



Minutes: September 27, 2023 (12:30-1:45)

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

Also in attendance: Kat Bastien (University Staff Council), Jodi Simek, Kai Instefjord, Katie Popp, Ryan Wright, Kim Nath (Faculty Senate), Dawn Bacon, Jessica Smith, Jonathan Spike, Olesya Ostapenko, Matthew Baier, Kari Pahl

Meeting called to order at 12:32 p.m. by Chair Becky Jones.

Amended minutes from the 9/13/23 meeting were approved as presented.

**Chair Report:**

**Budget:** Based on information from the chancellor, UW-Whitewater’s portion of the \$32 million cut from the legislature was \$680,000 in the EDI space. A six-figure EDI vice chancellor or Chief Diversity Officer will not be hired under Dr. King’s leadership. Human Resources and Diversity is now simply Human Resources. Undergraduate Research is now in Andersen Library in the Research and Sponsored Programs space. Honors is now reporting to Kristin Plessel. No one was fired as a result of these changes, although some individuals have departed.

**Diversity Programming:** A few changes moving forward as a result of recent supreme court decisions and legislative cuts: Scholarships through the University cannot be based on race or ethnicity, although the Foundation is separate from this. The SDES was divided up, with most departments moving under the Provost’s Office. The work will continue on at department levels, and Vanessa Perez’s position will not be filled.

Rather than diversity coordinators within each college, there will now be inclusivity coordinators. A new committee is being organized, and ASA will have representation. Previously, many people on campus were interested in the topic, rather than having representation from specific areas with a responsibility to report back. A discussion is being held around whether subcommittees of specific inclusivity areas on campus may be moved under this. Anneke Lisberg is working to reimagine the diversity forum, and to reimagine the IE committee, and will request representation from ASA soon. She is also working to create a repository of what is currently being done in this space. A system process is also happening, so it is on hold right now.

Diversity nominees are needed for the Regents Award – the deadline has been extended to October 4.



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There is a new Inclusivity statement. The African-American Task Force is being reimagined, as is the LatinX Task Force. There are also a number of programs on campus that are specifically steered towards underrepresented minority groups, such as upward bound, McNair, scholars, etc., and some language review is under way on those.

Tatiana asks whether this has to do with the recent decision of the state legislature to remove DEI efforts from the university. Michael notes that this topic was also discussed at the recent statewide ASA meeting, and it seems that there is not much that the university system can do at this point while the legislature works through the process.

**UW-W Rock:** Another engineering partnership was signed today between UW-Whitewater at Rock County at UW-Platteville.

**Strategic Plan:** Work has begun on the action steps in the strategic plan. Action teams are intended to be experts in the areas involved, so there is no specific shared governance representation on any particular team at this stage, but some members may be contacted to participate. There is now an overall theme of collaboration that will be tied into all of the action items.

**Enrollment:** Enrollment data currently stands at about 11,500 (11,467 as of the 10<sup>th</sup> day), which is great news. This is directly in line with the system projection of 11,462, and this is not the case across the system, so UW-Whitewater and the team working on all of this has done an extraordinary job. So the enrollment space is now shifting to look at persistence through spring of 2024, and also fine tuning communications that are being sent out to make a consistent re-enrollment plan across the university to get students to register for classes again. The team is also taking a closer look at the navigate withdrawal survey and some of the data from that, and continuing to recruit students for 2024.

**International Education:** International education is a new focus area, so John McGuigan now has a full release from courses this semester in order to concentrate full time on that space. The domestic and international offices have been combined to recreate a true center, and an international admissions coordinator position will be hired, along with a full time director. ASA will be asked for a representative on that search committee when it comes, so please contact Becky Jones if that's of interest. A contract is being worked on to funnel international students into the program, which is currently working through the procurement process.

**MFA Enrollment:** Duo went live for all students this week, and ITS has been working hard to get all students enrolled and able to access all campus tools. Becky wants to thank all of the academic staff who worked so hard as a part of this effort.

**Explorance/Blue Student Evals:** Explorance/Blue student evaluations are currently being piloted with 8W1 courses. This is still on track for full implementation. If there is interest, Becky will work with Kirsten and ITS to potentially arrange a demonstration.

**Deloitte:** Preliminary Priorities identified in order to get to a 0 deficit – developed from conversations at Strategic Plan and Budget Committee: Improvement in retention and graduation & enhance student journey; Diversity enrollment strategies; Develop policy-based approach to academic portfolio & right size; Leverage Rock Co to achieve Whitewater's Strategic Vision; Create a culture of urgency and accountability. There will likely be a townhall in November about this. This is a preliminary report, and won't be finalized until later in the year, as Whitewater is the first campus to be doing the consulting



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work with Deloitte. Whitewater volunteered as the pilot, so they have been on campus longer than they will be with the rest of system.

