



Minutes: September 13, 2023 (12:30-1:45)

Approved as amended by ASA 9/27/23

Attendance		<i>Absent (A), In Person (IP), Virtual (V), Non-voting (NV)</i>			
A	Jessica Berge	V	Michael Gorman	IP	Becky Mueller
V	Heather Conte	IP	Christine Hoover (NV)	IP	Huckleberry Rahr
IP	Ciera Edwards	V	Brenda Johansen	V	David Reinhart
V	Tatiana Fadeeva	IP	Becky Jones (NV)	IP	Brian Schanen
A	Nicholas French	V	Nadine Kriska	V	Jessica Walz
IP	Dana Gordon	IP	Kirsten Mortimer	V	Abbie Windsor

Meeting called to order at 12:31 p.m. by Chair Becky Jones.

Minutes from the 8/9/23 meeting were approved by unanimous consent.

Emeriti resolutions for George Clokey, Linda Eshelman, and Terry Golembiewski were approved by unanimous consent.

**Discussion:**

IAS Review Resolution – Brian Schanen (Faculty Senate Liaison) presented a proposed resolution on the review of IAS for promotions. Brian noted that this is the third lap around on this particular discussion as we continue to refine the process of review for instructional academic staff. Every department seems to have a different system, and ASA often gets chairs asking questions, and confusion continues.

The Provost seemed to use a fairly broad definition of the term “service” in that definition. Brian asks whether we should continue moving toward updating Personnel Rules, or update the language in purple books? Huckleberry notes that last spring, math department staff received a one-time stipend for completing peer observations, because they were able to write up a proposal and get it funded. Christine notes that this is another thing that varies from department to department – some have freedom to do observations, and some only have faculty that can do that. Christine notes that it would be nice if there was a seamless promotions and review process, in order to allow for the documents collected and prepared for one process to be used for the other. Brian agrees that some form of cohesion would be nice. Mike Gorman notes a concern that a lot of academic staff may have service, but the UW System and individual universities actively avoid acknowledging service by academic staff, as it is almost never in a contract. Mike wonders whether it is allowable to require or consider such service? The language seems to note that you cannot pay attention to service that is done, because it is not a part of the position, and is not remunerable, which seems to imply that service by academic staff has no value. Mike believes that it is important for ASA to have a stance on this. Heather Conte notes that another challenge in this area is reviewing what is even available within a department, as opportunities for service vary widely. Huckleberry Rahr notes that there are many committees that are looking for service, and this would be a great way to get academic staff exposure to committees.

Mike notes that most of his interactions are with staff who complete a lot of service work at the Rock campus, and wonders what the attitude toward academic staff service is on the Whitewater campus? Brian notes that it is very dependent on department. Huckleberry believes a lot of academic staff don’t know about the need, don’t know about the opportunities, and are often feeling overwhelmed already,



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which makes it more of a hurdle. Christine agrees and notes that often it first comes up for new staff when they are looking at promotions and see that this is something they don't already have covered.

Brian notes that, on the topic of service requirements for promotion, last year's instructions note that service, research, and other activities (if required, or if the applicant would prefer to denote them) can be included.

### **AS Promotions Update**

Becky Jones notes that there is continuing confusion about the way to distinguish between academic staff with and without instructional status, aside from calling them "non-instructional academic staff".

Becky had a further conversation with Chancellor King last week about the rejected AS Promotions Policy, and he noted that he wishes there was an accept/deny/propose modification option. Becky's impression is that, if ASA were to modify the previous promotions resolution and remove the reference to a promotional salary increase, it would be approved. ~~Kirsten asks whether removing compensation at this point would weaken ASA's position later.~~ Kirsten asks if removing compensation would mean the proposal would no longer meet the objective of achieving parity with the academic staff policy, noting that if the objective remains parity, it's removal will not achieve the goal of the proposal (corrected 9/27/23, BJ). Becky notes that she has also requested more clarifying information about when and how compensation increases are available. Mike notes that University Staff Council is having a large problem with pay raises being rejected by HR, and the fact that no one seems to know who has approval authority on these. Huckleberry asks where our pay is in comparison to other system campuses, and whether the pay raises are tied to the purpose and whether they are a market rate adjustment or a merit pay increase. Brian notes that this seems to be something that the university compensation committee is going to be examining.

Mike notes that he feels that it is dangerous to build equity pay into the promotions process, because you run the risk of barring yourself from equitable pay. Mike notes that it is important that the promotions process should address merit, not equity.

Becky Jones notes she has a meeting with Brenda Jones (VC Administrative Affairs) this coming Friday, and one important item will be clarification on pay raise processes available on campus.

