



Minutes: **March 5, 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.

Membership Attendance		Absent (A), In-Person (IP), Virtual (V), Non-voting (NV)			
A	Jessica Berge	V	Nicholas French <i>(teaching class)</i>	V	Kirsten Mortimer
A	Maddilon Brus <i>(teaching class)</i>	A	Dana Gordon <i>(leave)</i>	V	Becky Mueller
A	Heather Conte <i>(teaching class)</i>	V	Michael Gorman (NV)	A	David Reinhart
V	Tristan Coughlin	IP	Christine Hoover	IP	Brian Schanen
A	Ciera Edwards	IP	Becky Jones (NV)	V	Jon Spike
IP	Tatiana Fadeeva	V	Nadine Kriska	V	Abbie Windsor

Also in attendance (V): Kari Borne, Gina Elmore, Thomas Lisowski, Pamela Warren, Michael Wessely

Key Topics and Motions:

Meeting called to order at 12:30 p.m. by Chair Michael Gorman.

Minutes for the 02.19.2025 meeting approved by unanimous consent.

Chair Report:

ASRC Updates

- Governor has asked for a 5/4 instead of a 5/3 for the pay plan but we won't know until May/June what becomes of budget request (this is a larger request than system asked for in their budget)
- There's been some ongoing discussion at system shared governance level about the role of limited appointees in academic staff governance (this is left over from President Cross when there was a big push to eliminate job security to make it easier to fire people so the scope of employees covered by limited employees was expanded quite a bit); Chancellor could choose to retitle limited employees to academic staff; Gorman presented a document with options for how to proceed:

For consideration for a vote of the sense of the assembly at the 3/19 ASA general meeting
Should the academic staff assembly investigate the possibility of some limited appointees being reclassified as academic staff?

This would involve:

- 1) Confirming that the chancellor has the power to make these reclassifications under UWS 15.01(2):

“Limited appointments apply to the following positions: president, senior vice president, provost, vice president, associate vice president, assistant vice president, chancellor, vice chancellor, associate chancellor, assistant to the chancellor, assistant chancellor, associate vice chancellor, assistant vice chancellor, college campus dean, secretary of the board, associate secretary of the board, assistant secretary of the board, trust officer and assistant trust officer, and such other administrative positions as the board, the president, or the chancellor determines at the time of the appointment.”



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2) Identifying limited employees not designated in statute where it is the opinion of the ASA that they should have the option to be academic staff and have the associated rights of academic staff.

If the vote is affirmative, the ASA Chair is directed to:

- 1) Pursue the feasibility of such a process with HR and the Chancellor's office
- 2) If this is a feasible process, assign the task of identifying limited employees we believe should have this option to an existing committee or creating an ad hoc committee to pursue the matter.
- 3) Make recommendations to the chancellor of which limited appointees we believe should be given the option to be academic staff

o Discussion:

- Is the assembly interested in pursuing the scope of limited employees at UW-W?
- Some positions are mandated to be limited: UWS 15.01 (2)
- Is the chancellor supportive of changing limited employees to academic staff?
- How many limited employees are on this campus? ~61
- Have any limited employees asked us to do this? Two (Have these two asked their reporting line to move them from limited?)
- We have a lot of other priorities that we need to focus on for this year.
- Are limited employees in management roles? How many would be academic staff if retitled? Is there anyone that was hired as academic staff but retitled as limited?
- Job library is not binding as to limited or academic staff per system.
- This mainly impacts grievances and notice periods dismissals.
- No vote on whether to pursue today but Gorman wants to vote on this at next ASA meeting on whether to move forward.

Vice-Chair Report:

- **Outreach Committee: ASA Open House:** about 20 people came and went; some expressed interest in committees or being nominated to ASA
- **USC:** meets tomorrow

Past Chair Report: none

Faculty Senate Liaison Report:

- Faculty Senate did not meet this week

Communications Director Report: none

ASA and University Committee Reports

- **Compensation Committee met last Thursday – Tatiana Fadeeva and Becky Jones**
 - o Discussion points: Have gotten numbers from Brenda Jones but it was based on 5/3 and not 5/4; 5/3 would be about \$200K would be for academic staff (we do not know numbers for other groups or limited); the lowest amount listed was for 1% for employees here 10 years or more (\$62K) and highest number is \$284,600; met with Joshua Knapp and Kelly Delaney-Klinger (HR faculty were so helpful and their time was greatly appreciated) to discuss industry standards and best practices when making recommendations for compensation funding.
- **ASA Elections (Mueller):** nominations will be going out mid-March



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Constituency Reports

Open Forum

The meeting was adjourned at 1:04 p.m.

Minutes respectfully submitted by Communications Director Christine Hoover