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**Academic Staff Assembly**  
**Minutes – December 14, 2017**  
**Christie Theatre**

**1. Call to Order and Welcome**

With approximately 40 people in attendance, Academic Staff Chair Eric Craver called the Assembly to order at 3:01 p.m. The first order of business was approval of the January 11, 2017 Academic Staff Assembly minutes, which was given by consent. Eric next introduced Chancellor Miller for his remarks to the Assembly.

**2. Chancellor's Report**

Chancellor Miller first addressed the anticipated flurry of activities surrounding the College of Science and Technology at the February Board of Regents meeting. UWGB is expecting the Board of Regents to approve: 1) the proposed Mechanical Engineering degree program, 2) the establishment of a School of Engineering, 3) a naming gift for the School of Engineering, and 4) a name change for the College of Science and Technology (to the College of Science, Engineering, and Technology). In other news related to the College of Science and Technology (CST), the department Computer Science will move to CST. Work on the STEM Innovation Building will be soon (financial support for the STEM building includes \$5M each from the state, the county, and private funding).

Work on Project Coastal continues as UWGB effort to reorganize with UW-Marquette, UW-Manitowoc, and UW-Sheboygan picks up steam (four campuses, one university). Associate Provost Clif Ganyard is leading the local effort to integrate the campuses. One of the key issues in question is what will shared governance look like? Stay tuned – the target date for the integration is 1 July 2018.

UWGB was successful in getting the Governor to sign the university's proposal to attract a National Estuarine Research Reserve to northeast Wisconsin. There are 28 such research and education reserves nationwide and the National Oceanic and Atmospheric Administration (NOAA) has the budget to add one more. Conversations with NOAA suggest we have the leading proposal.

Good news on the enrollment front – Residence Housing has more students than ever who have already paid for housing for the 2018-19 academic year.

The Board of Regents has approved a performance-based funding model for UW institutions. However, this model will not change our level of funding. In other words, funding remains at status quo.

There is some good news for a change regarding compensation as the state budget provides for a 2%+2% compensation plan. The first 2% increase should come around 1

July 2018. The date for the second 2% increase seems to change frequently, but the two dates often mentioned are the beginning of the 2018-19 academic year and 1 January 2019.

Riley Garbe will be our Class Speaker at commencement on December 16, 2017. Not only was Riley selected as Class Speaker, he was also named the Outstanding Student for the Fall 2017 Commencement and he was a Phuture Phoenix Student some 12 years ago.

### **3. Provost's Remarks**

Provost Davis discussed the \$26M available to UW institutions in performance-based funding and the metrics used to distribute that funding. The long and short of it, UWGB is likely to receive the same amount of funding as it has previously. Regarding a different pot of money available to UW institutions, \$5M in one-time dollars is budgeted for innovation funding to be spread over three areas: \$2M in engineering (for which we were not asked to participate), \$2M in nursing (for which we were not asked to participate), and \$1M in IT (for which we were invited to submit a proposal and were awarded \$86K).

As with recent budget years, UWGB potentially faces a \$600K budget cut next year. This cut could be averted if we enroll enough students. What is "enough students"? 88 FTE through a combination of new freshmen, retention of current students, new graduate students, and transfer students.

There is an immense amount of work to accomplish related to the Colleges Reorganization effort. In the short term, the greatest hurdle is satisfying the Higher Learning Commission (HLC). At the 7 December 2017 meeting of the Board of Regents, President Cross was given approval to move UW-Colleges Online to one of the four-year institutions (the original the plan was to make Colleges Online part of System, but HLC put a stop to that because System is not a degree conferring entity). Now President Cross is looking for a school to house and review the Colleges Online – the front-runners for being the lead institution include Stout, Whitewater, and Superior.

Speaking of the HLC, UWGB's on-site HLC accreditation visit yielded a very good outcome. Associate Provost Ganyard and Chancellor Miller have reviewed the HLC report, accepted it, and sent it back to the HLC. We should receive official notification that our accreditation has been renewed for the next 10 years, out to 2027.

Regarding personnel moves within the Provost's domain: Ms. Kelli Strickland was selected as Executive and Artistic Director of the Weidner Center, Ms. Jennifer Jones accepted the role of Interim Director of Enrollment Services following a failed search to fill that position, and Ms. Debbie Furlong (UWGB's first and only institutional researcher) will leave UWGB on 31 December 2017 to join husband Scott (who previously accepted the position of Provost at SUNY-Oswego).