**Vision 2030:** Vision 2030 will be a developed vision of where we want to see our campus in 2030. More info to come.

**Campus Buildings:** When the Heide/Winther projects was submitted to System, a request was also made to demo White Hall at the same time. Further discussion is centering around the future of the Little Red Schoolhouse.

#### **Committees:**

ASA is still in need of a representative for the following committees:

- Leadership Feedback Committee – IAS
- Admissions and Academic Standards Committee - IAS
- Title IX Committee
- Director of International Education Search Committee

**Direct Admissions:** Academic and student affairs priorities include dual enrollment, and direct admissions is an area of priority. Current high school juniors will be the first group that can move into direct admissions for the Whitewater school district.

#### **Vice Chair Report**

Mike attended the System Governance Meeting recently. The subject of EDI came up, but no system-wide changes are currently being made. Academic staff pay progression was discussed. It sounds like many UW schools have attempted this and have run into the same barriers that ASA has experienced. It seems like it is easier to convince administration that pay progression for instructional academic staff is simpler to pass, because there is a similar policy in place for faculty. In general, the resistance seems to stem from the large pool of academic staff, which translates to a large dollar amount.

The pay plan was discussed. President Rothman attempted to be optimistic on its chances, but the Regents seemed to be less optimistic.

High level search committee implementation – UW Parkside’s recent experience was that, in order to save money on the search, they had to reduce the candidate’s opportunity to only one day on campus, which made a very limited amount of interaction with shared governance. The shared governance groups noted that they recommend that other campuses avoid limiting the amount of interaction allowed.

A change will be made to the method of health care deductions. This December, no deductions will be made, and then deductions will resume in January. This is to align the deduction for the month in which the health care premium is paid. Christine asked about it’s impact on summer, and Mike noted that there was no update on any changes for summer pay.

Kirsten asked whether HR would make any formal announcement to explain the process and it’s impact on various employee and contract types. Mike notes that this was just an update from the System level, but it’s probably expected that individual institution HR departments will explain.



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### **Faculty Senate Liaison Report**

Brian noted that Faculty Senate discussed the availability of a grievance ombudsman at Eau Claire and La Crosse. Christine notes that Milwaukee and Madison also have that. A discussion followed of previous attempts to make that happen on our campus. Christine will go back through previous notes to see what can be resumed in those efforts.

Brian noted that the Provost's Working Group on Instructional Academic Staff will meet the first Friday in November with John Chenoweth and Kristin Plessel.

Mike noted that the College of Integrated Studies recently realized that there is no current IAS class visitation policy that works for online, asynchronous courses, and asks whether there is a current policy in any other areas. Brian answered that his department utilized the COBE evaluation process for his online course, because COBE has a larger number of online classes. It looks at things like student interactions and course components. Christine notes that COBE utilizes a national model as a standard.

### **Past Chair's Report**

Christine will begin the Governing Documents Committee work in the next few weeks, and asks that anyone who has any specific items to call out in By-laws or Personnel Rules let her know as soon as possible to make sure it is added to the priority list for this year. Many changes have a domino effect, so it is important to consider them as a body.

### **Open Floor**

Becky Jones noted that there are still seats available for ASA Committees, and we hope for participation from academic staff other than the elected members of the assembly. Reach out to Mike Gorman or Becky Jones if you're interested! Open committees include Elections, Outreach, Governing Documents Review, and IAS Promotions.

ATP Implementation: Becky Mueller reported that the Board of Regents will consider a one year delay of ATP implementation at the next meeting. Sara Deschner has suggested that anyone on campus who needs to change current plans be sure to document any costs that will be associated with this delay (i.e. the need to extend a separate vendor contract). Brenda agreed and believes that Becky is doing a great job.

Titling Committee: Becky Jones noted that this committee will be reinstated, and Becky Mueller and Patty Fragola will serve on it. (This is a university-level committee)

Christine noted that UW-Whitewater's self study for our ~~AASC~~ AACSB (corrected 10/11/23 BJ) accreditation is coming up.

Mike noted that Parkside and Oshkosh both need to balance their budgets this year, as they have no reserves available. Widespread program and position cuts may be implemented, or already have been implemented. Oshkosh seems to be working hard to shelter it's faculty while the academic staff bear the brunt of layoffs. Becky Jones noted that while Oshkosh's enrollment always seemed higher than Whitewater's, 2-3,000 of those were high school students in a dual enrollment program. Mike notes that schools are still struggling to find a way to make dual enrollment something that is at least cost neutral, rather than something that operates consistently at a loss.



University of Wisconsin  
**Whitewater**

Academic Staff Assembly

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Meeting adjourned at 1:30 p.m.