



Minutes: January 24, 2024 (12:30-1:45)

Approved by ASA 2/14/24

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

Also in attendance in person: Provost Chenoweth

Also in attendance virtually: Kimberly Naber, Bridget Vaughn, Dawn Bacon, Erika Dugger, Diane Bahmann, Pamela Warren, Ryan Wright, Olesya Ostapenko, Stacie Collins, Dana Outhouse, Dana Wagner, Julie Woletz, Bridgette Hermanson, Matt Baier, Mike Wessely, Jessica Smith

Meeting called to order at 12:35 p.m. by Chair Becky Jones.

Minutes from 12/13/24 were tabled.

**Guest Speaker:**

Provost Chenoweth attended in order to address questions around the IAS Promotions policy and associated promotional salary raise amounts. Per the policy, money is allocated based on the budget. As the evaluation was done this year, the intent was to attempt to set a reasonable amount that we believe can be held consistent moving forward, in order to avoid changes from year to year based on budget availability. The amounts set last year are not sustainable, and have put fairly significant challenges onto college budgets, because the funding comes from college budgets. Savings from one year are being used to fund promotions for the next year. So, if a new member leaves or is hired, if there is a little bit of salary savings, those are the dollars being used to pay for promotions. This speaks a bit to the percentages versus the dollar amounts, because the base salaries differ depending on department, responsibilities, etc. So the Provost’s goal was to set a consistent amount moving forward, although nothing can be guaranteed. The hope is that, moving forward, 2% will be the amount. Timelines have also become challenging. IAS have the opportunity to seek promotion twice in the same time period in which faculty would be eligible for one promotion.

A lengthy discussion followed questioning the reasons behind this decision, and questioning campus commitment to equity and fair treatment of lecturers versus faculty. It was noted that ASA has been told multiple times that the University Compensation and Benefits Committee would address these issues, but that it has only met once so far, has nothing further scheduled, and that an attempt was made to focus only on faculty compensation at the first meeting.

The Provost noted repeatedly that he would like to help ASA address concerns, but that he is unable to help without understanding ASA’s priorities. He noted that he would like to see fairness and pay equity across campus, but that any decision made on the basis for that fairness and equity will necessarily leave



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someone out, and that without knowing what ASA hopes for, campus leadership cannot move forward. It was pointed out that ASA has developed a specific set of priorities, as well as passing resolutions and proposing processes that have been repeatedly rejected by campus leadership.

Specific edge cases, such as staff hired through an emergency hire process versus those hired through a search process, were raised as potential problems with any attempt to create a comprehensive plan. It was noted that ASA personnel rules don't provide for any differentiation based on the hiring process, especially since all contracts appear to show the same information and the same intent to rehire or not. The Provost also noted that campus leadership feels that the ASA process takes control of promotions out of the hands of department chairs and deans, which they feel they maintain through the faculty promotions process. While members pointed out that the ASA process was developed in collaboration with the Provost's Office and campus leadership and that recommendations from chairs and deans are a specific part of the process, the Provost noted that this doesn't erase these concerns from members of leadership.

**Hate Incident Resolution (JSG)** – Huckleberry moves and Jessica W seconds a motion to accept the Hate Incident Resolution as presented. The motion passes through unanimous consent.

**Promotions Committee Composition Update Resolution** – Heather moves and Brenda seconds a motion to accept the Promotions Committee Composition Update Resolution as presented. Discussion follows around the reasons for the update. (missed)

The motion passes unanimously after a roll call vote.

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

Chair Becky Jones called for the creation of two ASA-specific compensation committees, one for instructional academic staff and one for academic staff who do not have instructional status. Jessica Walz and Tatiana Fadeeva will lead these, respectively, and they will be modeled on the compensation committee run by Faculty Senate.

The meeting was adjourned at 1:50 p.m.