

**2010 – 2011
Academic Staff Assemblyⁱ
23 February 2011 Agenda**

**12:15 – 1:45 p.m.
University Center 68A**

- 1. Budget Repair Bill and 2011-2013 Biennial Budget Updates**
- 2. Collective Bargaining/Unit Clarification**
- 3. Resolutions**
 - a. Employee Pension Contributions Resolution [Ehlen]*
 - b. Furlough Resolution [Ehlen]*
- 4. Approval of 9 February 2011 Minutes**
- 5. Academic Staff Committee Reports**
 - a. Awards [Weber]
 - b. Economic Issues [Ehlen]
 - c. Elections/Balloting [Clokey]
 - d. Government [Fragola]
 - e. Organization [Miolo]
 - f. Professional Development [Ehlen]
 - g. Instructional Promotions [Farmer]
 - h. Review [Ogunsola]
 - i. Title Appeals [Ehlen]
 - j. Titling [Naff]
 - k. Rewards and Recognition [Simes]
- 6. Updates/Announcements**
 - a. Director of FUN [Naff]
 - b. Assembly Priorities [Ehlen]
- 7. Other Business**
 - a. LGBTQ Taskforce Meeting [Ehlen/Simes]*
 - b. Retirement Resolution of Robin Pettersen [Ehlen]*
 - c. Miscellaneous/Round Robin [Assembly Staff]

ⁱ *Italicized items include attachments for review/discussion.*



Academic Staff Committee

January 20, 2011

Keith Gilkes, Chief of Staff
Office of Governor Scott Walker
115 East Capitol
Madison, WI 53702

Business Administration Bldg.
PO Box 413
Milwaukee, WI
53201-0413
414 229-4120 *phone*
414 229-5198 *fax*
www.uwm.edu/Dept/SecU/asgov/index.html
ascomm@uwm.edu

Dear Mr. Gilkes,

In the spirit of cooperation and collaboration between state leadership and state employees expressed as a desire by Governor Scott Walker, the Senate of the Academic Staff at the University of Wisconsin-Milwaukee unanimously passed the enclosed resolution regarding state employee pension contributions.

Academic Staff at UW-Milwaukee work in a variety of professional capacities to both provide and support the university's core mission of teaching, research, and development. We are instructors, researchers, administrative directors, administrative specialists, grant writers, program managers, and academic advisors, among many other titles, who care deeply about the success of students and the institution in which we serve.

We are also state employees with a commitment to the fiscal solvency of the state budget as well as taxpayers with an interest in an equitable and reasonable balance between revenue collections and expenditures.

Furthermore, we are members of working and middle class families who are sacrificing and striving to provide for ourselves and our loved ones at home through challenging economic times.

The enclosed resolution presents a request that balances the diverse interests of Academic Staff at UW-Milwaukee at a time of great economic and budgetary hardship. It is a request that allows us to contribute to the bottom line of the state budget in difficult times. It is also a request that ensures we are able to continue to provide for ourselves and our families at home while maintaining a sense of morale required to serve students and the institution to the best of our collective ability.

Thank you for your time and consideration of this resolution. We look forward to working collaboratively and in good faith together on this matter and other critical issues in the future.

Sincerely,

A handwritten signature in cursive script, appearing to read "Sara Tully".

Sara Tully
Chair, Academic Staff Committee

cc: Members of the Joint Finance Committee
Michael Lovell, Interim Chancellor, University of Wisconsin - Milwaukee
Tom Luljak, Vice Chancellor for University Relations, University of Wisconsin - Milwaukee
Kevin Reilly, President, University of Wisconsin System

**University of Wisconsin-Milwaukee Academic Staff Senate
Resolution on Employee Pension Contributions**

WHEREAS, Wisconsin State Statute 40.05 stipulates, for UW academic staff, an employee-required contribution toward the Wisconsin Retirement System (WRS) pension fund of 5 percent of earnings; and

WHEREAS, Wisconsin State Statute 40.05 allows employers participating in the WRS, including the State of Wisconsin, to cover all or a portion of the employee-required contribution as part of the employee compensation package; and

WHEREAS, the State of Wisconsin, as the statutorily-defined employer for UW academic staff, has covered the full employee-required contribution as part of the negotiated compensation package offered to UW academic staff; and

WHEREAS, in the event that a proposal is made to prevent employers participating in the WRS, including the State of Wisconsin, from covering the employee-required contribution or otherwise require UW academic staff to pay up to 5 percent of their salaries toward the pension fund; and

WHEREAS, UW academic staff incurred a 2 percent pay cut with the rescission of a salary increase in 2009 to alleviate state budget shortfalls; and

WHEREAS, UW academic staff incurred an additional 3 percent pay cut as a result of state-mandated furloughs in 2009-2011.

