



Minutes: April 3, 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
A	Heather Conte	V	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	IP	Jessica Walz
IP	Dana Gordon	V	Kirsten Mortimer	V	Abbie Windsor

Also in attendance in person: (none)

Also in attendance virtually: Katie Popp, Pamela Warren, Jamie Busse, Greg Iaccarino, Kari Pahl, Kari Borne

Meeting called to order at 12:30 p.m. by Chair Becky Jones.

Minutes from 2/28/24 were approved by unanimous consent.

Minutes from 3/13/24 were approved by unanimous consent.

**Chair Report**

Voting for ASA is closing April 8, so please ensure your votes are submitted.

Annual Outside Activities report is due at the end of April – follow instructions in email received recently.

Tuition increase proposal is going to the Board of Regents, 3.75% across all universities, Whitewater has asked for an additional amount, bringing it to 4.5%. Whitewater is not the only institution requesting an additional increase. Much of what the system is requesting will not go to campuses, but rather will be used for Bucky’s Tuition Promise. Tatiana notes that only Madison and Milwaukee are doing the tuition promise programs, and asks if there is an end date or target. Becky notes that it seems to be slightly different on all campuses, but generally falls under the financial aid category. Changes in the way Minnesota reciprocity tuition is managed are also under way, allowing the campuses accepting the Minnesota students to collect that directly.

May 1 ASA meeting will include a catered lunch open to ASA members from this year as well as newly elected members for the 2024-2025.

May 15 ASA meeting originally scheduled was cancelled due to the conflict with the Teaching and Learning Conference, so May 1 will serve as the organizational meeting.

**IAS Compensation Committee**

Jessica Walz reported that the working group (Heather Conte, Brian Schanen, Jessica Walz, Nick French) developed a list of IAS Compensation issue priorities, per the charge of the university compensation



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committee. The charge also required the committee to bring the number of staff and budget implications around the priorities. Becky Jones notes that the chancellor did not mention that need to bring the financial implications. Jessica notes that she raised that concern at the last compensation committee meeting, and that Brenda Jones noted that there would be HR people available to assist with that. Jessica notes that assessing the potential number of people impacted by something like inversion seems relevant, but having an analysis of the full fiscal impact of that priority seems challenging and outside the scope of the committee's expertise.

Jessica shared the draft priorities document. A list of questions is included, calling back to the struggles Christine had last year in attempting to acquire the relevant data. Jessica pointed out portions focused on creating a procedure for analysis, understanding when adjustments were made, and increasing the pay for summer and winter courses, as well as a portion that looks at prioritizing individuals charged with additional campus roles in administrative work, additional course work, etc. Discussion follows.

Becky Jones notes that campus use of and tracking of lump sum payments has been scattered and unclear historically, making it difficult for individuals to know what lump sum is being paid out on what pay period and to track whether they have been paid appropriately for work as agreed.

#### **Academic Staff Compensation Committee**

Tatiana Fadeeva shared a data sheet showing the current pay grade breakout by minimum, maximum, and midpoint band for all academic staff outside of instructional status. Discussion follows.

Tatiana's plan is for those in grades 16 to 22 to be brought up to band 5 regardless of time at university. After that, anyone at band 5 or higher with 4 or more years of experience will be the next group of priority if funds are available.

David notes that the minimum being discussed seems like a reasonable place to start, but notes that 4 years of service seems like a long time. Tatiana responds that this is based on the work done and feedback received by the University Staff Council, who were told to pace themselves due to shortage of funds. They were told to look at longer time increments in order to cover any increases when funds are available. Brian proposes 3 years, which aligns a little better with promotions processes and faculty increases.

Tatiana notes that an additional priority is to have that market midpoint reviewed approximately every 5 years in order to account for inflation, and to have a centralized remote work policy. Becky Jones notes that another conversation about 360 reviews is going to be brought before the chancellor by shared governance as well, along with remote work policy. Tatiana notes that some sort of stored data on performance reviews beyond satisfactory/not satisfactory would be incredibly helpful in this space.

Jessica Walz asks whether this is in place of doing a promotion plan. Tatiana notes this could address promotions. Becky Jones notes that ASA has been told by the chancellor that a promotions policy that does not include any pay increase would be accepted by leadership. Jessica Walz also notes that it seems unclear how priorities could be reviewed in the future, as the priorities of all shared governance groups can be expected to shift as time goes on. Becky Jones offers to have the shared governance leaders all request an ongoing process of priority review and update.

The deadline for submitting these priorities is May 1, although Faculty Senate had already completed their full priority list prior to ASA or USC being told that these priorities were required.



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### **Vice Chair Report**

Mike Gorman reports that voting has opened and is ongoing this week. Committee reports for the 2023-2024 year are requested by May 1<sup>st</sup>, which is the final ASA meeting this year. The Board of Regents is examining a family leave policy. The legislature is pursuing action against Board of Regents members who did not vote in favor of the DEI deal, which has resulted in the removal of at least one.

Michael shared a document showing the non-pay benefits mapped to appropriate UWS policies created in February of this year. The system governance group is looking for feedback on which of these are most important and how to prioritize among them.

### **Faculty Senate Liaison Report**

Brian Schanen reports that Faculty Senate recently had their all-faculty meeting, which resulted in the approval of an updated attendance policy.

Abbie Windsor notes that the attendance policy update does not affect what is required for financial aid.

### **Committee Reports**

Awards – Jessica Berge and Christine Hoover have been nominated for awards.

University Technology Committee – Abbie provided an update on Help Desk staffing. ITS currently has over 500 devices sitting in stock and is updating policies around that.

Chief of Staff Search Committee – Christine Hoover reports that interviews are completed and a recommendation has been submitted to the Chancellor, an announcement is expected soon.

COBE - Christine Hoover reports that COBE had their accreditation visit. The team noted that they were very pleased on many fronts. An official report is expected sometime over the summer. The COBE Associate Dean of Accreditation and Special Projects search is ongoing, and Kelly Delaney-Klinger is currently the interim.

SPBC – The release of the Deloitte report has been pushed back – now waiting and releasing 6 campuses at once – expecting 4/11/24.

Admissions - Tatiana notes that as of 4/25/24, direct admission for freshmen will begin. In July, current juniors will get letters noting that they are admitted to almost all institutions in the UW System. Michael asks whether all high schools have joined. Tatiana notes that they must be using 3 specific systems, so it is possible that some charter schools or virtual schools may not be participating.

The meeting was adjourned at 1:40 p.m. upon completion of all agenda items.