### **Chair Report**

ASA Goals: Becky Jones notes that most of the ASA priorities and goals submitted by members were related to continuation of previous priorities – that work has been begun, but needs to be continued. She notes that the previous year's priorities included pay progression, equality, contracts, flexibility, onboarding, promotions, telecommuting, shared governance collaboration, outreach and emeriti status. The Emeriti Status priority has been completed. The priority of contracts was begun to be addressed, but has not yet been clarified and finalized. Brian notes that his department chair had a struggle with contracting last year, ending up in a loop of attempting to find contract statuses.

Becky notes that tuition reimbursement is a new priority for this year's list, to build on the previous step allowing for reimbursement of UW-Whitewater tuition to academic staff. Becky will also work with Faculty Senate and USC to see if there are any interested in making this a shared governance priority.



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Becky will send out an updated list of priorities based on these conversations, and they will be included in future agendas.

As of this morning, enrollment is at 11,342, which is a positive trend. Becky notes we are still waiting on a number of high school student enrollments, and graduate student programs that are still registering. This will finalize as of the 10<sup>th</sup> day of the semester, and be verified sometime in October/November. UW System's estimated goal for us was 11,462, which would be a 3-4% increase.

Pay Plan – JCOER has not scheduled a meeting as of yet, so there is no update on this.

Branch Campus Assessment – In the conversation with the chancellor, Becky notes that we expect Rock to continue as a branch campus. Other system former 2-year campuses may announce closure soon.

Strategic Plan work continues, and the first meeting will be this Monday. Some teams are still being put together, and are new from the previous planning groups.

University Compensation and Benefits Committee – Tatiana Fadeeva and Jessica Walz will represent us, and can pass on any concerns/questions.

Campus Security/Communication - Becky mentioned a concern about campus security to the chancellor, including several incidents over the last two years – a local tornado in which no sirens sounded on campus and no communications were sent out after a power outage. The chancellor mentioned that active shooter training will begin again on campus.

NetID Updates – Following a May 2022 resolution to update staff NetIDs of former students, Becky reached out to Sara Deschner, who noted that this process will begin, but is taking a longer time to roll out due to staffing turnovers and ATP priorities.

ATP – Becky noted that it's possible that ATP implementation may be delayed. Becky Mueller notes that a 0, 6, or 12-month delay is being contemplated, but we will not be notified until the Board of Regents has been notified and agreed, and that in the meantime, we are not to change anything in our planning processes.

Dean of COEPS Search – Becky Jones has reached out to multiple COEPS academic staff to find a search committee representative, and was not successful. Becky Mueller or Jennalee Johnson (Children's Center) will represent ASA, based on their scheduling availability.

VC of ITS Search – Becky Jones expects to receive a request for a representative on this search soon, so contact her if interested.

Dean of Students Misconduct Hearing Committee – ASA has been asked to provide at least 4 names to serve on this. A relatively short training will take place later in September. These may be academic or nonacademic. Mike notes that the trainings are scheduled for the next 2 Thursdays, and that your name is put into a pool and you may be asked to do some hearings on an individual basis, and they are voluntary. Mike also notes that the committee mostly hears appeals. Abbie asks about the time commitment and the remote/in person option. Mike notes that all of those he's participated in (3) have been remote, but it is at the discretion of the student, and that the hearing itself takes about an hour, with documents received about a week ahead of time, and about a week afterwards to work together to



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finalize a report. Mike also notes that the Dean of Students office provides all of the organization and structure for the hearings, with great support.



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### **Vice Chair Report**

Mike notes that committee recruitment has been in progress as he double checks the purpose and current membership of each. University Staff Council met last week, and most of the topics were similar to what ASA has discussed. They do have structures for supervisors to request compensation increases, but they are having trouble implementing them. They report that pay raise requests sent by supervisors are being rejected and no one seems quite clear who rejects them. Remote work policies were also discussed, and Mike feels like this would be a prime topic for joint shared governance collaboration. Mike notes that there are wildly different policies across campus.

### **Faculty Senate Liaison Report**

Brian notes that the FS meeting yesterday was also similar to ours. Goal setting included a review of faculty committees and the difficulties of finding representatives.

### **Open Floor**

Kirsten Mortimer notes that Duo MFA for students will be mandatory on 9/19, and that we are still between 20 and 30% enrollment. Encourage students to at least download the app. ITS can come to class, there is a PowerPoint available to walk through with students, there is a knowledge base article.

Christine notes that the Academic Appeals Committee will need one more academic staff representative.

Becky Jones notes that if anyone who is currently an ASA representative on a university-wide committee does not want to serve again this year, just contact her to let her know. Becky continues to hope to increase our pool of active volunteers.

A representative for the University Technology Committee is needed.

Meeting adjourned at 1:37 p.m.