

Academic Staff Committee (ASC) Minutes
Wednesday, September 23, 2020
1:33-3:01 MS Teams

Committee Member Present: Sherri Arendt (Chair), Lynn Niemi (Vice Chair), Virginia Englebert, Patricia Hicks, Lynn Rotter.

Guests Present: Jon Shelton, Tara DaPra, Alan Kopischke, Pamela Olson, Holly Keener, Sharon Gajeski, Erica Wirst, Jillian Jacklin, Rebecca Hovarter.

1. Call to Order: 1:33 PM by Sherri Arendt, Chair.
2. Minutes: Approved as written
 - a. Motion – Lynn Niemi
 - b. Second – Virginia Englebert
3. New Business
 - a. University Committee (UC) Proposal Draft: UW Green Bay Institutional Policy for Teaching Professors (Jon Shelton and Tara DaPra)
 - i. Goal: To address equity issues for Instructional Academic Staff (IAS) who teach 14 or more credits per year, with a focus on:
 1. Job Security
 2. Career Progression/Raises
 3. Faculty Status
 - ii. UC Commitment to IAS: No more ongoing semester-to-semester contracts, which offer neither job security nor provision for career advancement
 - iii. Career Progression Proposal:
 1. Teaching Professor
 2. Senior Teaching Professor
 3. Distinguished Teaching Professor

Note: Total Title and Compensation (TTC) plan may offer titles below and include career progression and raises.

 - i. *Assistant Teaching Professor*
 - ii. *Associate Teaching Professor*
 - iii. *Full Teaching Professor*
 - iv. Questions raised for discussion
 1. Where will IAS belong in the governance structure under this proposal? Currently, IAS with faculty status fall under both AS and faculty governance.
 2. How is length of service calculated? Is time spent at alternate locations counted? Is time spent at less than half-time (< 14 credits) counted?
 3. Will the AS handbook have to be revised under this proposal?
 4. What impact will this have on current employees? Will they have to reapply for their positions?
 5. What is the future of tenure?
 6. How can we find an email distribution list for IAS? Currently, IAS are included in the faculty list.
 7. How do we balance the needs of IAS and the needs of academic departments?

- v. Next steps:
 - 1. Jon Shelton will share the proposal with the university community for comment.
 - 2. Feel free to discuss this proposal with colleagues

 - b. Alternate Location ASC member
 - i. Replacement needed to complete Anthony Sigismondi's term (1 year), then leave the position open to be filled by election.
 - ii. Resolution requiring one ASC member to represent an alternate location has expired. Recommendation: Change bylaws to include a three-year term for at least one representative from an alternate site. Lynn Niemi will prepare a draft of a new bylaw and post it on Teams for feedback.

 - c. Development Interest Survey: Kate Farley will present results at next ASC meeting.
4. Old Business: Caregiver Workload Adjustment
- Statement from ASC was well-received Administration
- i. Procedures:
 - 1. Work with supervisor to request adjustment.
 - 2. If you and supervisor cannot agree, bring the issue to ASC.
 - ii. Communication: ASC will email all AS to remind them of this process and to let them know AS how we can help.
 - iii. Concern: Even with schedule adjustment, the work still has to be made up sometime. Is this really a benefit for caregivers?
5. Governance Reports
- a. Table until next meeting.
 - b. No report? Liaisons, please reach out to your committees for updates before the next ASC meeting.
6. Motion to Adjourn 3:01 PM
- a. Motion: Lynn Niemi
 - b. Second: Lynn Rotter