#### **4. Human Resources Report**

Melissa Nash addressed the Assembly regarding the Title and Total Compensation study. Via a PowerPoint presentation, Melissa discussed the timeline for the various phases of the study. Currently in phase II, Melissa believes the timeline for completion of the five-phased study (March 2019) is optimistic. Melissa next updated the Assembly on open positions and current searches.

Regarding updates to the Employee Handbook, Melissa stated it will include added contract language and the determination of years of service. She is hopeful the Handbook will be ready to go in about a month.

#### **5. SOFAS Report**

SOFAS Meyer reported to the Assembly the results of the previous day's Faculty Senate meeting. The Senate voted to accept a proposal to eliminate the graduation requirement that every student complete either an interdisciplinary major or a disciplinary major coupled with an interdisciplinary minor. This does not mean interdisciplinarity will no longer exist at UWGB, it is still vital to the core of our mission.

The SOFAS next addressed the confusion surrounding Limited Staff (without backup appointment) being served by the Academic Staff shared governance group. Drawing from the old Academic Staff Handbook, section 2.03(1) states "Limited appointees with no concurrent academic staff or faculty appointment are eligible to participate in academic staff governance, although they are not academic staff and it must be understood that participation in governance in no way changes the terms and conditions of a limited employees appointment, nor does it include them in academic staff procedures and policies as outlined in the Academic Staff Handbook. Rather, eligibility to participate in academic staff governance confers the right to vote for academic staff representatives and serve fully on governance committees." However, a "fail-safe" is included in the current Academic Staff Governance Bylaws (Article III, section C.1(b)) which states "If an Academic Staff member has an appointment in which there is an apparent conflict of interest, as determined by the Academic Staff Committee, he or she will not be eligible for election to the Committee."

#### **6. Committee Reports**

In the interest of time (which was slipping away quickly at Assembly), 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). However, Stephanie Murphy (Leadership and Involvement Committee) reported that this year's committee preference survey is will be coming in late January, and Laura Delikowski (Professional Development Programming Committee) reported a mid-year vacancy and

replacement as Jenny Koroll resigned and Gail Sims-Aubert was selected as her replacement.

## **7. Old Business**

- a. Names of nominees were forwarded to the Provost for the Regents Academic Staff Excellence Awards.
- b. The Academic Staff Committee forwarded names of academic staff to serve on the search-and-screen committee for the Dean of the College of Arts, Humanities, and Social Sciences.
- c. The Academic Staff Committee's Resolution on Regent Policy 6-4, which took exception to only one academic staff OR university staff member serving on a Chancellor Search-and-Screen Committee, was forwarded to the SOFAS, who then forwarded it to the Board of Regents.
- d. Academic Staff notices will no longer be sent via email, rather *The LOG* will now be the source of all AS notices.
- e. UW System's new Driver Authorization policy requires anyone who drives as a part of their university responsibilities complete the appropriate forms. If this form is not completed, the individual cannot drive on behalf of the university and will not be reimbursed.

## **8. New Business**

- a. The Academic Staff Committee had discussed switching to a monthly meeting, but after discussion decided to continue meeting bi-weekly.
- b. No one brought to light any issues for they ASC to undertake in the Spring.
- c. The ASC sought to change Article IV, section C.3(b) which states "To review annually all conversions of positions from University Staff to Academic Staff, and Academic Staff to University Staff" to "To review all conversions of positions from University Staff to Academic Staff, and Academic Staff to University Staff" (i.e., remove the word "annually" from the sentence). The Assembly voted unanimously in favor of the change.

## **9. Other Business**

- a. The Academic Staff Committee will next meet 20 December 2017, at 1:30 p.m. in CL735.
- b. The next meeting of the Academic Staff Assembly will take place Thursday, 3 May 2018, at 3:00 p.m. in the Christie Theatre.
- c. Linda Briggs-Dineen told the Assembly about a petition drive being organized by UWGB-United regarding the 2% +2% salary increase. She stated the Union applauds the 2% + 2% salary increase included in the 2017-19 Biennial Budget and calls on the Chancellor to equitably distribute these funds in a way that enhances equity among workers on campus. Specifically, the petition asks that the Chancellor reduce equity

gaps by dividing the total outlay of salary increase by the number of full-time employees (who have a minimum satisfactory performance rating) and provide all workers with the same total salary increase. (Part-time workers' percentage proportional to full-time status.)

#### **10. Adjournment**

Business concluded, the meeting was adjourned at 4:30 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff