

Academic Staff Assembly
Minutes – January 11, 2017
Christie Theatre

1. Call to Order and Welcome

With about 40 people in attendance, Joe Schoenebeck momentarily stepped in for Chair Katrina Hrivnak (who was ill) and Vice Chair Eric Craver (who had a prior commitment causing him to run late) to convene the Assembly at 2:04 p.m. Joe's first order of business was to immediately introduce Chancellor Miller so he could address the Assembly.

2. Chancellor's Remarks

Chancellor Miller first spoke on the subject of the FSLA (Fair Labor Standards Act), an executive order of the Obama Administration. Many employees at UWGB would potentially be affected by the FSLA, which was created to establish a minimum wage, overtime pay, recordkeeping, and youth employment standards. However, the federal court struck down that executive order and the Obama administration did not pursue any further action.

Chancellor Miller next updated the Assembly on a Compensation Study at the System level in which a titling structure would be tied to compensation. In the immediate future, the Board of Regents have requested a 2%+2% compensation plan, with the state picking up all of the compensation increase (usually the university covers one-third of the increase). The requested compensation increase would be unlikely, however, as Governor Walker mentioned in his State of the State address that he will pursue a tuition reduction for all in-state undergraduates of the UW System. Members of the Wisconsin legislature are skeptical that the governor could make that cut happen.

The Chancellor next touched on the budget. There is talk that an institution's future funding might be tied directly to how well that individual institution meets the performance goals and targets set by the university and System. Turning his attention to this year's budget, Chancellor Miller solemnly explained that UWGB is \$2.5-3.0M short. The news that our enrollment is above 7000 students is good, however, not all of those students are full time. He maintains that we are still over-staffed for the number of students we have – instructional faculty numbers are steady, but student counts are down. We will need to wait until February for final student counts, but another round of expenditure reductions is likely for this spring.

To cover the General Campus Overview, Chancellor Miller took this time to answer questions. The Chancellor previously mentioned we have "programs that need traction", a staff member asked if he would explain what he meant by that statement. The

Chancellor said he was referring to new programs that would attract students to UWGB, programs such as a B.S in Mechanical Engineering, an M.S. in Athletic Training, an M.S. in Arts Management, and an M.B.A.

3. Changes to UWGB Employee Handbook and Academic Staff Handbook

Eric Craver told the group that the ASC has been working with HR to reduce the redundancy between the AS Handbook and the Employee Handbook. To accomplish this all University or System mandates found in the AS Handbook have been removed and are now only located in the Employee Handbook. What remains in the AS Handbook are only those things over which the AS has control. As a result, the AS Handbook shall now be known as AS Bylaws. Important items to keep in mind: 1) the content of the documents is not changing, the only thing changing is where that content is found, 2) the ASC held two listening session for all Academic Staff educate themselves about the process and voice any concerns they might have, and 3) the Academic Staff Personnel Committee was also involved in the process. **Kimberly Vlies moved to approve the changes, seconded by Ashley Folcik.** When prompted, there were no questions. **The motion was approved 36-0-0.**

4. Provost's Remarks

Provost Davis first commented on the transition to the Four-College Model which started in July. All the Deans are now in place and their top priority, at least for the near future, will be increasing enrollment. Besides enrollment they are also charged with increasing activity in the local community, creating more and stronger connections, and increasing fund-raising. Personnel-wise, the search for an Associate Dean of the College of Business is ongoing and some support staff positions still need to be filled.

Last year, UW System took the money saved from lower utility bills (thanks to a warmer than normal winter) and returned some back to each institution in the form of one-time funding. UWGB's share was \$2.7M, with the caveat that it must be used for student success. \$700K was immediately granted for financial aid; each college (except the College of Business) was granted \$200K to be distributed on a competitive basis to improve student success; \$500K was granted to Cofrin Library for a 2nd floor student success area; \$150K was used for an early alert system for students who may be struggling academically; \$150K will be put towards diversity issues; and \$250K is granted toward professional development activities as it relates to student success. Regarding the Cofrin Library project, the \$500K from the one-time funding will be combined with \$1.5M from the 1923 Fund to develop the library over a period of five years. Plans call for the initial stages of project (i.e., the 2nd floor of the library) to be open and functioning by the start of the Fall 2017 semester.

Speaking in regards to issues before the Faculty Senate and the University Committee, Provost Davis mentioned that the concealed carry law (which will likely be passed this spring) is troublesome for many faculty (and staff), how a 24-credit workload will be implemented is still being ironed out, compliance with the Program Discontinuation Policy (passed by the Board of Regents one year ago) still needs to be reconciled, and a timetable for the many different types of faculty reviews (annual reviews, merit reviews, contract renewal review (for pre-tenured faculty), and the recently passed post-tenure reviews) need to be coordinated.

Provost Davis mentioned there is a new process for evaluating open positions. All Academic Affairs open positions will be reviewed four times each year (11/1, 2/1, 5/1, and 8/1) by an administrative committee. Should a requested position be denied during one quarterly review, it would need to be resubmitted for review the next quarter. The position description for a new AIC Director has not been written yet, that job will fall to the person hired as Vice Chancellor of Student Services. The search process for a Vice Chancellor of Student Services continues. The closing dates for applications was January 4, there were 50 applicants, and half met the minimum qualifications for the position. Provost Davis was encouraged by applications from some extremely strong candidates. Interviews will begin early in the spring semester so that students can take part in the process.

5. Committee Reports

a. Academic Staff Committee

Eric Craver mentioned there was nothing new beyond what was on the agenda of the Assembly meeting. The ASC has been spending a great deal of time with HR on the changes to the Academic Staff Handbook and Employee Handbook.

b. Professional Development Programming Committee

The PDPC is working with the University Staff Planning Committee on events planning.

c. Professional Development Allocations Committee

Joe Schoenebeck reported that currently instructional Academic Staff are eligible to apply for professional development funding from two funding pools – Academic Staff Professional Development and Faculty Professional Development. This double-dipping seems unfair, so Associate Vice Chancellor Matt Dornbush will decide from which funding pool instructional Academic Staff should be allowed to apply.

d. Leadership and Involvement Committee

Stephanie Murphy reported that this year's committee preference survey is will be available soon. She also mentioned that something the LIC added to the survey

process last year was very helpful. It seemed that elected positions were often becoming a popularity contest. In response, the LIC requested that people whose names were placed on the ballot submit a brief statement of why they were interested in serving on that committee.

e. Academic Staff Personnel Committee

It was reported that the Personnel Committee is looking for someone to chair the committee.

6. Review and Vote of Support for “Fund the Freeze”

Linda Briggs-Dineen, a member of UWGB United, reported on a proposal by the American Federation of Teachers (AFT) called “Fund the Freeze”. The only two sources of revenue available to run the university are state appropriated funding and tuition dollars. While in theory freezing tuition is a good thing, the growing gap between the resources needed to run the university and the resources being provided to the university is ever increasing. Therefore, “Fund the Freeze” calls for the legislature to make up some of the difference created by the tuition freeze by increasing appropriated funds to the UW System. Specifically, “Fund the Freeze” looks to the legislature to pledge an increase of \$70M over each of the next three biennia. **Linda Briggs-Dineen moved that the Academic Staff Assembly endorse the Academic Staff Committee to back the pledge (seconded by Adam Parks).** There was a little concern expressed about the possibility of backlash by legislature in response to such a vote. **In the end, the motion carried 22-1-5.**

7. Adjournment

Business concluded, the meeting was adjourned at 3:26 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff