



Minutes: January 22, 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)			
V	Jessica Berge	A	Nicholas French <i>(teaching class)</i>	W	Kirsten Mortimer
A	Maddilon Brus <i>(teaching class)</i>	A	Dana Gordon	IP	Becky Mueller
A	Heather Conte <i>(teaching class)</i>	IP	Michael Gorman (NV)	W	David Reinhart
V	Tristan Coughlin	W	Christine Hoover	IP	Brian Schanen
A	Ciera Edwards	IP	Becky Jones (NV)	W	Jon Spike
IP	Tatiana Fadeeva	W	Nadine Kriska	IP	Abbie Windsor

Also in attendance (V): Kai Instefjord, Pamela Warren

**Key Topics and Motions:**

- Campus Climate Survey
- Starin Road Update
- ATP Update
- Emeriti Resolutions: McDonald and Hafemeister

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

Minutes for the 01.08.2025 meeting approved by unanimous consent.

**Emeriti Resolution:** A resolution granted Michael McDonald (Accounting/CoBE) emeriti status was approved by unanimous consent, with congratulations and thanks for their service. Gorman will forward approved resolution to the Chief of Staff.

**Emeriti Resolution:** A resolution granted Lynn Hafemeister (Accounting/CoBE) emeriti status was approved by unanimous consent, with congratulations and thanks for their service. Gorman will forward approved resolution to the Chief of Staff.

**Discussion Item: Campus Climate Survey** (58 minutes of meeting)

- **DO NOT SHARE IT BEYOND OUR GROUP AT THIS POINT**
- Discussion Points: The survey response rate is low, raising questions about its representativeness and conclusions that can be drawn. The survey results indicate a concerning experience for LGBTQ+ students, and action is needed to address this. The survey data is not easily digestible or releasable, and there are concerns about protecting anonymity. There is a tension between the need to publish the survey data and the need to maintain confidentiality. The recommendations in the report are not seen as impressive or actionable. The survey may not be representative, but it can help identify areas for improvement in inclusivity. The goal is to gather feedback and determine the usefulness of a survey for addressing inclusivity concerns. Mental health, retention, and student learning are seen as important factors in addressing these concerns. A meeting on February 4th will determine next steps and logistics for releasing survey results.
- **Suggestions/Action Items:**
  - Pare down the campus climate survey report to make it more digestible and user-friendly



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- Analyze the comments in the survey and consider using AI summaries to identify main points
- Determine if the 12% response rate for the student climate survey is representative of the actual population
- Clarify the overall goal and purpose of the climate survey report
- Provide interpretation and analysis of the data in the report, including a clear "so what" factor
- Determine the role of shared governance in addressing the survey results and identify potential action steps
- Consider the political pressure and potential pushback in making decisions about releasing the survey data
- Address concerns about protecting anonymity and confidentiality when releasing the survey data

#### Chair Report:

- **Executive Orders:** The university is monitoring the large number of executive orders occurring. There is a team getting put together to figure out what do we do as these things start happening as well as coordinating with system and system legal. These include federal grants, immigration, DEI, among many other potential items impacting higher education.
- **Starin Road Update:** Brenda Jones will be coming to a future ASA meeting to discuss the things that went into consideration of the support closing it, the volume of pedestrian traffic, the volume of cars, which apparently was 4000 a day, the student governance, and the recommendation by our police chief. Discussion about whether ASA needs a resolution – do we have a consensus opinion to be able to draft a resolution.

#### Vice-Chair Report:

- **ATP Update:** The university will be offering training sessions in February and March, with a finalized schedule still in progress. Data cutoffs will begin rolling out after the semester progresses, so participants should keep an eye on them.
- **ASA Open House:** open house before elections for potential new members **March 4 from 11:00 A.M. to 1pm in UC259**
- **USC:** passed shared resolution that faculty senate passed (UC 259)

#### Past Chair Report:

**Faculty Senate Liaison Report:** no meeting

- **IT SURVEY: If you haven't yet complete the IT Qualtrics survey please do!**

#### University Committee Reports

- **Admissions and Academic Standards Committee** - Christine Hoover (2023-2025 Term), (2024-2026 Term)
  - This is the university's academic appeals committee
  - need 1 more ASA representative;
  - Committee met 01.15.2025: The admissions and academic standards committee discussed trends of students moving from warning to probation to dismissal, and explored interventions to stop this progression.
  - Total dismissals of students after the fall semester, 400 and 409 students went on warning or probation. And then, of those 127 total dismissals, 40 total students submitted appeals to be reinstated. we went through those appeals last week and made some decisions and those decisions are being communicated to those students. One of the things that



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we noticed, so I also listed there, so when students go on either dismissal and they're reinstated or they go on probation they're assigned to a canvas course that they have to complete, which is all about the resources on campus and what it would take to get back in good academic standing. They also do a Qualtrics survey which determines what resources they have used as well as some other information and then reinstated students, meaning that they were dismissed and they were submitted an appeal and they were allowed to come back for a semester, have to meet with the coordinator and there was 81 % attendance for the fall. Those students who are on probation or are reinstated for dismissals are part of the progress reports that instructors have to submit each semester to track whether or not they're on track academically and attendance wise. And then this past semester, the success coach co the success coaches were incorporated into assisting students that were on academic probation. And then the committee had a pretty lengthy discussion because we are noticing a trend of students who go on academic warning and don't understand the ramifications if they do not do well academically the next semester, and then we see them go on probation without any improvement and then the next semester they ended up on dismissal. The progress reports could help with that and then can we have the student success coaches also help with those students that are on warning? So again, we're talking about anywhere it's usually about 250 or so students each semester, but we are noticing a trend that those, once students are on warning, they tend to move into probation, and we want to stop that movement as much as possible so the earlier that we can assist, the better. Abby also sits on that committee. Abby also attended as representative for Registrar.

- **Chancellor's Committee on LGBTQ+ Inclusive Excellence: Jon Spike**
  - The results of the climate survey for LGBTQ+ students is concerning and the committee is discussing it.
  - Climate data when a student identifies as LGBTQ plus is, you know, that their experience is sense of belonging is, is much inferior to someone who does not identify from those groups, so not that that data is shocking, but probably to the degree that it is and to the degree that maybe we don't always know that actionable steps being taken. We are taking some in the committee, and anything that shared governance can do to provide teeth to what will be hopefully moving forward would be appreciated. So, we'll hopefully have some more details about that as we kick off the spring semester.
- **Faulty Senate – Leadership Feedback Committee: Christine Hoover**
- **Parking Committee – Lucas Peterson**

The meeting was adjourned at 1:45 p.m.

Minutes respectfully submitted by Communications Director Christine Hoover