NOW, THEREFORE BE IT RESOLVED that any legislation leading to a required employee contribution to the WRS pension fund be implemented in a phased manner to ease the negative impact on already reduced take-home pay for employees; and

BE IT FURTHER RESOLVED that any required employee contribution to the WRS pension fund not exceed 1 percent of earnings per fiscal year in additional contributions beyond the previous year's contribution rate.



OFFICE OF THE ACADEMIC STAFF ASSEMBLY

Resolution of the University of Wisconsin-Whitewater Academic Staff Assembly

Regarding the Implementation of Possible Future Furlough Days

WHEREAS, Governor Doyle ordered the implementation of a furlough policy over the last biennium, requiring all full-time twelve-month employees (prorated for part-time employees) to take a total of eight (8) furlough time off (“FTO”) days each year and full-time nine-month employees (prorated for part-time employees) to take six (6) FTO days each year, including the fixed furlough days and the corresponding number of floating furlough days, and

WHEREAS, the University of Wisconsin System determined “that those furlough days taken by faculty and instructors could not be taken on instructional days, thereby preventing the public from experiencing any reduction in the amount of visible services provided by the University,¹” and

WHEREAS, the University of Wisconsin System further determined “that those furlough days taken by non-teaching staff be coordinated and covered by colleagues in order to minimize or eliminate the impact on University Services, in essence increasing the workload disproportionately among non-teaching staff,²” and

WHEREAS, the Academic Staff Assembly of the University of Wisconsin-Whitewater surveyed its constituents and seventy-one *per cent* (71%) of respondents were uninformed about guidelines for reducing workload expectations, with a majority reporting no effect in time spent on job duties due to the furlough program, with many comments referring to the same amount of work for less pay, and

WHEREAS, the academic staff of the University of Wisconsin-Whitewater consider that, while the attempt to reduce costs was laudable in its intent, this failure to reduce the visible services of the University has left the mistaken impression that the University fully functioned with only ninety-seven *per cent* (97%) of its budgeted financial resources, thereby leaving the academic staff uniquely vulnerable to additional furloughs as our representatives continue to seek out ways to reduce government spending, and

WHEREAS, the University of Wisconsin System has been a frequent target for budget cuts over the previous decade, and

THEREFORE, BE IT RESOLVED THAT we, the University of Wisconsin-Whitewater Academic Staff Assembly request that, should furlough days be implemented in the future, academic staff will urge to have those FTO days taken on normal business days, including instructional days, without requiring colleague coverage and/or support. This would thereby recognize the concrete reduction in services, both in quantity and quality, which is the unintended and undesirable effect of furloughs on the University of Wisconsin System as a whole.

¹ Quote from UW-System President Kevin P. Reilly.

² Quote from UW-System President Kevin P. Reilly.

**2010 – 2011
Academic Staff Assembly
9 February 2011 Minutes**

**12:15 – 1:45 p.m.
University Center 68A**

PRESENT: Freda Briscoe, George Clokey, Denise Ehlen [Chair], Nancy Farmer, Mike Flanagan, Patty Fragola, Giuliana Miolo [Vice Chair], Elizabeth Ogunsola, David Reinhart, and Curt Weber

ABSENT: Nadine Kriska, Kyle Naff and Kim Simes

1. Approval of 26 January 2011 Minutes: Miolo/Farmer moved to approve the minutes. The Assembly discussed/reviewed the minutes. Approved by unanimous vote.

