



Minutes: February 14, 2024 (12:30-1:45)

Approved by ASA 2/28/24

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

Also in attendance in person: (none)

Also in attendance virtually: Pamela Warren, Michael Wessely

Meeting called to order at 12:30 p.m. by Chair Becky Jones.

Minutes from 12/13/24 were approved by unanimous consent.

Minutes from 1/24/24 were approved by unanimous consent.

**Guest Speaker:**

Heather Chermak, Registrar, joined the meeting to present the planned 2025-26 Academic Calendar in order to give ASA an opportunity to review and comment. She noted that the calendar is basically the same as the 24-25 calendar. No discussion or comments followed, and ASA thanked Heather for taking the time to give us this opportunity.

**Chair Report:**

Adjunct Instructor Titles - Becky Jones reported that the ASA Executive team met yesterday with Kai Instefjord, Brenda Jones, John Chenoweth, Kristen Plessel, and Connie Putland to discuss the issue of adjunct instructors and their hiring/role on campus. One of the issues discussed was that, during the TTC process, the title of adjunct instructor did not exist, but it has since been added to the TTC job library, with a specific description. Currently, approximately 20-25 individual had a TTC title of adjunct instructor, with a working title of Lecturer 1, which made the issue of promotions confusing. The group arrived at the conclusion that standards for the approved working titles for adjunct instructors must be used in order to avoid confusion over promotion. Two (adjunct instructor and student teacher supervisor) are being proposed, as those are the two roles being used currently. Becky Mueller asked about the difference between the lecturer and adjunct instructor title. Brian notes that adjuncts are typically 1-2 classes only. Becky Jones notes that a lecturer is supposed to be hired through the search process, while adjuncts are hired as exempt or emergency hires, and that adjuncts are typically paid in lump sums rather than salaries. Work will be done by the Provost and HR to clean up messaging to the deans/chairs and to department ADAs in order to clarify and move forward with the same message. Brian is drafting some language for resolutions to be considered by ASA, which is expected to be brought to the next meeting.



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Inauguration will be next Friday, followed by a celebration.

SPBC will meet on 2/26, which will clarify the budget. Systemic furloughs are not expected, but nothing is certain. Brian asks about the potential for layoffs, and Becky notes that there is at least 1 of which she is aware, and that is linked to a specific budgetary reason. Overall, Becky believes that the picture looks good. Becky Mueller asks whether that person is aware, and Becky Jones notes that, as far as she is aware, it has already happened.

Upcoming ASA Elections - The election cycle is coming up this spring, and candidates for the Vice Chair position are needed! Becky Jones is happy to talk through what the position entails if anyone is interested.

Regents Awards - A request for Regents Academic Staff Award nominations came out in the fall. Becky was told that, typically, the previous year's Academic Staff awardee is submitted for the individual award, but that there isn't really a process for choosing the group or department. The ASA executive committee nominated the Children's Center in recognition of their work creating the drop-off center and navigating some ongoing issues. Going forward, a process to identify nominees is being developed for both.

COEPS Dean Search - Candidates for the Dean of COEPS have been identified, and on-campus days are being planned and will be shared as soon as possible.

Academic Staff Excellence Award - Reminder – The last day to turn in Academic Staff Excellence Award nominations is tomorrow (2/15/24).

Guest Requests – Becky asks whether there are any guests that ASA would like to hear from in the remaining ASA meetings. Ongoing topics being considered include pay progression and pay compression. Brian notes that having the chancellor visit to continue those discussions would be helpful, also noting that the chancellor attends the faculty senate meetings regularly. Tatiana asks about consistent remote work policies, noting that policies continue to seem disparate and often make it seem as if such policies should be kept quiet. Becky Mueller notes that the impression we've received from campus and system leadership is that this should be discouraged, because if we want our students to be here in person, then we should be here in person.

#### **Faculty Senate Liaison Report:**

Brian Schanen reported that yesterday's meeting reviewed the calendar quickly, and discussed their budget committee. Discussion followed noting that technically, state statute could allow the budget committee to be needed to approve every single purchase.

