



Minutes: April 26, 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)			
V	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	A	JP Villavicencio
V	Dana Gordon	IP	Rick Pues	V	Jessica Walz
IP	Michael Gorman	V	Huckleberry Rahr	V	Abbie Windsor

Meeting called to order at 12:30 p.m. by chair Christine Hoover.

Minutes for the 4/12/23 meeting were approved by unanimous consent.

Updated ASA Meeting Schedule Proposals

Brenda Johansen moves and Brian Schanen seconds the adoption of Proposal 2 of the Updated ASA Meeting Schedule Proposals. No discussion follows and the motion is approved by unanimous consent.

Brenda Johansen moves and Tatiana Fadeeva seconds the adoption of Proposal 3 of the Updated ASA Meeting Schedule Proposals. Discussion follows, and Brenda and Tatiana accept a friendly amendment to update the wording to say “a Wednesday in June and a Wednesday in August, to be determined by ASA at the time of approving the remainder of the year’s meeting dates.” The motion is approved by unanimous consent.

Chair’s report

Christine noted that the shared governance leadership attended Coffee at the Capitol earlier this week and advocated for the Winther/Heide project.

- Notes on “probationary faculty” portion of performance evaluation of instructional academic staff (lecturers)
- Workgroup formed at system level in order to address this.

Julia Rowehl is now serving as interim chair of USC after Jacqui Palcic’s departure, until the new chair is elected in June.

May 10 meeting will be a celebration and recognition, and Christine’s goal is to make business portion as brief as possible. In person attendance is encouraged if possible, in order to celebrate the accomplishments this year and the incoming and outgoing students.



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Vice Chair Report

David reports that the social planned for tomorrow, 4:00 at Second Salem. Notes that WSG discussed the attendance policy in a fairly animated fashion. David notes that some students appear to feel frustration that they've had some difficulty moving back to pre-COVID structures. David notes his opinion that there is a need to get back on track in regards to expectations of student attendance, and suggests that this may require some sort of standardized university attendance policy. Mike notes that Faculty Senate has discussed a university-wide attendance policy, and that current attendance policies on campus vary widely and the most stringent policies bring up a number of difficulties. David notes that the WSG meeting video includes a large amount of testimony from students. Terry notes that the Attendance Policy Committee has had two meetings so far this year, and that WSG last week did call a special meeting for the sole purpose of passing a resolution requesting that campus institute a campus-wide attendance policy. Terry's opinion after reviewing the concerns is that, over the last few years, students have been told by a chancellor not to come to class if you're not feeling well. The attendance policy on record reflects that students are encouraged to work with their instructors, but does not include a requirement that instructors work with their students.

Terry notes that this year, students have come forward showing specific documentation that they were told a death certificate must be produced in order to be excused from a class due to a family death. Students who claimed a positive COVID test and were ill have also been documented as not being excused. Terry notes that there are currently very mixed messages being sent to students, and the committee's purpose is to find something that is manageable and workable. Rick (who also participates on the committee) notes that his feeling is that students are looking for just some reasonable amount of flexibility, while currently there are some instructors who allow for no flexibility at all. Rick's opinion is that it depends very much on the nature of the class and whether or not it's knowledge-based or skill-based. In Rick's opinion, in a knowledge-based class, students should be able to be independent in gaining some of this knowledge in a flexible manner, if necessary, while a skill-based class can be more difficult to provide independent opportunities to participate. Terry notes that the committee is reviewing policies from other schools within and without the UW System, and that there is a common belief that this is addressing a small group of problems on an extreme edge. Huckleberry notes that the problem must be looked at from both ways, and provides an example of a student dealing with a death in the family and the difficulties presented by long-term absences. Christine notes that if anyone else has any thoughts, let one of the ASA members serving on the committee know (Terry, Rick, JP, and Ben Dobner from Financial Aid).

