



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

The Academic Staff Assembly is an elected body that represents UW-Whitewater instructional and non-instructional academic staff. The Assembly has primary responsibility for formulation and review of relevant policies and procedures and shall be represented in the development of all policies and procedures concerning academic staff members, including academic staff personnel matters.

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

Meeting called to order at 12:33 p.m. by chair Christine Hoover.

Chancellor King joined ASA. He began by thanking ASA for our work, and noted that this is Day 21 for him. He joined an all-faculty meeting yesterday, and noted that his honeymoon period is officially over, because the tough questions are starting to be asked. He appreciates being asked tough questions, because it indicates willingness to find a path forward. Since his arrival, he has expressed to the campus that his priorities in his first 120 days. As of today, he has attended over 150 meetings and activities, including the opportunity to take the bus over to the Rock campus and meet students and faculty there. Strategic planning meeting had an incredible number of people participating. The Chancellor wants to make sure the strategic plan is robust, measurable and allows us to be accountable. He noted that, regarding diversity, equity and inclusion, it seems that at departmental and college levels we have a great handle, but we need to continue work at the institutional level. Dr. King has several ideas that he plans to share with shared governance on the subject. Regarding the financial situation – we continue to have challenges, although we are not in a crisis. The pathway forward is enrollment and retention. We have capacity to grow and capacity for retaining students – current 74% retention, but Dr. King would like to be in the 80s, and plans to work with the provost after spring break to communicate with the entire campus and invite everyone to engage in this work.

Questions – Mike notes that the faculty is attempting to put together a strategy about GPR, but it doesn't involve the other governance groups. What can the rest of us do to get messaging out to the legislature?

Dr. King – the university knows its challenges, and knows the solutions to those challenges. The key is making the courageous steps to pushing the button. This is exactly the case in GPR. The challenge is that the student revenue is distributed in a way that is not equitable, and the amount was generated by people outside of system – System will tell you they don't know why or how they allocate in that manner – it's just the way it's always been done. The solution is to make it fair and equitable. The reason we don't do that is – number one – Madison would lose money – number two – it would create a competitive nature among the campuses. For those reasons, Dr. King believes that the button hasn't been pushed to move toward a difficult solution. Dr. King has been meeting with legislators and system



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

The Academic Staff Assembly is an elected body that represents UW-Whitewater instructional and non-instructional academic staff. The Assembly has primary responsibility for formulation and review of relevant policies and procedures and shall be represented in the development of all policies and procedures concerning academic staff members, including academic staff personnel matters.

representatives about this issue. Everyone knows that there is a solution, but courage is needed to implement. In the meantime, the place where every member of the university can help is enrollment and retention – this is the low hanging fruit. When I talk about enrollment and retention, unfortunately, people look to an individual department or division, but we need to look to every single office on campus. Dr. King is also addressing Winther Hall. He notes that, somewhere along the line, we missed an opportunity to be on the governor’s capital projects list. We made it to the system, but this time around we did not make it to the governor. Regardless of why it happened, but the goal is to get the Winther/Heide on the docket, and Dr. King will be back at the capital again in April to continue to work on it.

JP notes that as an advisor, he appreciates attempting to bring the entire campus into the retention conversation. JP hopes that we can enlarge the retention conversation beyond just the first-year retention. JP notes that the retention conversation is being held in many places – but it seems to be the same conversation that is happening repeatedly, and JP encourages Dr. King to help move past discussing and toward action.

Dr. King notes that there will be an upcoming Chancellor’s Committee on Student Success, charged with this exact task.

Becky Jones asks about the decision to make Matt Aschenbrenner’s position an internal position. Dr. King notes that, by the time we go through an entire external search process, it would be at least mid-April, and the assumption is that we will lose a lot of folk this summer. If we’re going to do a national search for an enrollment person, of any caliber, that should have happened in January. Dr. King’s goal is to find internal talent who can step up to the plate to be our senior enrollment person, with a shorter learning curve, because we need someone yesterday. Dr. King’s goal is to see how the internal search goes first- if it doesn’t yield what he wants, then we will move to a national search. We’ve already begun the process for 2024, so whoever comes in from a national search, it will take them 3-6 months to really get their hands on the process, and it will be 2025 by the time they are able to impact our enrollment. Becky asks whether there is an interim in the meantime, and Dr. King notes that an interim will be named if this internal pool is not successful.