2. Academic Staff Committee Reports

- a. Awards [Weber]: Weber reported that the Committee will be meeting in the upcoming weeks to review nominations.
- b. Economic Issues [Ehlen]: No report
- c. Elections/Balloting [Clokey]: Clokey reported that he will send the Election timeline to the Assembly for ratification in the upcoming weeks.
- d. Government [Fragola]: Fragola presented the Academic Staff survey to the Assembly and called for a vote. Ogunsola/Reinhart moved to approve the survey. Approved by a majority: 8 Aye, 0 Nay, and 1 Abstain (Clokey).
- e. Organization [Miolo]: No report
- f. Professional Development [Ehlen]: Ehlen reported that the Committee met on 7 February 2011 and made recommendations for funding. Ehlen called for a vote to ratify the recommendations of the Committee. Miolo/Fragola moved to approve the recommendations. Approved by a majority: 7 Aye, 0 Nay, and 2 Abstain (Ogunsola and Weber).
- g. Instructional Promotions [Farmer]: No updates
- h. Review [Ogunsola]: No updates
- i. Title Appeals [Ehlen]: No updates
- j. Titling [Miolo for Naff]: Miolo reported that several titling meetings are scheduled for the upcoming weeks. Miolo also reported that Aimee McCann would like to consider updating the titling process. Ehlen will follow-up with her to obtain more information.
- k. Rewards and Recognition [Simes]: Simes reported that the Chancellor approved the recommendations of the Committee and letters have been sent to the awardees. Simes also reported that the Committee met and decided on a 1 March 2011 deadline for the spring round of the Rewards and Recognition program. Pellien will update the web with this information.

3. Updates/Announcements

- a. Director of FUN [Ehlen for Naff]: Ehlen reported that the next FUN event/lunch will be on Thursday 17 February 2011 at 12:00 pm in UC 266.
- b. Assembly Priorities [Ehlen]: No updates
- c. Academic Staff Representatives Council [Miolo]: Miolo reviewed highlights from the 4 February 2011 meeting.

4. Other Business

- a. Collective Bargaining/Unit Clarification [Clokey/Ehlen]: Clokey and Ehlen reviewed recent news from System.
- b. Resolution on Employee Pension Contributions [Ehlen]: Due to time constraints, this will be discussed at the beginning of the 23 February 2011 meeting.
- c. Furlough Resolution [Ehlen]: Due to time constraints, this will be discussed at the beginning of the 23 February 2011 meeting.

Consensus to adjourn at 1:15 p.m.

Respectfully submitted,
Casey Pellien, Governance Associate

Chancellor's Task Force on LGBT MINUTES from February 9, 2011

Present: Amy Edmonds, Chris Hollar, Michael Perry, Crista Lebens, Dan Colleran, Eric Barber, Gwen Hering, Ken Kohberger (*welcome back!*), Kim Simes, Jeff Angileri, Robin Fox, Mary Beth Mackin, Brent Bilodeau, Dan Schultz (WSG), Ashley Struck, Lessa Marty, Katka Showers-Curtis, KJ Freudigmann, Nicki Viso,

Unable to Attend: Amanda Helm, Elena Levy-Navarro (*teaching at this time*), Joel Rollings, Kyle Naff (*meeting conflict*), Cindy Estrup, Kate Burrow (*tracking students*), Krista Kim

1. No changes to the January 12th Minutes
 - a. Request for Preferred Gender Pronouns (PGP's) to be identified when people introduced self
2. **Robin Fox was nominated for the 2011 Dr. PB Poorman System Award**
 - a. Kyle Naff deserves a **MONSTER THANK YOU** for all the effort and hard work he put into pulling this nomination together. The nomination was forwarded to Liz Ogunsola and on its way to the Chancellor on 2/9. *Kim Simes had no input on the decision of nominating Robin Fox.*
3. **Social Norming Campaign**
 - a. Before we move forward we are waiting to hear the game plan from the Inclusive Excellence Committee.
 - b. There are MORE "We R Purple" Buttons in Marketing & Media Relations
 - c. There was a recommendation to look at the "Campus PRIDE" website to see if we would like to go through the process to have UW-Whitewater recognized on this site. Several UW-System schools are listed and it is a campus self – assessment. ***Please take a moment to look over the site and offer feedback at our next meeting <http://www.campuspride.org/aboutus.asp>.***
4. **The next Safe Zone training is on Wednesday, March 16th 12:00pm in UC 262**

