



Minutes: October 13, 2021 (12:30-1:45)

Approved 10/27/21

Present: Jessica Berge, Cody Busch, Susan Chandler, Ciera Edwards, Patricia Fragola, Michael Gorman, Christine Hoover, Brenda Johansen, Rick Pues, Huckleberry Rahr, David Reinhart, Terry Tumbarello, JP Villavicencio, Jessica Walz, Abbie Windsor

Excused: Nina Mallory

Priority Business	<ul style="list-style-type: none"> • Meeting called to order at 12:31 p.m. • Review/Approval of September 22, 2021 Minutes: Motion- JP Villavicencio; Second- Sue Chandler. No discussion, pass unanimously.
Chair's Report	<ul style="list-style-type: none"> • Thank you to Christine, for giving chair's report last week. Thank you to all of you who reached out regarding my absence at our last meeting, it is very appreciated. • Thank you to Nina Mallory for agreeing to be our representative on the University Police Council • Thank you to Maria Glorioso for agreeing to be our representative on the University Center Advisory Board. • Our small workgroup to look at FMLA had a meeting with HR and they heard some of the concerns that exist in the process. From my vantage point improved/increased communication could alleviate some of the concerns. I will keep you all updated if there is more on this topic. • Strategic Enrollment Planning update: I have been placed on the workgroup to examine the feasibility of bringing back Learning Communities for the Fall of 2023. We are hoping to have our initial report completed by early November. • Update on the Shared Governance System meeting: <ul style="list-style-type: none"> • Most of our time was spent on TTC, which I will give an update on shortly • What I found out about the title Non-Instructional Academic Staff: • We continue to make headway on the TTC project. We are getting closer to finalizing the appeal process for titles. We expect salary ranges to be released sometime in November. We expect the Appeal process to start in November as well. • Joint letter from Governance Leaders: We did not receive a response, nor was the letter mentioned in the Board of Regents meeting. They have released a draft of the changes, and the changes are minimal. They are mostly centered around changing set numbers to minimum numbers. • Purple Book Meeting: We are meeting with the Provost on October 29. • Shared governance meetings working on tuition reimbursement program returning my hope is that this can be a shared resolution between all four groups. • Professional Development Committee: Had a meeting with Becky Mueller in Research & Sponsored Programs and there are not funds currently available and there likely will not be short term. • There is a meeting come up in the near future to discuss creating a process for long-time IAS to be eligible for tenure track. This will be a joint effort



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	<p>with Faculty Senate. Once we get moving on the feasibility of this, we will ensure the right people are involved. Currently this is in exploratory phase.</p> <ul style="list-style-type: none"> • Chancellor Leadership Check-ins: <ul style="list-style-type: none"> ○ Chancellor search starting in Fall of 2022 ○ 2% increase goes into effect Jan 22 details still being finalized. ○ Interim System President Governor Thompson visit 10/25 3:30-6:00 • COVID Updates: Students at 74% employees 95% • Guest speaker next meeting October 27, Julie Minikel-Lacocque to discuss her work with NCBI and opportunities available to us. • Representative needed for ELARC (Essential Learning & Assessment Review Committee) • Discussion on shared T drive access for ASA membership <ul style="list-style-type: none"> ○ Options: full access for all ASA members to shared drive; access for executive board and committee chairs only; some split between with read-access for all members, and read-write access for officers and committee chairs ○ Past practice was for full access to all members, but access was missed at times, so not all previous members may have had it or been aware of it ○ Decision- those that do not have access will receive it as soon as possible • Please don't forget to come visit me on Monday's from 4-5 pm if you have any questions, concerns or ideas.
<p>Vice-Chair's Report</p>	<ul style="list-style-type: none"> • Committees: All ASA members who have expressed interest in a committee have been matched with a committee. Thank you all who are serving! All active committees have the required allocation of members as required by the by-laws. It is not too late to join a committee, let Christine know if you are still interested! 3 standing committees are currently on hold (Economic Issues, Government Relations, Rewards & Recognition) and the Professional Development Committee will be discussing their role given the pause in funding. The By-Laws Committee will be reviewing the number of standing committees, membership requirements, and charges in consultation with the current committee chairs as part of their by-laws review process this year. • By-Laws Committee – meeting Friday 10.15.21 • Outreach Committee – meeting Tuesday 10.19.21 to discuss Fall Social • UPARC (University Program Array Review Committee) • UPARC presenting charge to CPARCs (College PARCs) and timeline at all-faculty meeting on 10.19 • See Appendix A (UPARC Timeline) • UPARC Charge and Timeline: <ul style="list-style-type: none"> ○ October 15, 2021- UPARC sends charge to CPARCs, GPARC