David notes that Whitewater’s tuition is the lowest on President Rothman’s recent communication, which may be a positive in terms of enrollment, but may also include possibilities. Dr. King notes that this decision was made before he began, so he is not sure how the tuition increase request decisions were made. Dr. King notes that it is brilliant that we are the most affordable in the system, and that rubber will meet the road with program fees associated with individual programs, because faculty and staff salaries in certain programs are at a premium, and if that’s the case, the programs should have the ability to charge additional program fees in order to meet those premium salary demands. For example, if we have the top business college in the state, Dr. King would assume that



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

The Academic Staff Assembly is an elected body that represents UW-Whitewater instructional and non-instructional academic staff. The Assembly has primary responsibility for formulation and review of relevant policies and procedures and shall be represented in the development of all policies and procedures concerning academic staff members, including academic staff personnel matters.

The tuition increase that we requested should cover enough for our pay plan increases, which he expects to be 4%, and in the state of Wisconsin, for whatever reason, the institution has to pay a part of that plan, instead of the system funding it.

David notes that he served on a school board, and there was a set formula for state aid that was set decades ago, and that the formula occasionally needs to be updated. David wonders if the same need holds true at the UW System level.

Dr. King notes that the current formula works if enrollment is stable, but provides more details on the effects if enrollment drops.

Business:

Resolutions of Appreciation for Interim Chancellor Chenoweth, Interim Provost Fox, and departing Faculty Senate Chair Tracy Hawkins passed with unanimous consent.

The Joint Shared Governance Statement to the Chancellor passed with unanimous consent.

A resolution on Amending the Shared Governance Processes for Joint Resolutions was moved to the next meeting in the interests of time.

Reports:

Academic Staff Promotions Committee: Terry notes that HR has reviewed this proposal. Also notes that ASA approval does not mean this is implemented, this still needs to go to cabinet. HR's notes focused on mirroring the IAS process as much as possible. Terry also notes that the rest of the system is watching with interest, because no other campus has a promotions process either. The administration has said they welcome this, which has not always been the case. The biggest hurdle is getting this approved. Terry recommends that we focus not on the edge cases for this round, but rather pass this and then finesse for edge cases and what-if scenarios in the future. Terry also notes that, like any other promotion on campus that is tied to pay, there may be many times where an individual is worthy of the promotion, but cannot be given one because of a lack of funding. Mike Gorman moves to bring the AS Promotions Committee Policy Resolution as presented by Terry to the floor, Becky Jones seconds. Discussion follows.

Becky Jones appreciates this, and plans to vote aye. However, she notes that there is a wall of no available promotion after 6 years, which seems problematic. Mike notes that, for a new employee, 3rd, 5th and 7th years will be the minimum. Brian notes that IAS is 3rd, 6th, and 9th, so this creates a different ladder. David asks about how many people are being discussed. Christine notes there's around 600 academic staff, including around 250 lecturers, leaving about 350 individuals who would be affected by this.



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

The Academic Staff Assembly is an elected body that represents UW-Whitewater instructional and non-instructional academic staff. The Assembly has primary responsibility for formulation and review of relevant policies and procedures and shall be represented in the development of all policies and procedures concerning academic staff members, including academic staff personnel matters.

Terry notes that it is difficult to compare apples to apples between the lecturer position and other academic staff titles.

Dana asks to clarify the level of FTE required, and Terry notes that all levels should say “in your current position”, but it is missing in the original draft of Level One.

Becky Jones has called the question, with the notes in Level One be added “in your current position”.

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

With 2 members absent and all others voting yes, the motion passes. Christine notes that this may be the first time in the UW System a process has been approved.

Elections Committee:

Christine notes that nominations for elections are open – please submit by April 5 for yourself or someone who would be a great fit!

Christine adds that the Awards and Promotions committees have noted that, in the past, we have done a more robust job of recognizing those receiving awards, promotions, emeriti status, and other recognition. Christine is hoping to turn the early May executive committee meeting into an all-staff

Other Business

Meeting adjourned at 1:48 p.m.