



Senate of Academic Staff Minutes

October 5, 2017
Dempsey 212

Present: Alatorre, Bauder, Bruni, Finkel-Hoffman, Johnson, Marine, Marshall, Morrell, Suwalski, Szromba, Treager, Wolf

Excused: Bannenberg, Clements

Absent: Palmer

Administrative Representative: Carmen Faymonville

Guests: Sue Jaeke

1. Call to Order

President Bauder called the meeting to order at 3:00 pm.

MOTION: Move to amend the agenda to add additional discussion items by Bruni/Marine. Passed Unanimously

2. Guest: Sue Jaeke – Shared Governance Participation Policy

Sue reported that this policy has been in progress for a few years. The University Staff Senate used to be an advisory council and a few years ago they became a full governance senate. The level of understanding between supervisors and university staff have requested clarifications for example with service hours away from their job duties, but this university related. It serves as a set of guidelines and education for their committee and/or senate service. The committee that worked on the policy has worked with Carmen Faymonville, Ameerah McBride, and Laurie Textor for consultation. Feedback included: Adding language for the USS President as a point of contact for issues, as well as consideration of use of the word ‘volunteer’. The committee hopes to incorporate feedback from all governance groups and come back yet this semester for a final vote. For any additional feedback, please contact Sue

3. Approval of the September 21, 2017 Minutes

MOTION: Moved approval of the minutes by Bruni/Szromba. 2 Abstentions. Passed

4. Reports –

a. President’s Report – President Bauder

- A message was sent out to all academic staff via email, introducing himself as this year’s president, as well as a chance for feedback related to two policies that System was looking for input on in a very timely manner. The policy for the composition of the search and screen committees for Chancellor hires, as well as the freedom of speech policy.
- University forums this week were informative in particular on the budget and the presentation that the VC’s Fletcher and Green presented with the Provost.
- Leadership Council was a workshop presented by Audience Audit related to marketing and four specific areas to capture students. Consideration of targeting a more focused group of students was highlighted as relevance drives engagement. The four areas were: 1. Students looking for a great experience; 2. Students more completion focused; 3. Those more career focused; and 4. The more technological independent group. It was also noted the Facebook is the current number one way to promote UWO, and the need for positive marketing on our behalf.
- The campus event, ‘Unpacking Racism at UWO’ was an event that he wished more could have attended. A panel of 8-10 students shared personal and daily experiences and the take away was the definite room for improvement, despite current numbers

and retention rates higher than ever. The event was led by a student organization, but not announced as well as it could have been, as it was first intended to be held in a residence hall. The Chancellor was there for closing remarks and support as well. The overall take away, participation, and engagement was impactful and the hopes to have another event was discussed, as well as the need for support for the LGBTQ community and others.

b. Committee Reports –

1. Faculty Senate (Szromba) – Highlights included: They had the update on the Policy Process, as well as a lot of discussion related to the proposed system model for the search and screen committee for the hiring of chancellors. Budget updates were shared, and updates from the faculty representatives meeting that a few other campuses have had to eliminate a program and reduce faculty. We were reminded of how well we still have it here at UWO. System is still looking into publicizing the workload for both faculty and instructional academic staff.
2. OSA (Wolf) – Highlights included: A survey related to student offerening is being prepared, to find out what they know is offered to them, if they use it, and feedback on what different options would be appreciated. They will be revisiting the Titan Transit to be sure it is running to the best of its use.
3. USS (Bannenberg) – Highlights included: No Report
4. ASPRO (Finkel) – Highlights included: The same two issues as already discussed: Chancellor search and screen hiring committee and the freedom of speech policy.
5. UWS Academic Staff Reps (Suwalski) – Senator Suwalski – Highlights included: The Total Title and Compensation Study and discussion related to position descriptions across campuses, and everything that goes with your pay. Lauries Textor and Senator Suwalski are both able to take any feedback or questions. Pay Plan discussion included possible performance metrics, as well as consideration of how interim positions can be made into full appointments.
6. Administrative Liaison (AVC Faymonville) – No report

5. Action Items - None

6. Discussion Items

- a. For the good of the campus – None
- b. University Finance Forum – Senator Suwalski reported that the forum focused on money floating above the budget, but also noted his concerns with understanding where that comes from and how it is related to being a budget issue. Everyone was encouraged to attend the Coffee with the Chancellor forums where a variety of topics and issues are addressed.
- c. Joint Senate Resolution – The immediate response and work done by all the shared governance leaders in creation of the resolution in response to system was appreciated, but it was unfortunate that the decision was made regardless of the campus input shared.
- d. A working group will be formed soon to work on evaluating our employee recognition programs and propose additional or alternate programs. Senators requested additional feedback as no further information was shared besides requesting a representative.
- e. Administrative Rep, AVC Faymonville noted her interest in working with IPAR, (Increased Personnel Action Review) Program.

7. Information Items – None

8. Other Announcements –

- a. Our next meeting will be October 19, 2017
- b. Chancellor Leavitt is schedule to attend the November 16th meeting.

9. Adjournment

MOTION: Move to adjourn by President Bauder at 4:31 p.m. Passed

April Dutscheck,
Recording Secretary