



Minutes: December 13, 2023 (12:30-1:45)

Approved by ASA 2/14/24

Membership Attendance		<i>Absent (A), In Person (IP), Virtual (V), Non-voting (NV)</i>			
A	Jessica Berge	IP	Michael Gorman	A	Becky Mueller
V	Heather Conte	IP	Christine Hoover (NV)	A	Huckleberry Rahr
V	Ciera Edwards	V	Brenda Johansen	V	David Reinhart
IP	Tatiana Fadeeva	A	Becky Jones (NV)	IP	Brian Schanen
V	Nicholas French	V	Nadine Kriska	V	Jessica Walz
V	Dana Gordon	A	Kirsten Mortimer	IP	Abbie Windsor

Also in attendance in person: Andrew Browning, Jessica Stein, Nathan Callope

Also in attendance virtually: Jamie Busse, Stacie Collins, Ramon Rocha, Jessica Smith, Ryan Wright, Chris Bornhuetter, Bill Stengrevics, Amy Thomson, Jodi Simek, Matt Baier, Kari Pahl, Mike Wessely

Meeting called to order at 12:32 p.m. by Vice Chair Michael Gorman.

Minutes from 11/8/23 and 11/29/23 were approved by unanimous consent.

Guest Speakers:

Andrew Browning, Jessica Stein and Nathan Callope attended to discuss CARE Team and Navigate resources. Andy Browning, Assistant Dean of Students, discussed the CARE Team – which collects information on students who have behaviors that may be concerning, and trying to direct resources to assist a student in that situation. Examples may include students experiencing the death of a loved one, a mental health concern impacting their ability to be present in the classroom. Specifically, academic concerns are sent by the CARE team to the Navigate team. Discussion followed on the reasons behind the separation of academic and behavioral supports, the ability to include a concern directly within a progress report, and the overall use of Navigate.

Abbie asks how to communicate an academic concern without use of Navigate. Jessica notes that the peer mentors for New Student Seminar are trained to use Navigate, and that there is also a success team listed for each student within Navigate, and that the Navigate app does include some very specific functions that make it the best place in order to collect this information. Jessica notes that anyone

Jessica notes some upcoming changes to Navigate – instructors will be able to set up the availability for students in their classes to make appointments with them, for office hours or other purposes. Hand Raise has been implemented, and students can now go in and ask for resources on common topics, which will send an automated email with the applicable resources. There is also a function to ask for a staff member to reach out. Another new piece in the spring is the launch of a career module, which will help match students to internships with companies that may be a good post-graduate career match. The rollout has been delayed slightly, but the spring launch is expected.



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Brian asks whether the calendar function for appointments in Navigate will sync with Outlook. Jessica confirms that, as long as it is synced, once your office hours are set, if you set an appointment that takes up some of that availability, it will not show as available in Navigate for students to set an appointment.

Michael asks about the cross-campus function and how it will work for Extended Campus courses. Jessica will look into it, because if the student is not a UW-Whitewater student, they would not be available in the Navigate app.

Michael notes that some Rock instructors have pooled their office hours in order to make sure that there is a larger availability for students, and asks whether that functionality will be available. Jessica notes that, in the first semester, this will not be possible, as the setup and implementation will be very conservative in order to transition successfully, but that after that, it is a possibility.

Christine asks about time-sensitive student concerns – especially those that happen at the end of the semester. Christine notes that a current student has had a recent medical concern (at the end of the semester), and has let her know that they are working with the Dean of Students, but there is no official communication. Christine asks whether, in that case, she should also submit a CARE team report, just to ensure that it is official? Andy notes that, unless you have a suspicion that the student is not being truthful, there is no need to submit a CARE report, and that the message that the Dean of Students Office gives students is to do exactly that – let instructors know what’s going on and that they are working with the Dean of Students. Andy also notes that, if you receive something that you believe is a fake medical document, please let the Dean of Students Office know, as that is something that does happen once or twice each year. Andy notes that the first step is to believe students until we have a reason not to.

Second Annual Success Conference – March 1<sup>st</sup> – look for an invite in January!

**Action Item:**

Emeriti Years of Service Resolution: (Purpose – to bring the ASA years of service requirement for emeriti status into line with the other groups on campus at 10 years). Brian Schanen moves, and Abbie Windsor seconds the motion to accept the Emeriti Years of Service Resolution as written. No discussion follows. After a roll-call vote, the motion passes unanimously.

Roll Call Vote Record		Absent (A), Non-voting (NV), Yes (Y), No (N)			
A	Jessica Berge	y	Michael Gorman	A	Becky Mueller
y	Heather Conte	NV	Christine Hoover (NV)	A	Huckleberry Rahr
y	Ciera Edwards	y	Brenda Johansen	y	David Reinhart
y	Tatiana Fadeeva	A	Becky Jones (NV)	y	Brian Schanen
y	Nicholas French	y	Nadine Kriska	y	Jessica Walz
y	Dana Gordon	A	Kirsten Mortimer	y	Abbie Windsor



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ASRC Representation Resolution: (Purpose – to clarify the member of the Executive Committee representing ASA at the statewide shared governance level). Abbie Windsor moves and Tatiana Fadeeva seconds the motion to accept the ASRC Representation Resolution as written. No discussion follows. After a roll-call vote, the motion passes unanimously.