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	<ul style="list-style-type: none"> ○ October 19, 2021- UPARC update on process at All Faculty Meeting ○ December 3, 2021- C/GPARC progress reports (especially of consultation with departments) due to UPARC ○ January 18, 2022- C/GPARC submit final reports — UPARC begins review ○ February–March, 2022- UPARC presents feedback and preliminary conclusions ○ March 2022- UPARC engages with academic constituencies ○ March 15, 2022- UPARC will begin to draft Academic Plan ○ Final academic plan produced by end of academic year
Communications Director’s Report	<ul style="list-style-type: none"> ● Upward Evaluations shared governance workgroup has met as a group with a representative from Human Resources. With support from Cabinet, the current plan is to develop goals and framework in partnership with HR in order to create a 360-feedback process that fits all types of supervisory relationships on campus and allows for ongoing opportunities for growth.
Faculty Senate Liaison’s Report	<ul style="list-style-type: none"> ● See Appendix B (Faculty Senate Liaison Report) ● See Appendix C (ASA Promotions Committee Report)
Actionable Items:	<ul style="list-style-type: none"> ● Dean Fox Resolution <ul style="list-style-type: none"> ○ Motion made to pass Fox Resolution 2021.10.13.01 by Brenda Johansen, seconded by Abbie Windsor. No discussion, motion passed unanimously.
Academic Staff Committee Reports	<ul style="list-style-type: none"> ● Personnel Rules- Patty Fragola reported that the working group has begun, including Patty, Jessica Berge, Sue Chandler and Mike Gorman. A draft of the updated rules has been sent to group members, including updates from a variety of sources, and will be reported out on again at the next meeting.
Other Business	<ul style="list-style-type: none"> ● Open Floor <ul style="list-style-type: none"> ○ Rick Pues- Working to create an academic staff onboarding process that includes an introduction to ASA ● Meeting Adjourned at 1:46 p.m.



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Appendix A: UPARC Timeline: (per Vice-Chair’s report)

UPARC CALENDAR

Fall 2021

OCTOBER 15, 2021	OCTOBER 19, 2021	DECEMBER 3, 2021	JANUARY 18, 2022
UPARC Charge Sent to C/GPARCS	UPARC Presents at All-Faculty Meeting	C/GPARC Progress Reports are Due	C/GPARCS Submit Final Reports UPARC Begins Review

Spring 2022

FEB-MAR, 2022	MARCH 2022	March 15, 2022	End of Academic Year
UPARC Presents Feedback and Preliminary Conclusions	UPARC Engages with Academic Constituencies	UPARC Drafts Academic Plan	Final Academic Plan Produced

