

SENATE OF ACADEMIC STAFF

Meeting Minutes

November 17, 2022

Microsoft Teams Virtual Meeting

Present: Brazee, Boehler, Carriveau, Christopher, DeJager, Heller, Hinrichs, Lambie, McArthur, McDaniels Meyer, Miller, Smolinski, Spanbauer, Walfish

Excused: Palmer, Stuedemann, Hoffman

Absent: None

Administrative Representative: Carmen Faymonville

Guests: Shawna Kuether, Alison Kunde, Mina Kuss, Kelly Johnson, Kari Meszaros, Megan Kirkhart

1. Call to Order – President Carriveau called the meeting to order at 3:03 p.m.
2. Guest: AVC for HR, Shawna Keuther – AVC Keuther shared a presentation on the updated standard operating procedures for pay plan. Best practices, goals, trainings, and pay progression with the budgetary allotment were key elements updates. A power point was shared that covered: Compensation Management Practices at UWO; objectives (external competitiveness and internal equity); promoting standardized practices; timing & opportunity; the new TTC Compensation Structure (ranges 15-35); Salary Grade Quartiles; compensable factors; terms and concepts (parity and equity); starting salaries for new hires; kinds of Pay Adjustments; changes in duties related to the standard operating procedures; temporary base adjustments; recommendations; and next steps. The new SOP were recently approved by administration, and necessary training will be implemented over the winter of 2022-23, with hopes to start applying them in the spring of 2023.
Discussion with Senators included: Mechanism for supervisors to be accountable for evaluations; the new implementation of every unit now having a HR Generalist; possible performance bonuses; concerns and suggestions for non-revenue generating departments; advocating for yourself; supervisors being the key component for review moving forward; internal parity and differences between colleges; hopes to use a new pay scale system from System; and how to keep shared governance part of the compensation process.
3. Approval of the Minutes of November 3, 2022
Minutes stand approved as distributed
4. Reports
 - a. President's Report -
 1. Provost Administrative Staff Report: The office of International Education is focusing more on Study Abroad since COVID and they hope to keep seeing numbers go back up; Test scoring procedures will be providing services for the larger classes; a brief proposal on the Master of Science in Athletic Training was shared as they hope it will be coming soon; and an update on the Provost Search was shared.
 - b. Committee Reports
 1. Faculty Senate (Spanbauer) – Highlights included: Their last meeting was held in-person at the Fond du Lac campus. The Chancellor was guest and provided university updates that centered around Strategic Planning and the Provost Search. They had a discussion around an potential 3+2 program in Kinesiology and the Credit and Contact Hours Policy.
 2. Oshkosh Student Association – (Stuedemann) – OSA approved and recognized multiple student organizations over the past few weeks. No OSA meeting next week with the holiday. Talked about construction: Algoma will re-open this Friday; Make sure you use the crosswalks, and look both ways; Might be confusing since we have had two-way traffic for months. I also wanted to mention that New Student and Family Programs and Sustainability are putting together a pop-up thrift shop in

Reeve Union in February: An estimated 70-80 pounds of clothing per person ends up in landfills all over the world, help us combat this growing waste by donating your gently used clothes, dorm items, and more! Items will be donated to the Clash Collective Pop-Up Thrift Shop coming to Reeve Union, February 1st and 2nd! *Items we are accepting:* Clothing; Dorm Supplies (lamps, bedding, décor, etc.); Jewelry; Accessories; Shoes; Hangers. Look for donation stations in all the Residence Hall Lobbies and at Titan Central in Reeve Union starting November 14th! We are accepting donations from staff, students, and faculty. As of right now, it looks like the items in the pop-up will be free to students!

3. University Staff Senate (McArthur) – Their last meeting highlights included: Provost shared transition updates for his retirement and the forthcoming search committee; enrollment retention issues and goals; made some committee appointments, and welcomed a new Senator.
4. Access Campuses Report -
 - a. Fox Cities (Carriveau) – The updates to their Children’s Center are nearly complete; they heard a report from students that they are interested in additional recreational sports; and Senator McArthur shared a presentation on Open Educational Resources.
 - b. Fond du Lac –Advising and registration for spring is in the works, and they are looking forward to good enrollment numbers.
5. UWS Academic Staff Reps (Lambie) – Updates were shared electronically, the biggest highlight was that Pay Progression is now falling on each campus to determine, this could be done differently between the campuses.
6. AS Professional Development Fund (Miller) – Please contact Senator Miller with any questions. The committee will continue to review applications, as long as funding is available.
7. Leadership Council/Chancellor’s Administrative Staff - (Rotating Senators) – Senator McArthur reported: Various Search updates were gives as well as the news that the electronic clocks are being turned back on. They will be used for time, but not for emergency purposes.
8. Administration Liaison (Faymonville) – Suggestions to have shared governance keep working on instructional academic staff issues was made to be sure they are addressed, as well as updating polices that would reflect necessary changes regardless of the current market.

5. Action Items –

- a. Provost Search & Screen Committee – Academic Staff representation:
Andy Miller – IAS & Ane Carriveau - PAS
- b. Committee Appointment: Laura Smolinski – Parking Appeals

MOTION: McArthur/Christopher moved to approve the committee appointments. 9 Yes, Passed

SAS 2223-07 The Senate of Academic approved the following committee appointments: Andy Miller and Ane Carriveau to the Provost Search & Screen Committee, and Laura Smolinski to the Parking Appeals Committee.

6. Discussion Items – None

7. Information Items/Announcements

- a. For the good of the campus: None
- b. 12/8 Guest: CON Dean Chung

8. Adjourn

President Carriveau thanked everyone for all they do, and wished them a good holiday!

Meeting adjourned at 4:31 p.m.

April Dutscheck,
Recorder