another good point, that if the ASA does not have a mechanism of some sort for consultation or discussion over the summer, then often those opinions sought from ASA end up coming from whomever answer the phone or email.

Brian asks what the practice is for Faculty Senate and University Staff Council. Brenda notes that Faculty Senate goes during the academic year only, and USC meets year-round. Christine adds that Faculty



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Senate has some specific by-laws contingencies written allowing the Executive Board to make decisions or provide feedback outside of the academic year. Nathan McGovern notes that a year-round schedule would not make sense for faculty, as many of them are off doing research or away from the university altogether.

Terry notes that it is important to remember that there is a different compensation model used for Faculty Senate leadership, which is active during the summer. Christine notes that there is a current stipulation in ASA by-laws allowing for business to be conducted over email, and for voting proxies. Brenda notes that, while those mechanisms exist, they do not seem to fully address the issues of voice, contract, and lack of structured support from departments to allow for full participation in ASA.

A workgroup was formed, including Tatiana Fadeeva, Dana Gordon, Mike Gordon, and Brenda Johansen.

#### **Discussion: Preferred Terminology for Academic Staff**

Brenda presented a report on the results of the recent survey of academic staff on the preferred terminology for academic staff outside of the lecturer title. Overall, 35 responses were received, answering the question of alternative terms and how important this issue was to address. Respondents, on average, did not mark this as a priority. Alternative titles suggested included:

- Professional Staff
- Administrative Staff
- Operational Staff
- Support Staff
- Specialist Staff
- Institutional Staff

Brenda noted that, in sending out this survey, one hope was that a term would be suggested that would make the most sense to everyone, and such a consensus doesn't seem to have been reached.

Becky Jones asked whether there was a difference in responses between instructional academic staff and others, and Brenda regretfully responded that she didn't differentiate between those in the survey. Terry notes that, while this may not be an issue of urgency for the general population, it continues to cause difficulties for the Executive Board and for campus leadership when attempting to be clear in their communications.

A workgroup was formed, including Brenda Johansen, Becky Jones, and David Reinhart.

#### **Chair's Report:**

Christine Hoover noted that the March 8 ASA meeting will be held at the Rock County Campus.

The University Staff Council is hosting a fundraiser at Second Salem Brewing Co. on Friday, March 10 (all day). Show your UWW ID to participate. Funds raised will be by USC for employee appreciation efforts.



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**Vice Chair's Report:**

David Reinhart reported that the Elections Committee has set up the timeline for nominations and elections, and plans to open nominations on March 15. Communications will be sent to all academic staff prior to this.

**Faculty Senate Liaison's Report:**

Jessica noted policy revisions (Nathan noted they were unanimous consent/housekeeping items).

Nathan noted one action item discussed was around sabbatical policy, which has been tabled for now to allow for more fact-finding.

Abbie noted that Tracy has reached out about a working group on the Retake Policy for undergraduates. Becky Mueller added that the sabbatical process will continue to be discussed, and that the concerns seem to center around the communications process in an approval or denial of an application for sabbatical.

**Past Chair's Report:**

Terry reported that a draft of an AS promotions process has been created, and is being circulated to Executive Board and HR for comments and review of legality and conforming with current university and system policies. Terry previews that this is the first policy, and it will not be perfect and will not cover all scenarios. Terry emphasizes that, in his view, getting this policy on the books is the most important priority, and tweaks and improvements can always be made.

Governing Documents Committee is working through the Personnel Rules, and will meet next week. Terry is confident that a draft will be available at the next ASA meeting.

Onboarding Committee is waiting for the HR Director to get up to speed, and will begin the committee work this semester, with a goal of having a process in place for July 1 new hires.

**Other Committee Reports:**

IAS Promotions: Jessica Walz reports that the IAS Promotions Committee met last Friday to finalize recommendations. 35 applications were received, and recommendations were transmitted. Jessica thanked the committee members for all of their important work: Dawn Bacon, Juliana Constantinescu, Nicholas French, Jodi Galvan, Bridgette Hermanson, Brian Schanen, and Michael Stibor.

University Technology: Patty Fragola submitted a written report from the University Technology Committee: Technology purchases due by 3/31/23 and new applications/services requiring DUO authentication begin 3/1/23.

ATP: Brenda Johansen noted that all academic staff members should be working to identify "shadow systems" within their areas as a part of preparing for the upcoming systems transitions. Brenda noted



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that an outside contractor was brought in to identify official systems and programs being used, but that it will be up to each of us to identify the things like forms, spreadsheets, web apps, and other methods of data collection and entry as soon as possible, in order to help make sure that the transition is smooth and that decisions can be made with all possible information.

Meeting adjourned at 1:48 p.m.