Roll Call Vote Record		<i>Absent (A), Non-voting (NV), Yes (Y), No (N)</i>			
A	Jessica Berge	y	Michael Gorman	A	Becky Mueller
y	Heather Conte	NV	Christine Hoover (NV)	A	Huckleberry Rahr
y	Ciera Edwards	y	Brenda Johansen	y	David Reinhart
y	Tatiana Fadeeva	A	Becky Jones (NV)	y	Brian Schanen
y	Nicholas French	y	Nadine Kriska	y	Jessica Walz
y	Dana Gordon	A	Kirsten Mortimer	y	Abbie Windsor

Officer Stipend resolution: (Purpose – to clarify the process to be followed in the event that an executive board member cannot accept a stipend) Abbie Windsor moves and Brian Schanen seconds the motion to accept the Officer Stipends resolution as written. No discussion follows. After a roll-call vote, the motion passes unanimously.

Roll Call Vote Record		<i>Absent (A), Non-voting (NV), Yes (Y), No (N)</i>			
A	Jessica Berge	y	Michael Gorman	A	Becky Mueller
y	Heather Conte	NV	Christine Hoover (NV)	A	Huckleberry Rahr
y	Ciera Edwards	y	Brenda Johansen	y	David Reinhart
y	Tatiana Fadeeva	A	Becky Jones (NV)	y	Brian Schanen
y	Nicholas French	y	Nadine Kriska	y	Jessica Walz
y	Dana Gordon	A	Kirsten Mortimer	y	Abbie Windsor

**Vice Chair Report–**

Michael reports that he attended the recent meeting as one of the ASRC reps, where one of the biggest topics of discussion was the ongoing negotiations between the UW System and the state legislature. The negotiated deal was released during the meeting on 12/8, and the Board of Regents voted it down on 12/9. Another closed session of the Board of Regents was held on Monday (12/11), and there is an open session for tonight (12/13). One of the points discussed was that the way that the deal is written seems to be harsher than it actually is.

The Regents view is that the restriction on hiring is not very relevant, due to the current number of vacant positions. The way that it is written also seems to only cover about 50% of employees, because it excludes things like external funding.



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The DEI topic seems to be focused on the titles themselves, rather than the actual work being done, and discussions seem to indicate that calling those positions something else would satisfy the legislature. However, giving up on those titles will send a message to students that the work being done in the DEI spaces that they are no longer a priority – students may not understand the fact that, in practical terms, nothing would change. Balanced against that is the ongoing blockade from the legislature and it's active harm to the universities. The Board is voting based on a principle of lesser evil. The Regents will vote on the proposal again tonight, and it's difficult to say what will happen. Members of the legislature have been making threats to remove members of the Board of Regents if they do not support the proposal, which may impact their votes one way or another.

Discussion followed around the potential for further legislative demands to cut positions or change budgeted items, and the current lawsuit brought by the Governor.

### **Faculty Senate Liaison Report**

Lengthy discussion took place on the review of faculty post-tenure, focusing on creating a form of annual check-in or feedback that will align with system requirements for annual reviews. Attendance policies were also discussed, as WSG has been continuing to advocate.

One of the current concerns noted by WSG was a student who was hospitalized, brought documentation to the instructor, and still received a 0 on a missed exam. Since there is no formal policy allowing for a department chair to step in and enforce a policy, an instructor can ignore (re-listen- missed some)

Abbie asks whether this is different from the attendance verification policy. Brian agrees that it is.

Brian notes that this is still pending a final decision, but that WSG seems to be working towards a consensus with Faculty Senate.

Heather asks how many extreme situations we're really discussing – as it seems like a lot of time and energy to spend on something that may affect only a few students. Brian notes that, since it is very instructor-specific, it is hard to say how many students any one specific instructor can impact. Heather asks for clarification on what the specific issue is, and how this discussion will bring in IAS. Brian replies that he is advocating to make sure that any final resolution also brings in ASA.

Michael notes that the degree of policy and formal decision-making processes held by each department and college is greatly variable.

Abbie asks how many of these circumstances might be able to be avoided by looking at the actual absence policy that has already been approved.

### **Past Chair Report**

Christine attended the recent ASRC meeting. There are a number of pieces of legislation in the queue right now, including the Pay Plan, the tuition reciprocity with Minnesota (currently the reciprocity goes to the UW rather than the campuses directly), journalists, mental health funding, and more.

Campuses that have gone through layoffs this year have encouraged those who have not to ensure that their personnel rules are updated in order to reflect the practice that should take place in the event of layoffs. Christine notes that this has been added to her list of priorities for the Governing Documents Review Committee.



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**Promotions Committee Report:**

Brian Schanen reports that the total number of promotion applications this year is considerably lower than last year. The Provost has released the promotion amounts for this year, which will be based on a percentage of the applicant's current salary, which results in amounts considerably lower than they were last year. The Provost's Office was asked about the reason behind this decision, and the response was that the levels used last year were not sustainable for the long term, and that they believe that the amounts used this year can be sustainable in the long-term budgeting process.

Discussion followed on the apparent arbitrary nature of this decision, on the stark contrast between these amounts and those used for faculty. It was pointed out that a sample lecturer with a \$50,000/year salary and qualifications who applied last year received more than double the amount that same person would receive under this year's amounts. This will create new issues of pay disparity and compression. It was noted that campus leadership continues to say that providing a stable set of raises makes budgeting hard, and that such a view seems to raise questions about a leader's ability to budget and plan for the long term. Frustration was expressed about the lateness of this decision, and the apparent lack of interest in communicating it to the people who will be most affected.

Brenda noted that several lecturers who had begun an application have since withdrawn it based on the small amount offered, noting that they feared that they would apply and receive a small amount this year, only to find that a new, higher amount is offered next year. Discussion followed reviewing the reason for consolidating the previous 2 separate methods and types of promotions available to lecturers.

Meeting adjourned at 1:47 p.m.