

## SENATE OF ACADEMIC STAFF

### Meeting Minutes

December 12, 2019

Sage 2210

**Present:** Bannenberg, Boehler, Bonack, Bruni, Hartzeim, Jahns, Jenner, Marine, Marshall, McArthur, Miller, Smith, Walfish, Wolf

**Excused:** Alatorre, Koch, Motl

**Absent:**

**Administrative Representative:** Carmen Faymonville

**Guests:** Chancellor Leavitt, Nicholas Ambrose

1. Call to Order – President Marine called the meeting to order at 3:00 p.m. and welcomed Chancellor Leavitt to the meeting.
2. Guest: Chancellor Leavitt – University Updates – Updates included the newly announced budget updates which included the Voluntary Retirement Incentive Program. The upcoming additional investments into Enrollment Management, IT, and marketing were covered. Strategic Planning is set to be inclusive of all three campuses and be sure we have a plan for one university, three campuses. The upcoming search for a System President, the process, and the concerns were all discussed. Key topics and points of interest related to the candidate and position were mentioned. President Marine asked Chancellor Leavitt how to move forward to ensure that the Professional Development Fund is allocated for the year to 15,000, and he asked for a formal memo to be sure the funding is taken care of. And finally, after 50 years, January 2021 will be the first interim that won't be coupled with the fall semester.
3. Approval of the Minutes of November 21, 2019

**MOTION: Bruni/Bannenberg moved approval of the minutes of November 21, 2019. 14 Yes, 1 No.**  
**Passed**

#### 4. Reports

##### a. President's Report

- Provost Administrative Staff – Updates included: A collaboration with Kings Education International was approved, budget updates were shared, enrollment numbers were reported, and a reminder of our academic plan need to be ready for the Regents for any new programs being established.
- Shared Governance Leaders Meeting – The Faculty Senate has a working committee looking at the current SOS process and any suggestions for improvements as we move forward for all three campuses jointly. OSA reported that they are working to improve the blue lights, a safety walk, a new Senate logo, and a carbon neutrality goal of 2030. They also were told they will be getting a handicap vehicle in the spring semester for UWO Go.

- Chancellor Administrative Staff – The VIRP announcement was given in person just prior to the email to campus. Enrollment numbers, goals, and plans were shared as we moved forward. VC Martin Rudd reported on the access campuses budgets that remain connected to the county and a new parking fee that their staff will have for the first time this coming year through the County. Chancellor reported that he was happy to hear that there has been a record number of safety training over the fall semester.
- President Marine reported that she was asked to be the Faculty/Academic Staff Representative to the NCAA for the UW Oshkosh Women’s sports. After consideration, willingness, and approval from the Chancellor, it’s official. She is also the first Academic Staff member to serve in this role, as it’s typically faculty. The Athletic Director has to ask for a special dispensation from the NCAA for this. It’s quite an honor, that begins July 1<sup>st</sup>.

b. Committee Reports

1. Faculty Senate (Miller) – Provost Koker reported that he is retaining a marketing firm for adult program ideas. JOCER is tentatively set to meet on December 18th. The System President Search concerns and disappointments were shared along with way to share their input. The Senate’s Administrative Evaluation Committee is reviewing its charge and making necessary updates.
2. Oshkosh Student Association (Bannenberg) – No Report
3. University Staff Senate (Bonack) - They had business and reports as normal, gathered feedback for their President to share on the System’s Representative’s meeting in Madison on Friday, discussed the Chancellor’s recent announcement related to the lower that anticipated budget and the new voluntary retirement incentive program, and also discussed creating a subcommittee for a governance group cookbook sponsored by HR.
4. Access Campuses Report –
  - a. Fox Cities (Jahns) – Campus Police came to their meeting for updates which included the Mobile App and Titan Alert, and they have been busy proofing their schedule for 2021.
  - b. Fond du Lac (Motl) – Campus Police also came to their campus for the same updates, and they had a library update sharing that they can proctor exams for students with disabilities.
5. Academic Staff Professionals Rep Org - (Hartzheim) – No Report
6. Single Pay Committee Rep – They meet next week, report to follow
7. UW System Academic Staff Reps – (Koch) – They meet tomorrow, report to follow
8. AS Professional Development Fund – (Marshall) – They have received 3-4 applications, and will do an announcement one the funding is officially in place.
9. Administration Liaison – (Faymonville) – Recent concerns expressed related to the 14-week condensed scheduled were addressed to be sure the SCH load was understood and always considered. AVC Faymonville also shared a few HR updates related to the VRIP. Folks that indicated retirement prior to this offer are ineligible, they may have to consider a cap if a lot of staff indicate they are willing.

5. Action Items

- a. Merit Policy [Stage 4 – Recommendation]

**MOTION: Bruni/Miller moved approval of the Merit Policy. Passed Unanimously**

**SAS 1920-13 The Senate of Academic Staff approved the Merit Policy.**

- b. Grievance Policy [Stage 4 – Recommendation]

**MOTION: Bruni/Miller moved approval of the Grievance Policy. Passed Unanimously**

**SAS 1920-14 The Senate of Academic Staff approved the Grievance Policy.**

- c. 2019-2020 Salary Adjustment Guidelines

**MOTION: Bruni/Bannenberg moved approval of the 2019-2020 Salary Adjustment Guidelines as amended. Passed Unanimously**

**SAS 1920-15 The Senate of Academic Staff approved the 2019-2020 Salary Adjustment Guidelines.**

- d. Handbook Change Form – Compensation Committee Composition

**MOTION: Bruni/Hartzheim moved approval of the Handbook Change Form – Compensation Committee Composition. Passed Unanimously**

**SAS 1920-16 The Senate of Academic Staff approved the Handbook Change Form – Compensation Committee Composition.**

6. Discussion Items

- a. SAS Website Workgroup Update -Senator Walfish displayed the draft website for the whole Senate to see. Senators shared feedback and input will be shared with UMC for updates. Please share any other updates with April by Friday for her to pass along as well to UMC.
- b. IAS Contract Workgroup Update (Boehler & Jahns) – They have met and finalized the survey questions. Considerations included: values, IAS treatment across the board, varied question as needed, and handbook language.
- c. SAS Bylaws Workgroup Update – The bylaws committee continues to make updates. Most revisions are related to the inclusion of the access campuses, pronouns, election procedure, and a few Senate position updates.

7. Information Items/Announcements

- a. For the good for the campus
1. The University Resource Alignment Committee Final Report can now be found online.
  2. Graduation is this Saturday, at which Military recognition will be honored.
  3. Senator Smith reported that through the Veterans Affairs Office, they are sponsoring a hatched throwing event tonight.
- b. Next Full Senate meeting will be January 19, 2020, in Sage 2210.

8. Adjourn - **Meeting adjourned at 4:44 p.m.**

April Dutschek, Recorder