



Minutes: February 9, 2022 (12:30-1:45)

Present	Cody Busch, Susan Chandler, Nina Denis, Ciera Edwards, Michael Gorman, Christine Hoover, Brenda Johansen, Becky Jones, Rick Pues, Huckleberry Rahr, David Reinhart, Terry Tumbarello, JP Villavicencio, Abbie Windsor
Excused	Jessica Berge, Patricia Fragola, Jessica Walz
Priority Business	<ul style="list-style-type: none"> Meeting called to order at 12:30 p.m. Review/Approval of January 26, 2022 Minutes. Motion- Mike Gorman, Second- David Reinhart. No discussion, passed unanimously.
Chair's Report	<ul style="list-style-type: none"> Learning Communities Resolution was passed by all governance groups and transmitted to Chancellor's Office. Guest Speaker: Interim Chancellor Henderson Learning Communities Resolution: Appreciates resolution on learning communities- great to see this coming from all shared governance groups. Plan is to put staffing and support in place in order to begin in Fall of 2023, in order to make sure that staffing and preparations are complete. Additional student engagement opportunities will be available this fall, including Freshman Interest Groups. Chancellor Henderson notes that, as an outsider, he was taken aback that this would be something cut during a budgetary process, so hearing from a broad shared governance base that this is important across campus was great. Calendar updates: When he joined UW-Whitewater, he found it important to review the calendar and noted that no other system campuses were starting when Whitewater does. Also struck by the difference in the number of contact hours between fall and spring, and noted the issues that this would create within syllabi across the two semesters. The holiday at the beginning of the semester also affects Monday/Wednesday classes. After consulting with the leaders of shared governance groups, a shortening of the spring semester by one 4-day week is recommended. (Mike Gorman notes that one thing to keep in mind is the fact that a real issue is that the fall semester is too short, rather than the fact that the spring semester is too long. So while this may balance the two, it does so by creating 2 semesters that are too short, rather than 2 semesters that seem long enough. Huckleberry Rahr asks whether, if classes in January are pushed a week back, would this affect the way spring finals falls around Mother's Day? Chancellor Henderson notes that this would not move the ending period- only the starting period. Discussion around whether the 15-week semester would be changed, noted that this only cuts the extra days, does not change the number of full weeks. Discussion around the spring providing a little bonus time. David notes that currently, different semester lengths provide different context and formats for classes, including Winterim and 8-week courses. David notes that Winterim is now shorter than it has been historically, that the start date for the Winterim term seems to be earlier than it has been historically, and that the end date of 8-week courses and the beginning of the next 8-week courses often crosses over one another. Chancellor



