



Minutes: February 28, 2024 (12:30-1:45)

Membership 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	A	Christine Hoover (NV)	V	Huckleberry Rahr
V	Ciera Edwards	V	Brenda Johansen	V	David Reinhart
IP	Tatiana Fadeeva	IP	Becky Jones (NV)	IP	Brian Schanen
V	Nicholas French	V	Nadine Kriska	V (partial)	Jessica Walz
A	Dana Gordon	V	Kirsten Mortimer	A	Abbie Windsor

Also in attendance in person: (none)

Also in attendance virtually: Kari Pahl, Joe Post, Jodi Simek, Kat Bastien

Meeting called to order at 12:33 p.m. by Chair Becky Jones.

Minutes from 2/14/24 were approved by unanimous consent with an update to the date in the header to show the correct date.

Action Items:

Human Resources Office Naming Correction Resolution:

Brian Schanen moves and Tatiana Fadeeva seconds a motion to bring the Human Resources Office Naming Correction Resolution to the floor. No discussion follows. The resolution is approved by a unanimous vote of all present.

Roll Call Voting Record		<i>Absent (A), Yes (Y), No (N), Abstain (AB) Non-voting (NV)</i>			
A	Jessica Berge	y	Michael Gorman	y	Becky Mueller
y	Heather Conte	NV	Christine Hoover (NV)	y	Huckleberry Rahr
y	Ciera Edwards	y	Brenda Johansen	y	David Reinhart
y	Tatiana Fadeeva	NV	Becky Jones (NV)	y	Brian Schanen
y	Nicholas French	y	Nadine Kriska	a	Jessica Walz
a	Dana Gordon	y	Kirsten Mortimer	a	Abbie Windsor



Minutes: February 28, 2024 (12:30-1:45)

Adjunct Instructor Definition at UW-W Resolution:

Michael Gorman moves and Brian Schanen seconds a motion to accept the Adjunct Instructor Definition at UW-W Resolution. Discussion follows. A friendly amendment is offered to update the phrase “adjunct lecturer” to correctly read “adjunct instructor” in two places and is accepted. David Reinhart notes that in experience in previous institutions, a move to add a larger number of adjuncts can signal a move to reduce the number of long-term employees, and hopes that no similar plans are being made here. Brian replies that there are currently a little over 60 employees with this title, and a number of them serve as student teacher supervisors. Brian continues to say that since the title was added into the TTC library, it has been put into use without any collaboration with ASA or shared governance in general, and the purpose of this resolution is not to increase the use of the title, but rather to codify and standardize the appropriate usage. David follows up to ask whether this will allow ASA to track the instances in which the title is used, and Brian agrees, and Becky Jones notes that this will also codify the appropriate working titles for each instance. Michael Gorman adds that it is appreciated that Human Resources has assured shared governance that there is a specific process of checks and criteria being followed per the guidance in the TTC Library that the appointing department is expected to meet in the event that this title is used. The resolution is approved by a unanimous vote of all present.

Roll Call Voting Record		<i>Absent (A), Yes (Y), No (N), Abstain (AB) Non-voting (NV)</i>			
a	Jessica Berge	y	Michael Gorman	y	Becky Mueller
y	Heather Conte	a	Christine Hoover (NV)	y	Huckleberry Rahr
y	Ciera Edwards	y	Brenda Johansen	y	David Reinhart
y	Tatiana Fadeeva	NV	Becky Jones (NV)	y	Brian Schanen
y	Nicholas French	y	Nadine Kriska	y	Jessica Walz
a	Dana Gordon	y	Kirsten Mortimer	a	Abbie Windsor

Adjunct Instructor Promotions Eligibility Resolution:

Brian Schanen moves and Becky Mueller seconds a motion to accept the Adjunct Instructor Promotion Eligibility Resolution. A friendly amendment is offered to update the phrase “adjunct lecturer” to correctly read “adjunct instructor” in two places and is accepted. Discussion follows. Michael Gorman notes that HR mentioned adjuncts are normally credited around .25 or .33 years of service. Brian Schanen notes that he wants to confirm with HR what the process is prior to putting that into any written resolution. David Reinhart asks whether this resolution is urgent to adopt, given that the years of service conversion is unknown. Becky Jones notes that will be a clerical issue for HR, as adjunct instructors are not eligible for promotion either way. The motion passes and the resolution is adopted with 12 members voting aye and 1 voting against.



Minutes: February 28, 2024 (12:30-1:45)

Roll Call Voting Record		<i>Absent (A), Yes (Y), No (N), Abstain (AB) Non-voting (NV)</i>			
a	Jessica Berge	y	Michael Gorman	y	Becky Mueller
y	Heather Conte	a	Christine Hoover (NV)	y	Huckleberry Rahr
y	Ciera Edwards	y	Brenda Johansen	n	David Reinhart
y	Tatiana Fadeeva	NV	Becky Jones (NV)	y	Brian Schanen
y	Nicholas French	y	Nadine Kriska	y	Jessica Walz
a	Dana Gordon	y	Kirsten Mortimer	a	Abbie Windsor

IAS Promotions Committee Timeline Resolution:

Tatiana Fadeeva moves and Becky Mueller seconds a motion to accept the IAS Promotions Committee Timeline Resolution. Discussion follows. Brian Schanen notes that February disappears very quickly, so with the deans letters coming in early February and needing to finish reviews prior to the second Wednesday as well as scheduling a committee meeting, a larger window in which to complete these tasks would be helpful. Brenda Johansen notes that there remains an unclear jump in the timeline between the recommendations being sent to the Provost and the Chancellor notifying applicants of their results. Brian replies that the committee is working to update the materials after a full review. The motion passes and the resolution is adopted with a unanimous vote by all members present.

