



Minutes: December 14, 2022 (12:30-1:45)

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Attendance	<p>Present: Christine Hoover, Terry Tumbarello, Becky Jones, David Reinhart, Brian Schanen, JP Villavicencio, Abbie Windsor, Huckleberry Rahr, Jessica Berge, Jessica Walz, Michael Gorman, Nicholas French, Rick Pues, Tatiana Fadeeva, Brenda Johansen, Ciera Edwards</p> <p>Absent: Becky Mueller</p>
Priority Business	<ul style="list-style-type: none"> • Meeting called to order at 12:30 • Proposed Consent Item: Review/Approval of 11/30/2022 Minutes – Tabled until January 11, 2023 meeting at Brenda’s request
Discussion Items:	<ul style="list-style-type: none"> • Discussion: 2024-2025 proposed academic calendar (Heather Chermak, University Registrar) Tabled until January at Registrar’s request
Actionable Items:	<ul style="list-style-type: none"> • Proposed Consent Item: Emeriti Status Nominations <ul style="list-style-type: none"> ○ Eric Field (<i>submitted by Matt Vick, Dean of School of Graduate Studies & Continuing Education</i>) – Emeriti Status for Eric Field is passed by unanimous consent • Resolution for use of term “Professional Academic Staff” Christine brings this resolution forward for discussion in order to continue a conversation around how to distinguish between the two types of academic staff members (those with instructional status and those with no instructional status) in a respectful way that does not use a negative (i.e. non-instructional) Lengthy discussion followed around the need for differentiated terms and what those terms should encompass and not encompass. The group agreed to share these out to our constituencies and bring them back with feedback, along with a poll of all academic staff. Christine will move this to an actionable item for the 1/11/23 meeting.
Chair Report	<ul style="list-style-type: none"> • Resolution Update: <ul style="list-style-type: none"> ○ NetID resolution: follow-up items sent to Chancellor/Provost ○ Supervisor Evaluations Process ○ Joint Shared Governance Resolution: Resolution on Shared Governance Processes: approved by Chancellor ○ Joint Shared Governance Resolution: Guiding Principles for Search Committee Appointments: moved to a working group, with Becky Jones as the ASA representative ○ Resolution Against Pay Plan Use of Performance Evaluation: pending Chancellor response ○ IAS Promotions (Lecturer 2): pending Chancellor response • Christine will attend the cabinet meeting next week, and plans to share successes from first semester. Brian notes that making promotions more accessible has been a success. Brenda notes that the creation, approval, and implementation of the Emeriti process has been successful. Jessica Walz adds that the refined instructional academic staff process has been very successful



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	<p>as a committee. Becky Jones notes that the robust shared governance cooperation is a very positive thing. David shares that this semester there has been a positive turn in the feeling and climate of classrooms and campus, as we move away from COVID.</p>
<p>Vice-Chair Report</p>	<ul style="list-style-type: none"> • David shared that the Elections Committee is moving forward, and hopes to have a timeline in place by February, and be able to open a call for nominations at that time. • David discussed the course evaluation demonstration, and that the tool seems to be capable of some robust analytics. David posed the question about what this evaluation contract will be for, what services and goals will be used as a part of the contracted package, and discussed the fact that some of the specific questions he had weren't able to be answered yet at the time of the demonstration. • David discussed some ongoing conversations with the LEARN Center about how to do course evaluations, and that there ASA, Faculty Senate, and WSG representatives involved in that conversation on an ongoing basis. • David shared that there is an LTC Advisory Board that is discussing a change in the model of services, moving away from the "workshop" model and toward people coming directly to the office and requesting help on an individual level. • Diversity and Inclusion projects are happening out of the Provost's Office through a grant that was provided to about 20 teaching staff/faculty, and results will be presented at the end of the spring semester. Most are under the umbrella of teaching Diversity and Inclusion.
<p>Faculty Senate Liaison Report</p>	<ul style="list-style-type: none"> • FS met yesterday (12/13/22), and focused primarily on policy revisions. One, which was approved, was about waiving a requirement or using a substitute course to fulfill a requirement. The policy allows appropriate administrators to waive requirements or allow appropriate substitutions. The second approved policy was a course equivalency at 2-year campuses, and allows department discretion to designate courses as equivalent, regardless of the level. Discussion was held about an appropriate policy on academic forgiveness. • JP asked about the current academic forgiveness policy, and what changes or updates were being discussed. Jessica notes that this discussion was around a policy revision, specifically around GPA and individual course grade requirements.
<p>Past Chair Report</p>	<ul style="list-style-type: none"> • Terry reports that the Onboarding Committee had its second meeting earlier this month, and split out responsibilities and set out some homework to complete. Terry believes that, after the next meeting, he will have some tangible results to share. The Academic Staff Promotions Committee will



