



Minutes: **April 09, 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)			
A	Jessica Berge	A	Nicholas French	V	Kirsten Mortimer
A	Maddilon Brus (teaching class)	V	Dana Gordon	IP	Becky Mueller
A	Heather Conte (teaching class)	V	Michael Gorman (NV)	V	David Reinhart
V	Tristan Coughlin	V	Christine Hoover	IP	Brian Schanen
V	Ciera Edwards	IP	Becky Jones (NV)	IP	Jon Spike
IP	Tatiana Fadeeva	V	Nadine Kriska	IP	Abbie Windsor

Also in attendance (V): Pamela Warren, Kai Instefjord, Matthew Baier, Mike (last name unverified on webex)

Key Topics and Motions:

Limited Appointees

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

Minutes for the 03.05.2025 and 03.19.2025 meetings approved by unanimous consent.

Resolutions:

2025040901: Thanking the ASA Promotions Committee for Their Work (Schanen) - Abbie Windsor, Dawn Bacon, Michael Stevore, Nick French, and Jody Gavin

Motion: Mueller; second: Hoover with a note to update name spelling to Abbie (approved by unanimous consent)

2025040902: Resolution of Appreciation for Abbie Windsor Service to ASA (Hoover)

Motion: Schanen; second: Fadeeva (approved by unanimous consent)

Chair Report:

Policy Review Prioritization

- System has put together an office to manage the system level policies and they're trying to establish a regular schedule for determining what policies people want reviewed. They're asking each of the shared governance groups to give them a top five list of system level policies that we would like to see reviewed in the next year. ASRC needs to get our list submitted by May second.
 - Summer teaching: there is a fixed percentage of salary or a fixed number, whichever is lower. There was a request to review that to determine if it needs to be modified as inflation and salaries change.
 - Tuition benefit/educational assistance for employees to pursue degrees at other UW schools
 - ASRC: System level shared governance, come up with our top five policies, and then we pass that on to the system policy office for things that we would recommend being reviewed.

Executive Orders

- An informational website, [Federal Updates](#), has been created to provide timely updates and communications from the Universities of Wisconsin Administration.



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- Gabby Dralle is the UW-Whitewater rep to the system. Her recommendation is if you have a question about something involving the different federal actions, check with your supervisor. If their response is they don't know, contact her. And then she's the point of contact. She will not necessarily know the answer, but she can steer your question to the people who do.
- Concerns raised about impact to international students

AS Personnel Rules

- ASA Executive Committee met with Chancellor, CHRO Connie Putland, and Gabby Dralle to receive charge to move forward with review of AS Personnel Rules. The Governing Documents Committee will be reviewing sections to determine alignment with UW System and Board of Regent Policy. Waiting to receive feedback from UW General Counsel on their areas of concern. Some of this work will be happening over the summer so there may be some proposed update resolutions coming.

Vice-Chair Report:

- **Elections Committee:** I believe we will have eleven people on the ballot that I will start creating to have that out by Friday, 11 April. The ballot will close then on 21 April so that we can have our new members by the 23rd with our organizational meeting on the 14th. Then the elections for the executive committee of the next year's academic staff happen after the organizational meeting.
- **USC:** unable to attend meeting

Past Chair Report: none

Faculty Senate Liaison Report:

- Chancellor shout to Research in the Rotunda and he attended a joint finance meeting (advocating for changes to funding models); budget being proposed for next year has \$0 structural deficit; gift to UW-Rock for nursing department
- Workday will allow for 9 months of pay over 12 months with more details coming
- Freshman class anticipated at 1975 to 2000 students
- action item: resolution to update to grade appeal process language
- action item: resolution on academic freedom that could be optional on syllabi

Communications Director Report: none

ASA and University Committee Reports

- **Campus Landscaping & Planning Committee (via Mueller):** Brendan Jones' office, has been looking for some grant funding to help support the renovation of the red cabin update or upkeep cost, but we haven't found anything applicable at this time
- **ATP (Mueller):** keep an eye out for cutoff dates; go live date is still scheduled for July 7
- **Compensation Committee met last Thursday – Tatiana Fadeeva and Becky Jones**
 - Discussion points: Have gotten numbers from Brenda Jones but it was based on 5/3 and not 5/4; 5/3 would be about \$200K would be for academic staff (we do not know numbers for other groups or limited); the lowest amount listed was for 1% for employees here 10 years or more (\$62K) and highest number is \$284,600; met with Joshua Knapp and Kelly Delaney-Klinger (HR



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faculty were so helpful and their time was greatly appreciated) to discuss industry standards and best practices when making recommendations for compensation funding.

- **Promotions (Schanen):** promotions candidates have been notified from the Provost office
- **Compensation Committee (Jones & Fadeeva):** We have a date of May second to submit our recommendations and we will present those to you at the meeting in two weeks. We did receive a document from IRAB where they went through the data from HR to compare it to percentiles and averages compared to other individual, other instructors in those same codes. This is just looking at instructional academic staff, so we'll be reviewing that as well to see in which areas we are way too low (a new piece of information that we're going to be looking at is part of our review).
- **Sexual & Interpersonal Violence Prevention and Response Committee (Mortimer):** looking
- **Chancellor's Committee on LGBTQ+ Inclusive Excellence (Spike):** Moving away from the Pride Index (program essentially folded, the people who were running stopped scoring and accepting payment for applying for it). We are looking at either developing our own or finding a new metric to gauge how effectively we're serving the our LGBTQ plus students; I'm heading up the subcommittee to design a version of the safe zone training that we had years ago and we are finishing our curriculum and then running a test.
- **Chancellor's Committee on Mental Health (Reinhart):** looking to downsize the committee (currently 15 members) and are currently evaluating who should be on the committee (content related individuals)
- **UC Advisory Board (Spike & Edwards):** looking at rebranding the UC down under and they announced that this means they're going to keep it as the down under even though they are revamping the space for fall 2025. They're trying to make it very apparent when campus catering is involved versus not involved in having very clear signage of "we can't vet the safety of this food" if orgs or groups are using food in the UC or selling food in the UC; policy spaces on picking up food ordered as part of student organization (must be picked up somewhere off-campus – preorder versus packaged food available distinction); encourage students to take the student survey (flyers available at a table in UC)

Constituency Reports

Open Forum

- Whitewater City Council will have their meeting for the semester on campus next Tuesday at 06:30 in this room.

The meeting was adjourned at 1:05 p.m.

Minutes respectfully submitted by Communications Director Christine Hoover