

[draft]

Academic Staff Assembly
Minutes – May 4, 2019
Christie Theatre

1. Call Assembly to Order

Academic Staff Committee Chair Jamee Haslam called the Assembly to order at 3:00 p.m. Cordially, she recognized her fellow Academic Staff Committee members in attendance, then introduced the meeting agenda to the approximately 30 people in attendance. **Lynn Niemi happily moved to approve the agenda and Jan Malchow seconded; it passed via voice vote.** With the completion of formalities, Jamee introduced Chancellor Miller for his remarks to the Assembly.

2. Chancellor's Report

Chancellor Miller's first order of business was to present Jamee with a token of thanks and appreciate for her dedication to shared governance as Chair of the Academic Staff Committee (an engraved, personalized wine glass which is sure to be the envy of her entire neighborhood). The Chancellor then thanked all in attendance for their committed service to the university, as evidenced by all they do to keep this institution running like a well-oiled machine.

Effective 1 July 2019, Prof. Michael Alexander will take over as our new Provost. One of Provost Alexander's first assignments will be to work on a new strategic planning initiative. Work on the previous strategic planning initiative was cut short when Governor Walker announced his \$250M budget cut to the UW System. UWGB's new Mission Statement was approved by the Board of Regents and has been sent to the HLC for their final approval. Aaron Kennedy, founder of Noodles and Company, has been selected as TitleTown Tech's Entrepreneur-in-Residence. The RCM budget model moves toward implementation; the UWGB customized version of the model promises more transparency and decisions that are closer to the Dean/Faculty/Staff level.

In state budget news, the state legislature voted on Governor Evers' budget, taking out everything they did not like; the Joint Finance Committee will make its own modifications. It appears the \$250K in Oneida gaming money was untouched. These funds will be shared by the Oneida nation and UWGB to support the First Nations Studies new doctoral program. Representative Nygren requested \$4M be put in the capital budget for renovations to Cofrin Library; UWGB has paid for the pre-design work with hopes of completing the project in 2024. A proposal developed by the Colleges/Deans of CAHSS and CHESW was funded, they will receive \$1.7M to work on mental health and drug abuse issues in northeastern Wisconsin. Governor Evers has requested a 2% + 2% salary increase for state employees, with the state covering the entire amount. Bids on the renovation of the softball field will go out this afternoon;

anticipated start date for construction is September or October. New video billboard signs are being completed at the entrances to campus. Finally, UWGB has received a \$1M endowed professorship in our new strings program in Music.

3. Provost's Report

Provost Davis extended a big thank you to Academic Staff for their wonderful work over the past four years of his tenure as Provost. Summoning the wisdom of experience, he left the group with a suggestion for future consideration – he would love to see an annual joint governance meeting bringing together faculty, academic staff, university staff, and student government.

Proud of all that has been accomplished this year, Provost Davis reviewed the new programs that have received approval by the Board of Regents (M.S. in Applied Biotechnology, M.S. in Sport, Exercise and Performance Psychology, B.A. in Writing Applied Arts, and B.S. in Water Science) and those that are in the approval process (B.S. in Electrical Engineering and splitting Business Administration into 4-5 separate majors).

UWGB served as host to several events in April, including URSCA (Undergraduate Research, Scholarly and Creative Activity), Wisconsin Solo-Ensemble, and Destination Imagination. These events literally brought thousands of people to our campus and Provost Davis was ecstatic about the results and the comments received by visitors.

In general news, the Dean of the Austin E. Cofrin School of Business interviewed their final candidate today. The Search and Screen Committee hopes to have its recommendation to the Chancellor May 10. Overall, enrollment news is positive – incoming freshmen admissions are up 10%, but transfer numbers are down a little.

4. Associate Provost's Report

Associate Provost Clif Ganyard updated Academic Staff on several issues. Project Coastal is almost finished as work has moved to individual units such as IT, academic departments, etc. Complications related to tuition remains an issue. In general, we have done a good job, but there is still some anxiety and uncertainty as we proceed along.

With the restructuring of the four campuses, a new HLC accreditation is required. Despite our successful accreditation in 2017, restructuring has moved our next accreditation up six years to 2021. However, Clif is certain the assurance document for this accreditation review will not nearly be as “heavy a lift.”

