



Minutes: February 8, 2023 (12:30-1:45)

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| Attendance |                 | Absent (A), In Person (IP), Virtual (V), Non-voting (NV) |                       |    |                       |
|------------|-----------------|--|-----------------------|----|-----------------------|
| A          | Jessica Berge   | IP   | Christine Hoover (NV) | IP | David Reinhart        |
| A          | Ciera Edwards   | V  | Brenda Johansen       | IP | Brian Schanen         |
| IP         | Tatiana Fadeeva | IP   | Becky Jones           | IP | Terry Tumbarello (NV) |
| IP         | Nicholas French | IP   | Becky Mueller         | V  | JP Villavicencio      |
| A          | Dana Gordon     | V  | Rick Pues             | IP | Jessica Walz          |
| V          | Michael Gorman  | V  | Huckleberry Rahr      | V  | Abbie Windsor         |

Meeting called to order at 12:34 p.m. by chair Christine Hoover.

Minutes from the 1/25/23 meeting were approved by unanimous consent.

**Strategic Planning Governance Group Update**

Guest speaker Matt Winden attended the meeting to present an update on the Strategic Planning Committee work. Matt notes that he and Katy Casey worked over the summer to research the current strategic plans of other schools and organize a framework for gathering feedback from campus, with the intent of creating a bottom-up framework that prioritizes concerns of campus. Multiple open forums were organized in the beginning of the fall semester to gather feedback, concerns, and priorities, with the goal of developing themes. To establish the top themes, input was synthesized from these open forums and brought to the SPBC and Cabinet for feedback. Four themes arose, including the fact that many of the themes and goals from the previous strategic plan continue to be relevant, and that it is possible that too many goals were established in the last plan and that a lot of data was needed to be able to establish checkpoints and progress measures. Matt noted that these goals are meant to be augmentative. Identified themes include:

- Enhance the value of the UW-Whitewater education
- Champion student diversity, inclusion and advocacy
- Advance outside-the-classroom experiences
- Deepen a culture of collaboration

Discussion followed around the themes. Terry noted that, in theme 2, it might be helpful to rephrase to say “spaces are inclusive and welcoming.” Matt noted that, while the themes are set, feedback is welcomed and will be brought back to the workgroup. Matt encourages every person on campus to read the strategic plan slowly and carefully in order to fully understand and embrace the goals that have been carefully crafted.

While discussing the theme around deepening a culture of collaboration, Matt noted that there are many opportunities to break down barriers and silos around campus. Matt also noted that, in years past,



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UW-Whitewater was often ranked as one of the best places to work, but that budget constraints, the pandemic, and other issues may have contributed to UW-W falling off of that list. David offers the thought that, while there are many silos on campus, silos are also where the grain is found, and that things of value happen within each silo. Matt notes that bridges can be built and barriers can be removed while still allowing individual silos to thrive in the areas where they fit best, and that the focus should be on identifying places where barriers prevent students from accessing programs or services successfully and efficiently.

Expert teams will be developed on each theme, and will be tasked with developing goals and metrics around each theme. The final strategic plan containing the themes, goals, and metrics is targeted to be complete and released by June 1. Academic staff will be a part of some or all of the expert teams.

Mike asks about how granular the strategic plan and goals will be. Matt responds that the intent is to sit on top of and next to the individual missions of colleges and departments. This may be different than the way that previous strategic plans have been done in the past, where the plan sat on top and colleges were meant to develop their own missions and goals around it. This time, individual colleges and departments will be asked to contribute in specific ways, but will not be expected to align perfectly with all themes and goals of the plan.

Becky Jones discussed the final proposed resolution from the Joint Shared Governance workgroup on search committee compositions. Important pieces to note include a 5-day window to provide a nomination, a tightening of the focused titles/roles, and the ability of HR to remove a nominee from the committee from a search committee. Terry asks whether the Chair of the Search Committee is actually the person who is forming a committee, as in the past his experience has been that the hiring agent has formed the committee and provided the chair with a list of names on the committee. Christine notes that this doesn't appear to be the case in all committees. Becky notes that the goal is to ensure that shared governance can provide the nominees that they feel appropriate, and not be the responsible party for ensuring diversity and representation of campus partners in a search, which should be the responsibility of those forming the committee. Becky Jones notes that she will send a final version out to the group after this meeting.

### **Chair Report**

Christine has continued to have conversations with the Chancellor and HR about the movement of academic staff into renewable contracts, and that supervisors have been asked to provide lists of appropriate academic staff members for those contract types. The goal is to make that switch in the next contracting period, but Christine will meet with Connie Putland on Friday in order to discuss that item and move forward on this priority area. Christine will also be discussing the inconsistency and inequities in performance evaluations and supervisory trainings across campus, which is affecting academic staff across campus.



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### **Vice Chair Report**

David attended the last WSG meeting and passed around the packet including meeting documents. David noted that WSG is a well-oiled machine, and he was impressed with the professionalism of the student government members and the way in which the meeting was run. David also noted that there was impressive attendance, new senators had been appointed, committee spots were being assigned and participation was exceptional. David appreciated feeling welcomed and the efficiency organized manner in which the meeting was run. Topics included the academic calendar, search committee composition, and other topics that coincide with ASA priorities and topics, which David feels reflects positively on the close way in which governance groups are collaborating.

Discussion followed around the Event Policy, and the group noted that it would be helpful to have this policy reviewed with ASA in the same way that it appears to have been reviewed with WSG.

### **Past Chair Report**

Terry notes that the AS Promotions Committee continues to draft a policy, and hopes to finish soon. Once drafted, it will go to the Exec Board, then HR for review, then be brought to ASA.

Governing Documents Committee will meet on Friday, and plans to finish Personnel Rules in February, and hopes to bring Personnel Rule proposals to the next ASA meeting. March will focus by-laws, April the constitution, and May any remaining issues.

Onboarding Committee is on hold, and Terry hopes to hear from Connie Putland on some outstanding questions, at which time the committee will begin work again.

Brian asks about the possibility of split appointment considerations in the AS Promotions draft (i.e. staff who have a partial instructional appointment). Terry notes that the draft will specifically address only academic staff promotions. Christine notes that the goal is to address unique use cases once the two types of academic staff promotions have been addressed and approved. Brenda noted the example of someone who is split 50/50 across instructional and academic staff, and whether that person would still need to wait for twice as long in order to be eligible for an initial promotion.

### **Faculty Senate Liaison Report**

Jessica Walz notes that the IAS Promotions Committee will meet on February 17 to finalize recommendations, and the committee is hard at work completing reviews currently.

### **Open Floor**

Brenda posed a question about the recent announcement from Interim Chancellor Chenoweth noting the availability of professional development funds for the upcoming year – what is the basis for the tiered level of professional development funds available for different staff types? Discussion followed around possible reasons, including additional costs involved in disseminating research. It was noted that



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the professional development funds seem to have separate funds available for that particular purpose. Christine noted this for a future conversation with the Interim Chancellor.

Meeting adjourned at 1:47 p.m.