Facilitators Needed: Michael Perry (*possible KJ Freudigmann or Chris Hollar*)
5. **Katka & Ashley reported on their Undergraduate Research regarding faculty training on teaching LGBT students.** They have contacted roughly 200 randomly selected faculty members on campus. They have received 40 responses some requesting to meet others not requesting to meet. Some responses have been rude. They will be presenting their findings on April 12th at the undergraduate research day - time and location TBA. Ultimate goal is to create a training program for faculty.
6. **Coordinator of LGBT* Outreach and Services** draft was reviewed with the following recommendations
 - a. Position work in the context of multiple identities and intersections working from the context of two-spirit (educate across academics units pulling all areas together).
 - b. Focus on Bystander Intervention (Step UP concept developed by the University of Arizona in conjunction with NCAA – from how to intervene in class to hazing)
 - c. Knowledge of social justice and transgender issues (with willingness to learn more)
 - d. Follow job description format similar to Lynn Smith with Adult Returning Students and Jan Nordin with Veteran Services
 - e. Would be a Academic Staff Unclassified position
 - f. We are in conversation with Sue Rankin for a letter of support for this position

- g. The Women's Studies Department is more than willing to "house" this person and bring them on as adjunct faculty (*they are VERY enthusiastic about this possibility*)

7. **"The State-of-the-Art in Women's, Gender, and LGBTQ Studies: Interdisciplinary, Intersectional, Global, and Comparative** – March 25-26 at the Pyle Center in Madison please contact Helen Klebesadel hklebesadel@uwsa.edu if you have questions

8. **Other Topics that were discussed:**

- a. Katka and Lessa discussed sessions they attended at the Creating Change Conference
 - i. The intersection of LGBT and Immigration in consideration of the Dream Act
 - ii. Passed around booklet "Injustice at Every Turn" is information gathered from the largest sample of transgender respondents (e.g. 41% likely to attempt suicide, 7% incarcerated) for more information please go to <http://www.endtransdiscrimination.org/report.html> to secure raw data please contact jharrison@taskforce.org to assist in changing policy
 - iii. Audism Unveiled in relationship to the deaf community
 - iv. Homo-normativity the L & the G take precedence over the B & the T
 - v. Shepard/Bird Act 6% on duty Police Officers are the offenders of harming LGBT family members. In order to pass this it goes through inter-state commerce. They need to find "interesting" ways of getting around things.
 - vi. Transgender Health Care
- b. KJ attended the Inclusive Excellence Conference:
 - i. A lot of Intergroup dialogue took place with 5 students from multiple system schools with faculty members attending
 - ii. "NOT HERE" concept started with UW-Stout starting with poorly stated language similar to Safe Zone training (start in the residence halls)
 - iii. Possibly feel "too many" events on campus
- c. Please attend our first Transgender Brainstorming Meeting next week on Wednesday 2/16 at 1pm in UC 262.
- d. Assistant Dean of Students & Director of the Lesbian, Gay, Bisexual, Transgender Campus Center at UW-Madison position opening – these are due on Monday, February 14th
- e. March 7th – Ted Cox "Infiltrate X-Gay Movement" please contact Katka for more information

9. **Our Next Meeting will be** Wednesday, March 9th in UC 259A from 1 until 2pm

Warhawk Involvement Resource Center Programming

The Body Image Project - Monday, February 14th 6:15pm in Summers Auditorium
Tuesday, February 15th in classes (if your class would be interested please let us know)
Tuesday, February 15th 4pm reception at the Fiskum Art Gallery

Boxes and Walls - Monday thru Thursday, February 14th to 17th in Esker

FAFSA Hands On - Wednesday, February 16th at 4pm in McGraw 19A

Lunch, Discuss, Grow - Wednesday, February 23rd from 12pm to 1pm in the Warhawk Involvement Center - Susan Huss-Lederman will be talking about the Fulbright Scholarship.

