



Minutes: January 8, 2025 (12:30-1:45)

The Academic Staff Assembly is an elected body that represents UW-Whitewater academic staff, including our instructional academic staff members. The Assembly has primary responsibility for formulation and review of relevant policies and procedures and shall be represented in the development of all policies and procedures concerning academic staff members, including academic staff personnel matters.

| Membership Attendance |  | Absent (A), In-Person (IP), Virtual (V), Non-voting (NV) |  |    |                  |
|-----------------------|--|--|--|----|------------------|
|                       | Jessica Berge                            | V  | Nicholas French<br><i>(teaching class)</i>                       | V  | Kirsten Mortimer |
|                       | Maddilon Brus<br><i>(teaching class)</i> | A  | Dana Gordon <i>(leave)</i>                                       | V  | Becky Mueller    |
|                       | Heather Conte<br><i>(teaching class)</i> | IP   | Michael Gorman (NV)  |    | David Reinhart   |
|                       | Tristan Coughlin                         |  | Christine Hoover<br><i>(Dialed in but could not participate)</i> | IP | Brian Schanen    |
|                       | Ciera Edwards                            | IP   | Becky Jones (NV)   |    | Jon Spike        |
| V                     | Tatiana Fadeeva                          |  | Nadine Kriska  | V  | Abbie Windsor    |

Also in attendance (V): Kai Instefjord, Gina Elmore

**Key Topics and Motions:**

- Personnel Rules – issue with grievance processes
- Campus Climate Survey (CONFIDENTIAL) – results update
- Starin Road update
- Compensation Committee
- IT Survey

Meeting called to order at 12:30 p.m. by Vice-Chair Michael Gorman.

Minutes for the November 6, 2024 and November 23, 2024 minutes

**Discussion Item:**

**Chair Report:**

- **Current status of ASA Personnel Rules:** a number of things are on hold due to the system review of personnel rules (regent's policy that says the Board of regions are supposed to review certain personnel policies. It's vague which ones. Somebody decided that they should actually do it because they hadn't been doing it for years. So now it's all bound up in system legal, well they try to figure out how to approach.) Complex grievances have been moved to system for investigation. System practice/timeline is not inline with our personnel rules.
- **Campus Climate Survey:** Chancellor has released to shared governance chairs; Gorman will forward to ASA members today but **report not to be shared (CONFIDENTIAL)**; report makes recommendations for things that may already be in place; we are to give our feedback about implementation or releasing the results to campus
- **Starin Road Closure Update:** Brenda Jones made a very passionate appeal for the closure at the last Whitewater City Council meeting. There have not been any decisions have been delayed until April and June; additional stop signs will be added at Starin/Prince and Starin/Warhawk (3-way stop intersections); 15MPH speed limit change; cannot put stop signs at a cross walk



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- **Compensation Committee:** Big meeting next month generating recommendations for how to use theoretical future compensation costs for next fiscal year. How would we like to see any compensation funds that we have available used for academic staff? The chancellor has repeatedly made sure we understand this is an advisory. We do not have any authority. It's all contingent under the budget. President Rothman is very insistent that he fully expects to get the \$85 million but it is a big ask.
- **IT survey** for ASA to be completed in preparation for future meeting with Sara Deschner – Schanen is sending out.

**Vice-Chair Report: Mueller**

- **ATP:** may also impact Mortimer; Brenda Jones confirmed that there are overload funds available for work on ATP if it is truly above and beyond, but it does not include training. A new computer system is considered part of your job; open houses will be scheduled for people to see what workday will look like (e.g. expense reports, purchasing, HR)
- **USC:** meets day after this meeting

**Past Chair Report: none**

**Faculty Senate Liaison Report: Schanen**

- didn't meet in December and not meeting in January
- **IT SURVEY: complete the IT Qualtrics!**
- Promotions are currently sitting with department chairs (12 applicants this year – 16 last year)

**ASA Committee Reports**

- **Awards and Recognition Committee (Jones):** has met and forwarded to Provost; for BOR the individual is whoever won last year and the group is Admissions.
- **Compensation (Jones/Fadeeva):** The 1 % that's going out to individuals that have been here ten years in the same position. The individuals that would have gotten that raise should have gotten an email last week. There is an opportunity to reach out to Connie if you did not get one but expected one, and they can do a review to see if you should have been. They did a review of all of the individuals that were like coming up that could have possibly been in that tenure but missed it by like a couple weeks or something. There were two individuals that would have hit ten years this month and then there were NO individuals for about four months so they included those two individuals as well.
- **IAS Review Process:** Currently at the dean level working to make it more uniform between colleges/departments; more uniform structure; working for ATP review process

**University Committee Reports**

- **Vice Chancellor for Student Affairs: Mortimer**
  - Phone screening interviews scheduled in next two weeks
  - Search is progressing well
- **Title IX: Mortimer**
  - Met this fall to provide some recommendations for the Chancellor for what this committee might look like moving forward. The chancellor's accepted those recommendations.
- **Chancellor's Committee on Student Success: Schanen**
  - Warhawk Student Success Conference February 14 (LEARN Center website)
- **Dean of Students Search: Gorman will follow-up for an update on position restructure and search**
- **Director for Global Education: Mueller**



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- We have a meeting at the end of the month to receive our charge from John, so. So that one hasn't started yet.

#### **Constituency Reports**

- **Whitewater City Council (Schanen)** - Thursday, the 9th at 06:30 to eight in the Whitewater City Council chambers, there will be the state of the community. Speakers will be city manager John white Els, Superintendent of whitewater schools, dr. Carolyn Pete Hefty, and then our chancellor, dr. Corey King. Each will have time to speak about things that are going on in their areas and then there will be some time for Q and A and some light refreshments.
- **Enrichment Days (Gina Elmore – HR)** – looking for funds to support event

**Discussion: ASA Budget** - should we have some light refreshments at next meeting (January 22)? Yes  
Should we get table cover or swag? Because Gorman and Hoover are attending system meetings we do not have travel as would be normal because we live in Madison

**The meeting was adjourned at 1:13 p.m.**

**Minutes respectfully submitted by Communications Director Christine Hoover**