Clif next discussed Navigate, the Educational Advisory Board's student success management program that all UW institutions (except Madison) have agreed to adopt. The student portion of Navigate includes an app that students can download to their mobile device. The app includes reminders for students, methods of exploring majors and minors, hints for exploration of on-campus opportunities and co-curricular activities, etc. The faculty/advisor portion of Navigate allows advisors to quickly pull up a profile

of the student with whom they are meeting. Advisors will also be able to keep a record of their meetings with each respective student, which can be shared with individuals in other offices (other advisors, financial aid, etc.). Students can use the mobile app to schedule advising appointments. The administrator portion of Navigate allows analysis of up to ten years of historical data unique to UWGB in order to identify opportunities and evaluate patterns of student success, risk, and failure. These data can be used to develop predictive analytics. Rollout of Navigate will occur in three phases over 1.5 years.

Lastly, Clif briefly discussed the RCM Incentive Based Budget Model. With an Incentive-Based Budget Model, the distribution of revenue (state appropriations and tuition) flow through the “revenue centers” (i.e., the Colleges) and the Colleges are “billed” directly by the “support centers” (e.g., IT, library, advancement, etc.) who provide services to the Colleges. The three main ideas behind an Incentive Based Budget Model are to increase budgetary authority at the college level, increase transparency so the university community knows how resources are being allocated, and use revenue strategically by aligning with the mission and vision of the university.

5. Academic Staff New Business

Academic Staff vote: “Transition Years Resolution – ASC for 2019-20 and 2020-21”

This year, each of the three Branch Campuses was provided a seat on the Academic Staff Committee, bringing the committee total to nine (9) members. Due to a limited number of Academic Staff at the Branch Campuses and issues with reaching quorum at their meetings, the ASC proposed a new resolution in which the three Branch Campuses would select one individual (through their steering committee) to represent them on the ASC for the next two years, 2019-2021. **Lynn Niemi moved acceptance of the resolution, seconded by Jan Malchow. The motion passed 28-0-0.**

Academic Staff vote: “By-Laws Change – Vice Chair to Chair Succession”

In this resolution, the ASC has suggested changes to Article III E. 2) (removing the need to first serve as Vice Chair before serving as Chair), Article III E. 3) g) (completely removing the language in which the Vice Chair accompanies the Chair to meetings during the transition process), and Article III E. 4) (the person elected Vice Chair will generally be in their second or third year on the ASC, as opposed to just their second year). **Kimberly Vlies moved acceptance of these changes to the By-Laws, Stacie Christian seconded the motion. The motion passed 28-0-0.**

The results of the 2019-2020 elected committees are in, those elected will be contacted by the Leadership and Involvement Committee.

Jamee took this opportunity to introduce two new academic staff members; Marketing Content Writer Michael Shaw and Desktop Administrator Andrew Teresinski.

6. HR Report

Melissa Nash stepped forward to report on a number of items. Anyone interested in serving as a mentor for new Academic Staff and University Staff employees should consider the Campus Connection Program. See Julie Flenz for details.

Governor Evers has put forward a 2%+2% PayPlan. Approval is expected in mid to late summer. Once approved a distribution schedule will be formulated.

Regarding Project Coastal, HR has been busy aligning contracts offered to Branch Campus Instructional Academic Staff to contracts offered to UWGB IAS. As for non-IAS, Branch Campus academic staff had one-year contracts, not the progression contracts used at UWGB – those adjustments are being made.

As for the Title and Total Compensation project, work continues to progress, albeit about 18 months behind schedule. The most recent work has been on defining titles and writing job descriptions. The number of job titles was reduced from approximately 1,800 to just over 600. Completion of job descriptions is expected in the next 6-9 months.

7. SOFAS Report

With four minutes of scheduled time remaining in the meeting, SOFAS Meyer harkened back to fond remembrances of middle school days and simply said “the Chancellor and Provost stole my answer.”

8. Academic Staff Committee Reports

With no time remaining, academic staff were encouraged to visit the SOFAS website to view the reports from the respective academic staff committees (Academic Staff Committee, Professional Development Programming Committee, Professional Development Allocations Committee, Leadership and Involvement Committee, and Academic Staff Personnel Committee).

9. Other Business

The next regularly scheduled ASC meeting is 22 May 2019 at 1:30 p.m. in CL735.

10. Adjournment

After a very busy 1:30, the meeting was adjourned at 4:31 p.m. and Academic Staff were invited to Shorewood for the End-of-the-Year Social.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff