

SENATE OF ACADEMIC STAFF
Meeting Minutes
November 18, 2021
Microsoft Teams Virtual Meeting

Present: Anderson, Bruni, Calvert, Carriveau, Christopher, Duchek, Hinrichs, Johnson, Koch, Lambie, Marshall, McArthur, Miller, Smolinski

Excused: Heller, McDaniels, Severson

Absent:

Administrative Representative: Carmen Faymonville

Guests: Provost Koker, Chad Cotti, Kelly Johnson, Benjamin Hallet, Brian Ramsey, Christie Demosthenous, John Zhang, Julie Meyer, Kim Harrington, Melanie Marine, Joseph Cook, Yoko Mogi-Hein, Drosianos Louvaris

1. Call to Order – President McArthur called the meeting to order at 3:00 p.m.
2. Guest: Chad Cotti – Strategic Planning Update - Dr. Cotti shared that they will be using our mission and vision as they create our new Strategic Plan as we move our campus forward. This is the first Strategic Plan with all three campuses and they want to do their best to align them all together. They have created a survey with just a few questions to gather feedback from not just stakeholders, but also colleagues across campus. The survey responses will be used to create a list of goals to work on.
3. Guest: Provost Koker – University Updates – Provost began with expressing his gratitude to everyone for all they do, in addition to your role as Senators.

They are looking at putting a fall break into the calendar, considering state statute, length of the break, opening day, and move in weekend.

- They have ended looking into potential work with Academic Partnership largely in part to financial numbers and feedback from faculty and staff, he does however, want to get a committee started to look at ways we could expand out offerings to the needs out there in ways that we could take it on incorporating all three campuses.
- TTC updates included noting the titles that are in the library and asking Senators what their response was to the working groups recommendations. He reminded everyone that he has to make a decision before the end of the year, but would like to gather more feedback from IAS across campus yet. He is planning 2 listening sessions soon to be sure IAS are given a final chance to share feedback.
- Masking updates and concerns were covered. Senators were reminded that no new changes will be made before the end of the semester and without input from the CDC and safety issues considered.

MOTION: Bruni/Christopher moved to amend the agenda and bring the action to this part of the agenda. Passed Unanimously

ACTION ITEMS:

- a. Endorsement of TTC titling recommendations for IAS 1 & 2.

MOTION: Christopher/Carriveau moved to endorse recommendation number 1. (14 YES), (5 No), (0 Abstentions). Passed

SAS 2122-03 The Senate of Academic Staff endorsed recommendation number 1.

Discussion: Inquiry of those holding fixed term contract; contracts vs. duties; different roles of faculty and academic staff; multi-year contracts and the improved moral that comes with those; concerns of duties vs. job descriptions; the appeal deadline of December 31, and the possibility of appeals also later; concerns over the difference between departments; and equity of only having progression for one employee group – faculty.

MOTION: Calvert/Miller moved to approve recommendation 2. (12 YES), (1 NO), (0 Abstentions) Passed

SAS 2122-04 The Senate of Academic Staff endorsed recommendation number 2.

Discussion: TTC doesn't include business titles; who would implement manage business titles locally with it not being housed in HR; the hopes to see more job titles in the library; doing our best to encourage colleagues to invite the Provost to any group/meetings to gather as much IAS feedback as he can get.

4. Approval of the Minutes of both October 21, & November 4, 2021

MOTION: Bruni/Christopher moved to approve the October 21, & November 4, 2021 minutes as amended. (1 Abstention). Passed

5. Reports

- a. President's Report – Updates were shared electronically following the meeting, due to the meeting running late. Please find them below:

Conference on Shared Governance

- There have been 2 meetings since Senate last met. At the 11/8 meeting, the Provost shared a draft of the mask guidance from the EOC and the planned phased "de-masking" for feedback. The tentative plan is to drop the mask requirement in all campus buildings including classrooms by January 31st, the 1st day of Spring semester.
- The 11/15 meeting was between governance leaders only, without administration. We discussed the changes in masking policy and shared concerns that Covid numbers in WI are moving in the wrong direction, so this may not be the best time to be easing restrictions. Jen Szydluk shared that Faculty Senate would be voting on whether or not to endorse the TTC working group's recommendations on IAS titles. Faculty Senate is also developing a policy around asynchronous online courses to create some standards for quality and alleviate some faculty concerns about rigor. We discussed the need for clarity around student fees for online courses, and the possibility of governance advocating to remove unnecessary or outdated fees.

Provost's Administrative Staff Meeting – 11/16

- Provost shared an update on Lab Mod funds. Requests were received from all 4 colleges. Provost reviewed and prioritized to spend all of the available \$500K. Many of the colleges' priorities will be met. Currently all proposals are with IT and Facilities. In early December we will be defining what can be done and how soon.
- In the next biennial budget we will be asking for a full renovation for Polk Library and funding to renovate open access classrooms.

- There has been a pushback in the timeline for the renovations of music practice rooms – now they may not be ready until March or April. We are working on a new plan to make sure we don't fall behind on Clow II.
- Offices can decide internally if they want to close the Friday after Thanksgiving.
- Regents Teaching Excellence Awards – Misty McPhee and the Reading & Study Skills Center will be nominated. Seeking recommendations for the Regents' Academic Staff Excellence Awards, plan to select in the next few weeks.
- Damira Grady shared an update on the work of her small working group looking at a potential reorganization of student academic support services. Scope of the project has grown and the team is now trying to understand our student support model more holistically. Team has been meeting with directors, front line staff, and faculty, and intends to meet with students.
- Charlie Hill updated on HLC accreditation. There was a visit on 11/15 from an HLC reviewer related to courses delivered at off-campus locations; Charlie expects a positive report. In 2023 we will have a comprehensive report and visit. Charlie will be putting together a writing team.
- We are continuing to look at calendar options to enable a Fall break. In 2023, this could work if we started classes on Friday 9/1, with Labor Day following and the second day of classes on Tuesday 9/5. This would allow for a break October 22-23 at the end of the first seven weeks.

Faculty Senate Meeting 11/16

Chancellor and Chad Cotti both presented. The Chancellor discussed enrollment, specifically the drop in our freshman/sophomore retention numbers. He shared that the VCSA final candidate was on campus, and that he was doing reference checks and hoped to make an offer at the end of this week or early next. Looking at masking and considering dropping masks in common areas after Thanksgiving and in classrooms at the end of January, will depend on numbers. Chad Cotti shared the same Strategic Planning update that he delivered at our meeting this week.

Jacob Fischer delivered a report from OSA – they are continuing to work on food insecurity and will be giving out food baskets in Reeve. They are planning an event with Campus Police and students of color in early Spring. Student governance leaders from other campuses have been discussing creating a statewide student shared governance body and Jacob requested feedback from faculty on this proposal.

Faculty voted on whether to endorse two recommendations from the TTC working group – 1) to use the Assistant Teaching Professor title and 2) to discontinue prefixes/business titles. I was asked to give my perspective on the issue; I shared my belief that the Assistant Teaching Professor title was the most appropriate in the library for some of our IAS, and that maintaining business titles would be difficult to manage and create inequities between instructional and professional academic staff. When the senators discussed this, they mostly talked about their dislike for TTC in general and wanting to change it, formally object to it, or refuse to implement it on our campus. The Provost, President Szydluk and myself tried to make them understand that TTC is a done deal, and that we (including Faculty Reps) have been fighting it at the system level for years already, but that message seemed to fall on deaf ears. I shared my frustration that they are willing to fight TTC only now that it is too late – where were they 3 years ago? Two senators stated that the IAS they know do not want the Assistant Teaching Professor title. Some senators implied that the Senate of Academic Staff does not represent the views of most IAS. One senator

expressed that Assistant Professors (pre-tenure faculty) don't like the title because they feel it devalues their work. Another senator shared his concern that allowing this title would lead to fewer faculty lines. When the senate voted, they did not endorse either of the two recommendations.

The TTC discussion took up most of the meeting. FS quickly voted to approve APC changes and forms C, and then moved committee reports and discussion on online courses to their next meeting before adjourning.

b. Committee Reports

1. Faculty Senate (McArthur) – Shared in Presidents Report
2. OSA (Johnson) – Highlights included: No report
3. University Staff Senate (Lambie) – Highlights included: They had Kim Langolf share Covid updates and had the first reading of the revisions to their Senate bylaws.
4. Access Campuses Report -
 - a. Fox Cities (Carriveau) – Highlights included: Quest curriculum is being offered and other updates will be share at the next meeting if needed.
 - b. Fond du Lac (Severson) – Highlights included: No Report
5. UWS Academic Staff Reps (Lambie) – No Report
6. AS Professional Development Fund (Marshall) – No Report
7. Chancellors Administrative Staff (Rotating Senators) – No Report
8. Administration Liaison (Faymonville) – No Report
9. Other Committee Reports:

6. Action Items – See above (item was moved up in the agenda)

7. Discussion Items:

- a. Ongoing Search & Screen Updates
 1. CON Deans search – No update shared
 2. VC Student Affairs – The committee has made their recommendations to the Chancellor and hope to hear back soon.
 3. COLS Dean – No update shared

8. Information Items/Announcements

- a. For the good of the campus – The Regents Award for Academic Staff nominations came out, please consider nominations for colleagues.
- b. Three departments (Communications, English, & Math) will be hosting a meeting to discuss TTC and titles the week after thanksgiving. The date and time will be shared once available. It was suggested that inviting the Provost would be a good idea.
- c. Kim Langolf is scheduled to attend the 12/9 Senate meeting to provide Covid updates.

9. Adjourn – Happy almost Thanksgiving! President McArthur noted her thanks for all the work of the Senate and that it's a pleasure to work with everyone!

Meeting was adjourned at 4:31 pm

April Dutscheck,
Recorder