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	<p>Henderson notes that his previous instructional experience allows him to sympathize with these pressures, and that his understanding is that moving the spring start date back a week would give some additional leeway. Ciera Edwards notes that this would help the Bookstore in order to check in Fall semester and turn around those books for Spring semester, allowing for shipping times, additional time for faculty to make updates, and additional staffing within the bookstore. Abbie Windsor notes that the grading for Winterim will still butt up against the spring term, which means that anyone needing a Winterim grade in order to qualify for a spring class will still need to abide by a tight timeline. Christine Hoover notes that departmental colleagues brought up the break in 8-week courses caused by current spring break (currently spring break happens one week into the 8-week term), and ask that future 8-week session dates be considered. Mike Gorman notes that previous experience with a similar schedule at other institutions shows that this proposed schedule works and is functional. Terry notes that Housing appreciates the proposal due to the increased turnover time allowed for residency changes prior to the spring semester, and that the pros of the proposal greatly outweigh the potential down sides.</p> <ul style="list-style-type: none"> • Transition of System Presidency: The Board of Regents has chosen J. Rothman as the new System President, and Chancellor Henderson was impressed during the interview process. He notes that bringing in someone from outside of the academic world can bring in new ideas and viewpoints, and that he has seen positive outcomes in other university systems with the influx of a leader from an outside perspective. President Thompson will finish his term in March and there will be an interim between mid-March and June 1. • UW-Whitewater Chancellor Search: The Board of Regents has indicated that they want to appoint a Search Committee for the UW-Whitewater Chancellor position by the end of the spring semester, allowing the search to kick off in early fall. They have also committed to broad representation on the search committees, as seen in other searches, including shared governance representation. Chancellor Henderson has emphasized the importance of aligning the search process to industry standards in order to increase the pool of qualified candidates. Mike Gorman asks whether Chancellor Henderson is allowed to apply for the position, and Chancellor Henderson notes that he would not, even if allowed. He continues by saying that he is here to solve problems and set UW-W up for success in a new chancellor. • Budget Update: In Leadership Council, the UW-W budget situation was discussed. Getting the budget in shape is one of Chancellor Henderson’s priorities. The good news is that looking at the current budget situation, we are in better shape than anticipated, and that no serious deficit is anticipated at the end of this year (planned for approximately \$4 million deficit). Reductions in planned travel expenses and a few other things have
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	<p>contributed to this. A balanced budget is expected by the end of this year. However, looking toward next year, some serious planning is necessary to avoid large reliance on reserve spending. Plan is to use some of the funds set aside to cover the deficit to look at mental health, learning communities, and recruitment of diverse student groups, all of which will allow us to start next year in a better financial situation.</p> <ul style="list-style-type: none">• David Reinhart- Mental Health and Recruitment were mentioned- what is being done to bring up faculty and academic staff morale both in short and long term, in terms of taking care of current people and reinforcing areas that have struggled due to budgetary concerns? Chancellor Henderson- these are serious issues that must be looked at. Reinstatement of some of the funding for professional development and travel was a part of that, although COVID-19 has affected this in practice. Filling in empty positions is another thing that is moving forward, as well as hiring staff to support the development and implementation of learning communities. The fact that the funds that we have to use right now are one-time funds makes things difficult, and planning to increase base funds must be a part of the solution. Chancellor Henderson acknowledges the stress levels felt across campus, and wants to make sure that everyone knows they are appreciated and their sacrifices and dedication are recognized.• Sue Chandler- In Music Education, as supervisors of student teachers, providing on-site supervision is travel funds, and the cuts in travel funds have meant that only 1 on-site observation is allowed, and the other 3 observations must be virtual. This is difficult, especially when attempting to observe a student teaching an 80-student ensemble through the view of one camera. As a field supervisor, this has a huge impact, and a return to the budget of those travel funds would provide a lot of relief and improvement of supervisory quality.• Chancellor Henderson notes that he believes that the professional development and travel funds are separate from what is necessary for provision of specific educations. He also recognizes that schools are struggling to provide placements. He appreciates the comments about the differences between travel and instructional support, and will follow up.• Abbie Windsor- How much is it costing the university to maintain two separate curriculums? (One is with the main campus and one with the College of Integrated Studies) It requires specific man-hours to crosswalk each of these courses, and creates duplication of efforts across multiple departments, including colleges, admissions, and overall student standing calculations.• Chancellor Henderson- From his perspective, he has not doubt that this is costing money, but his biggest concern is that this has a huge cost in student success. In discussions with people from both campuses around the transfer of courses and difficulties therein, he understands that the rollout of the merger is something that continues to be complicated and must be
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	<p>continually reviewed and improved. Appointing Patricia Claasen to a Vice-Chancellor role and bringing her into the Cabinet is one step that's been taken toward elevating the voice of the Rock Campus, but there is still a lot of room for improvement. Budget costs, human capital costs, and student success costs are all ongoing barriers. Mike Gorman notes in the chat that the Rock campus finds it frustrating that courses that previously transferred smoothly from Rock to Whitewater now do not, even though we are now one institution. Chancellor Henderson agrees that this is problematic. Annie LaValley agrees, and notes that it is incredibly difficult to see students taking the same courses due to transfer issues, and treating students who began at the Rock campus as a transfer student is problematic.</p> <ul style="list-style-type: none">• JP Villavicencio- Use of one-time funds for the recruitment of special populations is important, but if support for the unique needs of diverse student populations is not also increased, this will not be successful. He encourages the university to be creative and thoughtful in building in supports for the long-term success of diverse student groups.• Chancellor Henderson agrees, and task forces will be set up to focus on both recruitment and retention. Previous experience in another university has shown that it is not just about getting students in the door- there is an obligation to students who have been admitted to provide them with what they need. Examining those needs is going to be crucial.• Mike Gorman asks whether, in addition to expanding the faculty searches to fill positions, we are also actively filling positions in student support and success positions, as many of those were lost through the budgetary process. Chancellor Henderson agrees and notes that a review of the retention numbers shows a big loss of sophomores and juniors, and it is likely that it is because their online experience was not positive. This exemplifies the importance of support structures.• Terry Tumbarello asks for an update on the status of a commencement for Spring 2020 graduates. Chancellor Henderson notes that a group is working on this, and those students have been surveyed, and have requested a commencement that would take place on the Sunday after the current Spring commencement planned. Something to take place that Sunday morning is currently being planned. Those students have already had their diploma covers mailed to them, so logistics of the situation are being examined. In general, the affected students feel strongly about this. UW-Madison did something along these lines last fall, and it is anecdotally reported to be a meaningful experience. Terry commends the administration for continuing to move this forward.• Abbie Windsor notes that the Registrar's Office has been charged to participate with this celebration, and that volunteers for this event will be important, and are always difficult to find. If you would like more information, or know anyone who would be willing, please contact the
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	<p>Registrar’s Office. Chancellor Henderson agrees, and notes that he will continue to put that call for volunteers out to any groups he can.</p> <ul style="list-style-type: none"> Chancellor Henderson notes that the role of the Academic Staff Assembly is crucial, and makes all the difference in the world. He reiterates the importance of shared governance, and his appreciation for the active participation of all shared governance leaders on campus. <p>Chair’s Report</p> <ul style="list-style-type: none"> TTC Appeals training is upcoming for Terry and Patty Fragola. One training was yesterday (through System). List of successes sent out earlier today- congratulations to everyone for their hard work so far this year Personnel Rules Committee- The Committee has done an enormous amount of work so far. Terry has provided a timeline in order to ratify an updated set of personnel rules. In contrast to the ongoing by-laws update process, this will be a new document to adopt, rather than a piecemeal adoption of updated individual rules. In order for that to happen, the Provost’s Office, Human Resources, System Legal, and other stakeholders must also have a chance to weigh in. Pay Plan Rollout- Terry continues to work with Cabinet and leadership to follow up on the way the Pay Plan was rolled out, and on the ability of each academic staff member to get into compliance.
	<ul style="list-style-type: none">
Vice-Chair’s Report	<ul style="list-style-type: none"> University Program Array Review Committee UPARC Update (Feb 4th meeting) <ul style="list-style-type: none"> Began review of CPARC Reports USC Liaison Report (Feb 3rd meeting): <ul style="list-style-type: none"> Change to SP23 Calendar (starting Monday after MLK week) – request from Chancellor – voted to support change to calendar TTC Appeals – 23 US appeals as of Jan 28 Pay Plan – issue with some US not having access/ability to complete trainings – specific issue for custodial staff Emeritus Status – voted to approve changes from Chancellor Nominations for University Staff Excellence Awards – error in campus announcement that nominations close Feb 1st – nominations OPENED Feb 1st – anyone can nominate https://www.uww.edu/usc/awards-and-recognition Resolutions passed: Appreciation for Taryn Carothers, Support Re-establishing Learning Communities, Parking (payroll deduction available to all employees at all times; more than a credit card only pay option). Spring General Meeting (in-person - coffee and cookies): March 15th



