



Minutes: January 12, 2022 (12:30-1:45)

Present	Jessica Berge, Cody Busch, Susan Chandler, Nina Denis, Ciera Edwards, Patricia Fragola, Michael Gorman, Christine Hoover, Brenda Johansen, Becky Jones, Rick Pues, David Reinhart, Terry Tumbarello, JP Villavicencio, Jessica Walz, Abbie Windsor
Excused	Huckleberry Rahr
Priority Business	<ul style="list-style-type: none"> Meeting called to order at 12:31 p.m. Review/Approval of December 15, 2021 Minutes- tabled until 1/26/22 at the request of the Communications Director.
Chair's Report	<ul style="list-style-type: none"> Extended TTC Title Appeals Deadline: UW System responded to resolution of academic staff assembly chairs by extending TTC Titles appeals deadline to February 4, 2022. Reminder that this is the deadline to begin your appeal. Terry sent out a communication to all AS on 1/11/22, and saw that it is also included in today's HR newsletter, which went to all campus. Chancellor Response to Joint Resolution on Tuition Reimbursement Program: Terry received the following response from Interim Chancellor Henderson: "Thank you for the proposal for restating a tuition reimbursement program. In general, we certainly favor having a program, and as requested, we are going to establish a committee to finalize the details of the policy." Terry notes that this is good news, and will continue to keep everyone updated as work begins to create a campus-wide policy. Terry also notes that it remains the campus-wide governance groups' intent to reinstate all tuition benefits allowed under System policy- this is only the first step. Re-establishment of Learning Communities: Terry previewed that once the by-laws process and the personnel rules process have worked through our agendas, the next priority will be a shared governance plan, in line with some of the work being done on the Strategic Enrollment Planning Committee, to reestablish learning communities on campus. Pay Plans and Required Trainings: Terry notes that an announcement was sent on 1/11/22 that the Pay Plan was officially approved and will go through with a 2% increase on January 1 of this year and next year. The announcement also stated that employees who had not successfully completed any required online trainings (Sexual Harassment, Mandatory Reporting, Information Security) would not be eligible to participate in the Pay Plan. Terry first asked for clarification on whether this decision was a local campus decision or a system decision, and he received clarification that this was a system-level decision. Terry also asked for clarification on what it means to not be eligible to participate in the pay plan, and will continue conversations with HR in order to find out more about whether that means employees have an ability to cure this, what it means for the second portion of the Pay Plan in January of 2023. Discussion followed on assembly reactions to this communication,



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	<p>including: the level and specificity of advanced notice; whether this could be affecting employee’s current paychecks before notice has been given; the difficulty of confirming course completion; changes in required methods, deadlines and frequency of courses; the significant communication needs prior to taking steps that will affect the dollars in people’s paychecks; the accuracy of campus administration’s information on who has actually completed courses (error examples were given); the ability employees may or may not have to cure this problem; the effect on employee ability to participate in the next step of the pay plan.</p>
Vice-Chair’s Report	<ul style="list-style-type: none"> Christine formally recognizes and congratulates ASA Representatives Rebecca Jones and Huckleberry Rahr for their 10 years of employment with the University.
Communications Director’s Report	<ul style="list-style-type: none"> No report
Faculty Senate Liaison’s Report	<ul style="list-style-type: none"> No report
Actionable Items:	<ul style="list-style-type: none"> By-Laws Committee Discussion on Constituencies: The committee’s goal is to address the membership section of the current by-laws, and to ensure broad representation of the campus community along with a balance between academic staff and instructional academic staff, while also allowing for flexibility in membership through the nominations and election process. Discussion followed on representation based on reporting area head count, FTE, instructional status, and other potential areas.
Academic Staff Committee Reports	<ul style="list-style-type: none"> Awards – no report Elections – no report Promotions – Sue Chandler reports that 11 applications were received, the committee plans to have scoring completed by February 11 and bring recommendations to ASA on February 23. Outreach (including Onboarding) – Christine Hoover reports that the committee plans to reschedule the planned January social to take place prior to the next in-person meeting, possibly in March. Titling – no report Title appeals – no report Ad Hoc: By-Laws (see above) Ad Hoc: Personnel Rules- Patty Fragola reports that the committee is on pace to present the work done at the next meeting for review, and hopes to have documentation available to ASA prior to that meeting.
Other Business	<ul style="list-style-type: none"> Meeting Adjourned at 1:43 p.m.



University of Wisconsin
Whitewater

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