



Agenda: January 8, 2025 (12:30-1:45)

The Academic Staff Assembly is an elected body that represents UW-Whitewater academic staff, including our instructional academic staff members. The Assembly has primary responsibility for formulation and review of relevant policies and procedures and shall be represented in the development of all policies and procedures concerning academic staff members, including academic staff personnel matters.

Priority Business	<ul style="list-style-type: none"> • Call the Meeting to Order in UC 259 • WebEx Meeting Link
Discussion Items:	○
Proposed Consent Items:	<ul style="list-style-type: none"> • Proposed Consent Item: Review/Approval of November 6, 2024 and November 23, 2024 Minutes
Resolutions:	•
Chair Report	•
Vice-Chair Report	<ul style="list-style-type: none"> • ASA Committees Update • University Staff Council (USC) Update
Faculty Senate Liaison Report	<ul style="list-style-type: none"> • Faculty Senate Update • Faculty Senate Liaison to ASA (Bob Gehrenbeck)
Past Chair Report	No report
Communications Director Report	
Academic Staff Committee Reports (including joint shared governance efforts)	<ul style="list-style-type: none"> • Elections & Balloting: Becky Mueller, Chair • Outreach (including Onboarding): Becky Mueller, Chair • <i>Professional Development: not active for FY25</i> • Promotions: Brian Schanen, Chair <ul style="list-style-type: none"> ○ Website is now updated ○ Application ○ Rubric • Awards & Recognition: Ciera Edwards, Chair • Governing Documents: Becky Jones, Chair • Ad Hoc: AS Promotions • Ad Hoc: Compensation Committee - Tatiana Fadeeva, Christine Hoover, Becky Jones, Kiley Vethe
University Committee Reports	<ul style="list-style-type: none"> • Provost Working Group: IAS Review Process– Christine Hoover (CoBE), Michael Gorman (CoIS), Huckleberry Rahr (CoLS), Michael Stibor (CoEPS), Brian Schanen (CoAC) • Admissions and Academic Standards Committee - Christine Hoover (2023-2025 Term), (2024-2026 Term) • ATP – Becky Mueller • Audit, Review, Compliance and Ethics (ARCE) – Becky Mueller • Campus Landscape and Planning (Log Cabin/Red Schoolhouse) • Campus Safety Committee - Brian Schanen • Chancellor’s Committee on Inclusive Excellence – Jacob Foulker • Chancellor’s Committee on Mental Health (JED): David Reinhart • Chancellor's Committee on LGBTQ+ Inclusive Excellence - Jonathan Spike • Chancellor's Committee on Student Success - Brian Schanen <ul style="list-style-type: none"> ○ Use the Student Success Framework



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	<ul style="list-style-type: none"> ○ Student Success Conference: Feb 14, 2025 ● Chancellor’s Committee for Disability Concerns- Dana Gordon ● Chancellor’s Committee on Veterans Success – Daryl Parker ● Chancellor’s Leadership Council – Michael Gorman (ASA Chair) ● Dean of Students Conduct Hearing Pool: Dana Gordon, Michael Gorman, Becky Mueller, Abbie Windsor ● Campus Landscape & Planning Committee: Jennalee Johnson ● Faculty Senate: Leadership Feedback Committee: Christine Hoover, ASA Rep ● Intercollegiate Athletics Committee: Adam Latella, Bridgette Hermanson, Jon Spike ● Strategic Planning & Budget Committee (SPBC): Becky Mueller (AS) and Michael Gorman (IAS) ● Title IX: Kirsten Mortimer ● Titling Committee – Becky Mueller and Patty Fragola ● University Center Advisory Board: Ciera Edwards (Term 2023-2025) Jon Spike(Term 2024-2026) ● University Compensation and Benefits Committee: Tatiana Fadeeva and Christine Hoover, Michael Gorman ● University Technology Committee: Abbie Windsor ● Parking Advisory Group: Lucas Peterson <p>CAMPUS SEARCH COMMITTEES:</p> <ul style="list-style-type: none"> ○ Vice Chancellor for Student Affairs – Kirsten Mortimer ASA Representative ○ AVC/Dean of Students -
ASA Constituency Reports	<ul style="list-style-type: none"> ● Division of Academic Affairs ● Division of Administrative Affairs ● Division of Student Affairs ● College of Arts & Communication ● College of Business & Economics ● College of Education and Professional Studies ● College of Integrated Studies ● College of Letters & Sciences
Other Business	<ul style="list-style-type: none"> ● Open Floor ● Meeting Adjournment

ASA PRIORITIES 2024-2025 Passed 09.25.2024 RANKED IN ORDER OF PRIORITY FROM SURVEY RESULTS:

COMPENSATION/PAY PROGRESSION/PAY EQUITY PRIORITY: To address the priorities identified in the compensation analysis completed for AS in Spring 2024 (submitted to chancellor on 5/1/24). To remedy the inversion and compression issues with academic staff. To develop a workable plan to address market competitive compensation for all academic staff. To communicate and advocate for ALL Academic Staff to receive appropriate compensation and benefits in regards to position relevance, promotional pathways, and compression issues, as well as provide competitive packages to recruit new academic staff to UW-W.

LECTURER PROMOTION COMPENSATION PRIORITY: To address the significant reduction in compensation from the 2022-2023 to 2023-2024 promotions cycle. The original communication regarding Lecturer promotions was that each promotion level would equate to ~5% increase in salary to move lecturers up in the pay scale for that title. Last year, the amount was significantly reduced and not equitable to the faculty compensation level which was not reduced. Equitable and meaningful compensation should be part of the lecturer promotion compensation adjustment.



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PROMOTIONS PRIORITY: To get feedback from the rejected AS Promotions resolution and to finalize a promotion process for AS not in the lecturer position.

ASA ADVOCACY PRIORITY: To demonstrate the value of academic staff across ALL campus programs, academics, and beyond in the area of recruitment and retention via innovative programs and offerings (essentially highlighting the contributions of Academic Staff to the university at large).

PERFORMANCE REVIEWS PRIORITY: To finalize the process to complete 360 reviews (supervisor feedback). To develop and implement a consistent instructional academic staff performance review across academic departments.

SHARED GOVERNANCE COLLABORATION PRIORITY: To continue to foster the shared governance collaboration between Faculty Senate, WSG, and University Staff Council to demonstrate a strong shared governance presence at UWW.

PROFESSIONAL DEVELOPMENT PRIORITY: To provide opportunities for professional development including collaboration across divisions. To address the lack of funding for some departments to provide funds to attend professional conferences.

REMOTE WORK PRIORITY: To develop and implement an equitable campus-wide remote work policy.

RECOGNITION PRIORITY: To provide campus accolades across divisions (referring to campus kudos and weekly emails) /campus support and staff involvement in varying areas during rush week and busy times. Maybe helping other departments can count towards volunteer hours for faculty.