#### **Promotions Committee Report:**

Brian reports that the committee is currently reviewing the 18 applications, and plans to meet this week or next week, and hopes to have recommendations to the provost by end of month.

#### **Past Chair Report (none)**

#### **Committee Reports**



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**Onboarding** – Kirsten Mortimer reports that the committee is currently collecting information from what is sent out by HR. Megan Matthews is going to ask Christine to share the Canvas course that's been built in order to be reviewed. Once they've collected information on what's being done currently, they'll be able to create a process that doesn't duplicate anything.

**Awards & Recognition** – Ciera Edwards reports that tomorrow is final day for nominations, and that recommendations will be sent to Kristin Plessel by 3/1/24. Currently there are four nominations, so more are welcome.

**Governing Documents** – Christine reports that the committee will meet this week and plans to bring resolutions forward at the next meeting.

**Provost's working group on IAS Review Process** – Brian reports that this is currently sitting with the Provost and the Deans as they attempt to align timelines with the faculty review process.

**Campus Safety** – Brian reports they have met twice so far and have reviewed reports of anything that is "stitches and above". So far this year there are 9 reports (blame the ice). Lighted crosswalk signs on Starin are being investigated, along with potential replacements for the blue lights, which don't currently work (the calls are garbled and cell phones have rendered them obsolete).

**Student Success** – Brian is currently on the sub group attempting to define student success in the academic area and dividing it into areas like engagement, career readiness, persistence/retention. They are also looking into analyzing the honors program and overall pathways.

**Chief of Staff Search** – Christine reports that there are 13 screening interviews being completed now, and on-campus interviews will be scheduled.

**Dean of International Education Search** – Brian reports that it is potential that the person currently serving as interim may be appointed on a permanent basis, which will bring some budgetary savings.

**University Compensation and Benefits** – Tatiana reports that the meeting is scheduled for next Tuesday, and that working groups for the non-instructional academic staff have identified promotions and pay compression as the issue, and data from HR has been requested and will be analyzed. After that, two more meetings (April and May) have now been scheduled. Becky Jones notes that the Chancellor has mentioned recently that he hopes to solicit compensation/benefits priorities from ASA and USC (similar to those that Faculty Senate have passed).

**University Technology** – Abbie reports that the next meeting is next week, so nothing to report since ASA last met.

#### **Constituency Reports:**

**COBE** – Christine reports that the programmatic AACSB accreditation visit will be 3/11/24, so there is a lot of prep work currently being done for that. UW-Whitewater has the largest AACSB-accredited business school in the state, along with the rare accounting accreditation. Jessica Berge notes that this dual accreditation is something that puts our institution in the top 2% in the world.

**Student Affairs** – Ciera reports that nothing has changed yet, but many things are being discussed. The Chancellor wants to slim down the SA leadership team to 8 or so from 20 or so. The Interim Vice Chancellor is working to plan how that will be implemented.



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**COAC** – Brian notes that the strategic plan is being created.

**ITS** – Kirsten notes that the guest wi-fi has been updated and users should see a huge improvement in experience. This included the addition of a lot of access points, including in the Auditorium. Becky Jones also notes that the addition of the google search bar is also a great improvement. Becky Mueller asks who the current owner of the Qualtrics contract is, and Kirsten confirms that ITS now manages it, and can provide some technical help and can complete the change of ownership of surveys.

**Open Floor:**

Brenda notes she needs to step down from committees and asks for replacements.

- ATP – Kirsten Mortimer will replace Brenda
- UC Advisory Board – Ciera will continue, and Becky Jones will reach out to see if 2 reps are truly needed
- ARCE – Becky Mueller already serves in her role for ORSP, and will begin to also represent ASA

Abbie asks whether there's any news on what's happening with the Campus Landscaping Committee and the issue raised about the Log Cabin – Becky Jones will follow up.

The meeting was adjourned at 1:15 p.m. upon completion of the agenda.