Date of Meeting	Tuesday, October 12, 2021- 2:30pm
Discussion Points	<p>There was a long discussion regarding the current UCC recommendation. The FS usually just passes this report but this time, regarding the request: Suspension of Arts Management Minor and Suspension of Theatre BFA - Management/Promotion FS members wanted to go on record that these two programs may be up for suspension not in a free and clear request from the departments. Suspension puts a program on a five-year review to examine if the program is worth continuing. The criteria: low student enrollment and/or lack of staff to teach the classes that support the program. The issue is the Art Department had multiple firing/lay-offs causing a staffing shortage to teach the courses for these programs. That triggered student enroll being limited, causing the “low enrollment”. FS members from CoAC indicated these programs have strong student interest and feel further examination for the viability of these programs deserves more time, i.e. if instructors were put in place and active recruiting is applied, can the programs become viable to meet System requirements to be offered.</p> <p>The resolution for these two suspensions ended with this statement: FS “supports the department’s decision and approves the suspension, but we also would like to see a plan from the university for how these programs might be better supported and better staffed going forward.”</p>
Action Items	<p>Pathway for Tenure Track for Instructional Academic Staff will be discussed Thursday, October 14th at 11:00am. This is a virtual meeting and anyone with an interest to engage in this discussion can contact Tracy Hawkins, hawkinst@uww.edu, to get the meeting zoom link. There are both FS and IAS folks who feel there is interest for this discussion to move forward.</p> <p>Total Time and Compensation project goes into effect the first week of November. There is going to have greater impact for Academic Staff and University Staff. (Terry probably has much to report on this process) Chris Ramaekers, ramaekec@uww.edu, is the UWW System representative and said he welcomes any comments from UWW folks that he will take to the System meetings.</p>
Additional Notes of Interest to ASA	<p>There is a process being examined to implement the reinstatement of reimbursement of UWW credits for faculty and staff. Only UWW credits would be reimbursed. Discussion on the process continues.</p> <p>The shared governance letter was sent to Regent Tracy Klein, Chair of the Special Regent Committee on Governance Issues, regarding the process for the UWW Chancellor Search and Screen Committee. Tracy noted that no requests from the letter were included in the proposal to amend the selection process. This process will have direct impact on the search for our UWW Chancellor. Public comments are now being accepted through October 22nd. Here is the link where you can read the proposal and to submit your comments: https://www.wisconsin.edu/regents/draft-policy-proposals-for-comment/rpd-6-4/</p> <p>Here is a link to the letter sent from UWW shared governance leaders: https://www.uww.edu/documents/asa/2021-2022%20Documents/Letter%20to%20Governance%20Issues%20Committee%2020210916.pdf</p> <p>CHANCELLOR HENDERSON: He agreed to serve the second year (2022/23) so the chancellor search would not be conducted in the middle to a school year. He noted in several of his</p>

ASA Faculty Senate Liaison Report - 10/13/2021

Susan Chandler

statements beginning a search in Fall will bring stronger candidates as applicants. Henderson is contracted to vacate when a permanent chancellor is in place.

PROVOST CHENOWETH: The S/NC implemented during COVID is to be examined to move the student choice date to coincide with the same day as the last day to withdraw from classes. (There was a statement emailed yesterday to the Music Department, (wondering if this was campus-wide, regarding "incomplete" grades)

The Assessment Committee will continue to examine the issue of including developmental courses to be included in the calculation of students' cumulative GPA. Because departments had mixed reviews on this issue more discussion is needed.

The Regents accepted without change, the new UWW Mission Statement (this may be the FS mission statement...not sure)

ASA Promotions Committee Report - 10/13/2021
Susan Chandler

Date of Meeting	Wednesday, October 06, 2021- 2:00 - 3:00pm
Committee Attendees	Chair, Sue Chandler, Marianne Hayek, Jessica Walz, Bridgette Hermanson, Michael Stibor, Juliana Constantinescue, Peter Lampe
Discussion Points	There was much discussion identifying areas the committee sees need to be addressed: lack of communication throughout the process to applicants, a scoring rubric and process that is not meaningful or helpful to the applicants, the webpage has contrary information to the application packet, vague language regarding the monetary increments, lack of clarity from administration for the entire promotion process for IAS, inconsistent department requirements for IAS for Purple Book and department teaching reviews
Action Items	<u>October 13th Action Items</u> 1. Review and revamp the scoring rubric 2. Develop the timeline for moving forward The committee needs one more member to serve. Marianne Hayek needed to step away due to staffing changes in ECON and must take on added teaching duties. Is there a volunteer to fill this vacancy? Next two virtual meetings: 10/13, 10/20 - 2:00-3:00pm
Additional Notes of Interest to ASA	Terry is coordinating a joint meeting with HR, ASA Personnel Rules, ASA Promotions, etc. to coordinate changes to meet System requirements.