Roll Call Voting Record		<i>Absent (A), Yes (Y), No (N), Abstain (AB) Non-voting (NV)</i>			
a	Jessica Berge	y	Michael Gorman	y	Becky Mueller
y	Heather Conte	a	Christine Hoover (NV)	y	Huckleberry Rahr
y	Ciera Edwards	y	Brenda Johansen	y	David Reinhart
y	Tatiana Fadeeva	NV	Becky Jones (NV)	y	Brian Schanen
y	Nicholas French	y	Nadine Kriska	y	Jessica Walz
a	Dana Gordon	y	Kirsten Mortimer	a	Abbie Windsor

Academic Staff Hearing and Appeals Committee Establishment Resolution:

Brenda Johansen moves and Tatiana Fadeeva seconds the motion to accept the Academic Staff Hearing and Appeals Committee Establishment Resolution. Discussion follows. A friendly amendment was accepted to add the phrase “denial of promotion” to the first bullet point of the committee primary function, prior to non-renewal.



Minutes: February 28, 2024 (12:30-1:45)

Roll Call Voting Record		Absent (A), Yes (Y), No (N), Abstain (AB) Non-voting (NV)			
a	Jessica Berge	y	Michael Gorman	y	Becky Mueller
y	Heather Conte	NV	Christine Hoover (NV)	y	Huckleberry Rahr
y	Ciera Edwards	y	Brenda Johansen	y	David Reinhart
y	Tatiana Fadeeva	NV	Becky Jones (NV)	y	Brian Schanen
y	Nicholas French	y	Nadine Kriska	y	Jessica Walz
a	Dana Gordon	y	Kirsten Mortimer	a	Abbie Windsor

Chair Report:

The Chancellor will attend the next ASA meeting. If you're able to attend the next meeting in person, that would be appreciated. If you have anything specific to discuss, let Becky Jones know.

The State of the University will also be held in March, and will also include information on the Chancellor's Committees.

The vendor who makes chairs for people who are at 25 years of service is no longer making the chairs. So, if you are coming up on a 25-year anniversary, the Foundation is actively attempting to source an alternate gift. The Chancellor would like to make it very clear that it is not his decision to remove these chairs.

Campus minimum wage, starting March 1, is \$17.00. A number of people were moved up from \$15.00 to \$17.00. Some individuals who were already at \$17 were moved up slightly. This will cost the university about \$100,000 , and affected about 30 individuals, mostly university staff.

Aladdin will be discontinuing their food service contract and Chartwells will be returning. Fox World Travel will also start a contract July 1, replacing the current travel agency contract with Travel Incorporated. Travel arrangements can currently be made through Travel Incorporated, and any existing reservations will be transferred, but may lose some visibility of details. If you have travel after July 1, it may be best to wait to reserve until after that.

Last year, stipends for ASA Executive Committee were changed from \$10,500 down to \$7,499. (Unclear if it was \$7,499.00 or \$7,499.99) Becky has communicated with the Chancellor that the Executive Committee has put in extensive work, especially post-COVID, that there was no notification of the change, and requested that the original amount be restored. Becky notes that the way that shared governance groups are compensated is not currently something that's equitable, and JSG is looking into that.

The Heide/Winther project has passed the legislature and is sitting with Governor Evers.

Vice Chair Report:

The last Board of Regents meeting was fairly quiet in comparison to the previous one.



Minutes: February 28, 2024 (12:30-1:45)

The last ASRC meeting was 2/2/24, and the main issue was the DEI/funding package. Student governance groups are fairly upset that the deal was taken by the Regents. Most of the employee governance groups seem to range from acceptance to anger that the Board President continues to present it as a negotiated deal rather than extortion. There is frustration about the messaging, especially that messaging only seems to be focused on the Regents. Individual institutions and shared governance groups don't seem to have access to any messaging to be able to communicate that we have not abandoned the concept of DEI.

A general academic staff promotion policy continues to be discussed. UW-Eau Claire got a title progression passed, but it has \$0 budgeted, which means it is essentially meaningless.

A letter was circulated that ASRC plans to review and approve this Friday in order to ask the system president to meet with Academic Staff Governance on a regular basis, rather than just meeting with Faculty governance regularly.

Faculty Senate Liaison Report:

Brian reports that Faculty Senate met yesterday, and discussed some curricular innovation topics. Becky notes that the attendance policy being discussed is going to an all faculty vote at some point.

Promotions Committee Report:

Brian reports that the committee met and forwarded recommendations on all applications to the provost's office, and has some items that they plan to bring to the governing documents committee for cleanup.