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	<p>meet soon and do a similar process. The Governing Documents Review Committee will meet soon and begin its review of policies.</p> <ul style="list-style-type: none"> Open Forums for the Chief Human Resources Officers have completed, and the committee has sent its recommendations on.
<p>Academic Staff Committee Reports</p>	<ul style="list-style-type: none"> Promotions: Committee Chair – Jessica Walz Jessica Walz notes that applications are due next Wednesday at 11:59 p.m. Interested staff can request a personal application folder up until that time. At this point, 26 applicants have requested a folder. The committee will complete it’s first review in January, and plans to have several meetings given the number of applicants. David asked about whether there is a possibility of requesting a deadline extension. Jessica notes that there is not currently a plan for that, but at the first meeting, the committee did discuss that past practice has been to allow some forgiveness/flexibility for applicants that were missing a piece of their application. Christine notes that this new deadline is also further back than the previous deadline of early December. Jessica notes that Deans and Chairs also have access to those folders and should be using them to write their letters. Jessica notes that Chair and Dean letters are due in January and February. Brian asks about how people will know whether their application folders are completed, and Jessica notes that an email will be sent out. Awards & Recognition: Committee Chair – Annie LaValley The awards committee is looking for a volunteer(s) from Instructional Academic Staff (does not need to be an ASA member) for the Awards Committee to ensure sufficient representation by IAS. Interested individuals can contact the committee chair Annie LaValley to express their willingness to serve on this committee. Award submission are due February 15 so the time commitment for members is to read all submissions and then meet as a committee to discuss the nominees and select winners (one WebEx meeting mid-March of less than one hour). Brenda notes that Beth Swanson has volunteered to serve, but that any further volunteers are welcome.
<p>University Committee Reports</p>	<ul style="list-style-type: none"> Administrative Transformation Program (ATP): Brenda reports that the plan is to replace systems including HR, payroll, accounting, and grants management. Brenda notes that Elena Pokot and Brenda Jones are working to map campus processes and custom-built apps to show where they would be affected, and Brenda will plan to bring that back to ASA to share. Brenda encourages everyone to consider whether there are processes or activities within their departments that may touch one of the systems planned to transition, and be sure to ask questions about how those systems and processes and communications will take place under the update.



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	<ul style="list-style-type: none"> • Intercollegiate Athletics Committee: Rick Pues – Rick reports that the NCAA name/image likeness issue does not seem to be making a big difference for UW-Whitewater athletes (a few athletes may be receiving some products). At the Division III level, this is not a large or profitable endeavor. The Committee asked to make people aware that every student athlete is forced to sign a Sexual Attestation Form, which states that they have not been convicted of a sexual crime. In that guidance, the NCAA does not include what would happen if someone reported that they were in fact convicted of a sexual crime. The Committee notes that there does not seem to be any other university activity or group that requires the signing of a statement like this, and wanted the community to be aware that there is a discrepancy between what athletes are being asked to do and what other groups are being asked. Further discussion followed about the lack of direction or clarification behind this reporting, and that it seems like this requirement is simply checking a box, with no real reason or enforcement behind it. Terry notes that, in housing, there is a requirement to ask about whether someone has been convicted of a felony, but there is no follow-up guidance about what to do in the event that someone answers yes, so Housing had to create its own policy and procedure around that eventuality. David asks whether there is a tactful way to ask questions about university-wide policies like this, or other policies like active shooters. Terry notes that the best practice is probably to ask the University Police, or whoever owns that policy. • SPBC (Strategic Planning and Budgeting Committee): Terry Tumbarello (AS) and Christine Hoover (IAS) - Christine notes that the SPBC is preparing to gather feedback, and will visit ASA in the spring with some questions. • University Center Board: Ciera Edwards and Brenda Johansen. Brenda reports that, at the 12/2/2022 meeting a discussion was held around the name of the office of UC Reservations. The office provides many more functions than simply room reservations. Lighting fixture updates in the concourse (the area in front of the Info Desk) were discussed, which will be LED and allow for control of lighting. Mobile ordering rollout was also discussed, and after it passes ICIT security review the plan is to begin with Heat and Fire as the first test case. • Joint Shared Governance Guiding Principles for Search Committees workgroup: Becky Jones shared that the first meeting is next week, and looking for feedback on positions that should be added to the list. Becky will send the list out to the ASA membership for review. Terry asks about the level of responsibility that is being given to shared governance and whether we would be obligated rather than invited to provide a member of a search committee. Becky notes that the current language is to invite, and that there
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	is discussion of what a deadline would be in order to provide a representative or decline that invitation.
Other Business	<ul style="list-style-type: none"> • Becky Jones asks whether Christine has an update on the Tornado Warning Policy. Christine notes that this is on the agenda for her meeting with the Chancellor. • Brian asks that, if any instructional staff members receive communication from WSG about a grade concern on behalf of their constituents, please let ASA know, as a process is being discussed. • JP notes that there are questions about whether upper administration would consider providing staff flexibility similar to the Friday after Thanksgiving for remote work for the week between December 25 and January 1. • Becky asks about the recent activity at USC meetings. Christine notes that the recent meeting discussed Parking and Promotions/Career progression. Questions revolved around the parking fees, and equity for parking fees among employees, including the payment schedule, the structure of parking pass timing, and the possibility of tiered parking permit fees. • Becky Jones asks about recent WSG meetings, and David notes that while he has not attended a meeting yet, he is in communication with the president, and will plan to attend one. • Jessica W notes that WSG is planning to submit a list of pros and cons for Chancellor candidates to the search committee, and asks whether ASA will be doing the same thing. Christine notes that she will be doing a less formal version, and will be reaching out to ASA membership to collect feedback in order to give it to Ciera Edwards, who is serving as the ASA representative on the search. Ciera asks that any feedback be given to her by December 27 so she can bring it to the Committee Feedback meeting. • Retirement announcements for Dr. Hayes and Dr. Goza. Brian notes that Dr. Hayes shared with the college that her retirement decisions was based on health concerns. • COBE Dean Search- Christine notes that there was no ASA representation on the COBE Dean search, but her understanding of the search is that it is complete. • EDI Division – the appointment without search of Vanessa Perez to the EDI division was discussed at the last meeting, and Christine and Terry note that they believe that the new chancellor will probably be the person asked to determine the next steps in that division. Discussion followed around the general structure of the division. Brian notes that he has heard from students about meetings between the chancellor and some groups of under-represented students. A member confirmed in the chat that those meetings took place, and included both the chancellor and Vanessa Perez.



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	<ul style="list-style-type: none">• David congratulated and thanked Provost Fox and her family for representing Wisconsin at the White House at the Presidential signing of the Marriage Equality Act this week.• Meeting adjourned at 1:48 p.m.
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