Faculty Senate Report

Jessica reports that the meeting yesterday (4/25) included a report from the chancellor identifying places where the makeup of the cabinet is changing, an update on the Winther/Heide project, and a conversation about the structural deficit. The chancellor indicated that the goal next year is to reduce the deficit from 8.5 million to around 6 million, using strategies including increased enrollment and



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retention. Both of these strategies appear to be on track so far. Net gain from the tuition increase is being examined. A consolidation of vacant positions is being discussed with stakeholders. There was a healthy discussion around the pay plan. The chancellor has indicated that the increase will not be 4% across the board, as a part of the budgeted money will be used for addressing promotions and pay inequities. FS passed a resolution on facilitation the degree completion of Cardinal Stritch students at Whitewater, making the transfer process a smooth experience for the students affected. The WSG attendance policy resolution was discussed, and faculty noted that they want to be supportive of student concerns. The provost discussed the policy around filling faculty vacancies. The form has been updated, but the provost stressed that the process remains the same. Nathan adds that discussion also centered around the fact that the form is largely centered around budget and enrollment, rather than academic issues. Nathan also notes that it is difficult to imagine exactly what kind of rules for attendance could be developed. Brian asks whether layoffs were mentioned. Christine responds that they have not been discussed, and that there are a large number of unfilled positions that have been vacant for more than a year. An evaluation of the need for each faculty or IAS position as it comes open is also going to include a review of whether any efficiencies can be identified. Terry notes that he received a request to review any such vacancies for his department. Mike notes that a similar conversation was held with IAS, and that the chancellor notes that the goal is to fill the deficit with enrollment growth. Brian asks about the targeted enrollment growth needed. Mike notes that he doesn't know what it is, but that it is a clear benchmark that has been set. Christine notes that communicating with current students and encouraging fall enrollment whenever possible is the most important step. If they are not enrolled by the end of the spring semester, planning for fall is much more difficult.

Past Chair Report

Terry notes that the review of the Personnel Rules has been completed. Terry notes that the required years for Emeriti Status in the current by-laws differs from the rest of campus (15 in ASA and 10 for FS and USC).

David moves and Mike seconds a motion to update the required years of service to qualify for Emeriti Status from 15 years to 10, in order to align with other shared governance procedures for emeriti.



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All members present voting aye, the motion passes.

Voting		Absent (A), Non-voting (NV), "Aye" or "Nay"			
Aye	Jessica Berge	NV	Christine Hoover (NV)	Aye	David Reinhart
Absent	Ciera Edwards	Aye	Brenda Johansen	Aye	Brian Schanen
Aye	Tatiana Fadeeva	Aye	Becky Jones	NV	Terry Tumbarello (NV)
Aye	Nicholas French	Aye	Becky Mueller	Absent	JP Villavicencio
Aye	Dana Gordon	Aye	Rick Pues	Aye	Jessica Walz
Aye	Michael Gorman	Aye	Huckleberry Rahr	Aye	Abbie Windsor

Search Committee Reports

Brian reports that the COAC Dean on campus interviews will begin tomorrow, and each will be 11 to 12 pm in Heide 113, and will also be available by WebEx. Brian was pleased that the final candidates show a great representation of the COAC departments. Mike asks whether ASA chose not to have a representative on the search committee, and Christine notes that this search began prior to that resolution passes.

Becky Mueller expects VC of University Relations and Foundation President to be announced soon.

Brenda Johansen reports that the search for the Executive Director of Housing has been put on hold as the Chancellor and Dr. Wesley examine the position and the recruitment.

Christine thanks all search committee members.

Constituency Reports

Becky Jones and Tatiana raise the concern of the possibility of reducing the segregated fees directed to the Children’s Center. Currently, there is one full-time student and 5 part-time students utilizing the center, with the remainder of the spots filled by faculty/academic staff. Becky notes that, if that money is removed from the support of the Children’s Center, it is important for ASA to demonstrate support for the Children’s Center. Tatiana notes that the Children’s Center provides hands-on experience for students, research opportunities, and support for a variety of communities. Becky notes that there are currently plans for a Drop-In Center to be created, which will be helpful. Becky Mueller notes that the drop-in care will also be providing subsidies to Rock County students to provide with support. Discussion of the Children’s Center mission, structure, and various means of funding follows.

Consent item – A resolution of appreciation for the service of Jacqui Palcic as a part of shared governance was approved unanimously.

Meeting adjourned at 1:51 p.m.