Past Chair Report (none)

Committee/Constituency Reports

Elections Committee: Michael reports that, if your term on ASA is up, you should have received an email yesterday. There are 7 people who could run as incumbents, evenly split between academic staff types. Since the last meeting of May will probably be May 8, the elections timeline will be bumped up, and nominations will open on March 9. An email will be circulated to all academic staff this week to begin priming that. Nominations will be open from then until spring break. If your position is up this year, please consider running again, and recruiting friends!

Awards & Recognition: Ciera Edwards reports that the committee (Ciera, Nadine, Joe) chose one instructional academic staff and one academic staff and sent the selected names to Kristin Plessel.

UC Advisory Board: Ciera reports that the next meeting will be April 12.

Student Affairs: Ciera reports that the Student Success conference will be this Friday, which is why the UC Advisory Board meeting is cancelled this week. The Dining contract change is being finalized, and everyone in student affairs is still actively engaged in the chancellor listening sessions.

ARCE: Becky Mueller notes that there was a quarterly update send out last week providing an audit status for the 18 current audits for the 2023-2024 year ongoing. P Card, ATP, Student Driver Authorizations, Contract Approvals are all scheduled for upcoming internal audits.



Minutes: February 28, 2024 (12:30-1:45)

Parking: Becky Mueller reports that the committee has met and reviewed the MOUs currently held and have provided some communications. Becky Jones notes that technically this committee is a task force, and the actual parking committee has not yet been reconstituted, which students are concerned about.

University Compensation and Benefits: Tatiana reports that the committee met last week, and the main topic was to redefine the purpose of the committee. It was decided to meet more frequently, and the onus was put on governance groups to identify the issues, propose solutions to the issues, and calculate the costs of those solutions prior to May 1. When Brenda Jones was asked about the budget for those solutions, she noted that she would like to have numbers in order to be able to add them to the budget. Jessica Walz notes that Brenda also provided a fairly comprehensive presentation on the way in which the minimum wage raise calculations were done. Tatiana notes that Brenda also has another spreadsheet where she is compiling information from other UW institutions in order to compare the standings of each UW institution wages for each position. Jessica notes that this list didn't include instructors, and when asked, Brenda indicated that this would be more complicated because of the 9-month employees. Jessica plans to meet with her working group to make a specific data request. Becky Jones notes that she does have the data for our campus, but not comparables for other UW institutions. Becky Jones also notes that the chancellor reported to her that the solutions did not need to include dollar amounts, only the solutions. Tatiana notes that this was information that Brenda Jones reported specifically, multiple times in the meeting. Becky Jones notes that cabinet wants to be able to take the money that they have available, and look at a menu of options towards which they can put that money and affect as many people as possible. May 1 is the deadline communicated by both Brenda and the Chancellor.

University Technology: Kirsten reports that Sara Deschner has advanced the technology road map and an ITS strategic plan that have both been accepted by the Chancellor and the Cabinet. A search was completed for the Deputy CIO, who started in that role on Monday. Aaron Axelson, who served as interim, is now permanent. The next tech surplus sale will be in April. One big change will be that there will no longer be early access passes available. Instead, the Warhawk Emergency Fund and another group on campus are partnering with ITS to identify and provide devices to students in need – specifically getting laptops on campus to students who need them. Upgrades to Microsoft 365 are coming soon, so if you haven't yet, you'll get notification. There will be a Windows 11 rollout next year, but early testers are welcome.

Strategic Planning and Budget: Becky Jones reports that the Chancellor reiterated that there will not be mass layoffs or furloughs. If there is someone leaving, it would be a one-off item through restructuring. The budget is currently in an ok space, so as long as enrollment remains stable, the outlook is good. Spring enrollment is up about 4% from last year. A full budget review showed that a 5-year IT contract that came due this year made the current year appear to be behind. As a whole, budgeted amounts for deficit is forecasted to be \$843,155 this year – less than a million. And most of the remaining amount was the IT contract of \$1.4 million, so we would have been positive without that. Brian confirms that the \$800K deficit is for the current fiscal year (2023-2024). Becky notes that the current forecasted deficit for next year is just over \$3 million, but that this is as a part of the way that system budgets, and not reflecting the actual cash basis of our planned spending. A tuition increase of about 4.5%, (base of 3.75% across system, with additional campus request of .75%) is expected. 1% of the system increase would go to financial aid and the tuition promise, and about .5% would go to individual campuses. Becky will send this out in an email summarizing the tuition plans.



Minutes: February 28, 2024 (12:30-1:45)

Deloitte Report: Becky Jones reports that the report has been received by campus, but not yet released by system for dissemination. Four campuses will probably be released together, and Becky expects it soon.

COEPS Dean Search Committee: On campus interviews will be the second week of March

Chancellor Chief of Staff: On campus interviews planned for early April. Becky Jones notes that this position being filled will be a big help for shared governance.

Open Floor

Brenda Johansen announces that she is resigning as Communications Director and Student Affairs representative at end of this academic year, and a replacement for both roles will be elected in the spring elections.

The meeting was adjourned at 1:49 p.m.