Praise Dance - Thursday, February 24th at 5pm in UC 275

Portraits of Courage: American Women having it All - Tuesday, March 1st at 2:15pm in the Hamilton Room

Graduate Student Panel - Tuesday, March 1st at 5pm in UC 275 (during BSU meeting)

Drag Show - Thursday, March 10th at 9pm in the Hamilton Room (admission fee TBA)

“Iron Jawed Angel’s” film - Tuesday, March 8th at 6:30pm in Summers Auditorium

Staceyann Chin – Wednesday, March 9th at 7pm in the Hamilton Room

Wednesday, March 9th at 3pm in the Fern Young Terrace (Women In Leadership Recognition)

Thursday, March 10th classroom visits prior to 12pm

Dialogue on the Human Perspective - Friday, March 11th at 1pm in Esker 108

“Good Hair” film - Tuesday, March 15th at 7:30pm in Hyland 2203

Transgender Day of Visibility/Transgender Monologues – 7pm on Wednesday, March 30th

Safe Zone Training

Tuesday, February 22 in UC 260 from 11:30a – 12:30p with Chris & Kyle Facilitating

Wednesday, March 16th 12:00pm in UC 262

Thursday, April 21st at 12:30pm in UC 260

Transgender Brainstorming Meetings

Wednesdays from 1pm to 2pm

February 16th UC 262

April 20th UC 262

May 18th UC 260

The University of Wisconsin-Whitewater
Academic Staff Assembly
RECOGNIZES THE RETIREMENT OF
Robin E. Pettersen

WHEREAS, *Robin E. Pettersen has faithfully served the University of Wisconsin-Whitewater for 26 and a half years; and*

WHEREAS, *Robin E. Pettersen has served as a leader in the Theatre/Dance Department, where her expertise as a teacher, performer and choreographer have brought a breadth of experience and perspective to the program; and*

WHEREAS, *Robin E. Pettersen and her teaching have made countless contributions which have positively impacted students and the quality of our educational programs; and*

WHEREAS, *Robin E. Pettersen has been a multi-faceted teacher, as demonstrated by her classes in the dance program (all three levels of Contemporary Dance Techniques, all three levels of Ballet, both levels of Composition; and Improvisation/Sound), as well as in the theatre program (Movement for the Actor); and*

WHEREAS, *Robin E. Pettersen created and taught two new Dance Program courses (Dance Appreciation and Performance Art), as well as being a member of the original team which created World of the Arts; and*

WHEREAS, *Robin E. Pettersen was the 2005 recipient of the University Academic Staff Excellence Award for Instructional Staff; and*

WHEREAS, *Robin E. Pettersen was the Artistic Director for the Theatre/Dance Department's annual Dance Concert nine times since 1995, providing original choreography for countless pieces for this concert since starting with UW-Whitewater; and*

WHEREAS, *Robin E. Pettersen had her original choreography presented on the Gala Concert for the Regional American College Dance Festival Association Festivals, four times since 2000; and*

WHEREAS, *Robin E. Pettersen served as advisor to the UWW Dance Company, the UWW University Players, and countless Dance Minors, as well as with participants for the American College Dance Festival; and*

WHEREAS, *Robin E. Pettersen served as the Theatre/Dance Department Library Liaison, the College of Arts & Communication Undergraduate Research Representative, and as the Past Chair of the Academic Staff Awards Committee; and*

WHEREAS, *Robin E. Pettersen sponsored numerous national and international guest artists, who brought their expertise to our students and to our campus; and*

WHEREAS, *Robin E. Pettersen served on numerous arts panels and boards in the region, including serving as a member of the Arts Access Fund Grants Panel for the Overture Center and as the Vice President of the Madison Civic Center Foundation; and*

WHEREAS, *Robin E. Pettersen was awarded the 2003 Wisconsin Dance Council Distinction Award for her “significant contributions to the advancement of dance;” and*

WHEREAS, *Robin E. Pettersen served as the Dance Program Director for the Bay View Music Festival Summer Conservatory in Michigan; and*

WHEREAS, *Robin E. Pettersen served as an Artist in Residence for numerous universities, including Kent State, James Madison, and the University of Chicago; and*

WHEREAS, *Robin E. Pettersen demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater; and*

THEREFORE BE IT RESOLVED *that the Academic Staff Assembly acknowledges Robin E. Pettersen’s years of distinguished service with appreciation and gratitude; and*

BE IT FURTHER RESOLVED *that the Academic Staff Assembly recommends emeritus status for our honored colleague and extends to Robin E. Pettersen our best wishes for a long, fulfilling, and well-deserved retirement.*