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<p>Communications Director's Report</p>	<ul style="list-style-type: none"> • Supervisor Evaluation working group update <ul style="list-style-type: none"> ○ The working group (Tracy Hawkins, Janelle Crowley, Jacqui Palcic, Wade Tillett, Brenda Johansen) is in communication with administrative councils within each college to present the current draft of the Supervisor Evaluation Proposal and provide an opportunity for feedback. Once those sessions are complete, we plan to present our final draft to each shared governance groups for approval, and hope to do those presentations in late March/early April.
<p>Faculty Senate Liaison's Report</p>	<ul style="list-style-type: none"> • Sue Chandler reports that the last meeting discussed summer pay, including the process of how it is assigned. Currently, people are paid 3/13th of a teaching load, and the request is to make it 2/9th of a teaching load, and that it would be paid and communicated prior to the start. Currently, people may not know what the pay will be until after the term has begun. • Emeritus status was also discussed. • Jeff Arnold attended the Faculty Senate meeting and pointed out that the Budget Department is currently vacant, and he is currently attempting to build the department and bring the Whitewater budget process into closer alignment with other campuses.
<p>Actionable Items:</p>	<ul style="list-style-type: none"> • None
<p>Academic Staff Committee Reports</p>	<ul style="list-style-type: none"> • Awards- Annie LaValley notes that nominations for Academic Staff is still open. A handful have been received, but there are so many doing amazing work on campus. Another instructional staff member of the committee is needed, so please reach out to Annie LaValley. Deadline for nominations is February 15 for Academic Staff Awards (Academic Staff and Instructional Academic Staff). • Elections- JP Villavicencio reports that Elections Committee is getting ready to begin the process, first meeting soon. • Promotions – Sue Chandler reports that the review committee meets this Friday, and will have recommendations soon. • Outreach (including Onboarding)- Christine Hoover reports the next social will be prior to the next in-person ASA meeting, potentially in March. Announcements will be sent out soon. • Titling- No report • Title appeals- No new appeals have been received since the last ASA meeting. • Ad Hoc: By-Laws- Christine Hoover reports that the committee is currently going through the final list of items planned for consideration this year, and plans to present any final revisions at the February 23, 2022 ASA meeting.



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	<ul style="list-style-type: none">• Ad Hoc: Personnel Rules- Sue Chandler notes that the committee meets tomorrow, and will address the timeline presented by Terry.
Other Business	<ul style="list-style-type: none">• Meeting Adjourned at 1:39 p.m.