



Minutes: **September 25, 2024** (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) |  |    |                  |
|-----------------------|------------------|--|--|----|------------------|
| V                     | Jessica Berge    | A  | Nicholas French<br><i>(teaching class)</i> | IP | Kirsten Mortimer |
| IP                    | Maddilon Brus    | A  | Dana Gordon                                | IP | Becky Mueller    |
| V                     | Heather Conte    | IP   | Michael Gorman (NV)                        | V  | David Reinhart   |
| V                     | Tristan Coughlin | IP   | Christine Hoover                           | V  | Brian Schanen    |
| V                     | Ciera Edwards    | V  | Becky Jones (NV)                           | IP | Jon Spike        |
| IP                    | Tatiana Fadeeva  | V  | Nadine Kriska                              | IP | Abbie Windsor    |

**Also in attendance (V): Kari Pahl, Michael Wessely, Kimberly Naber, and Kari Borne**

**Key Topics and Motions:**

- **Motion to create an ad hoc “Compensation Committee” for 2024-2025 approved by unanimous consent.**
- **ASA 2024-2025 Priorities approved by unanimous consent.**

The meeting discussed concerns regarding committee restructuring, compensation issues, mandatory trainings, policy changes, and the need for representation in various committees.

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

Minutes for 05.01.2024 and 09.11.2025 meetings were approved by unanimous consent.

**Discussion Item: Committees**

- If you were on a university committee last year, you will be contacted by Chair Gorman to confirm interest in continuing your service. Need new Title IX (policy) – Mortimer would be interested in the policy pat of title IX; also need new Admissions and Academic Standards Committee ASA Rep to serve with Hoover; **ARCE – who owns this committee? (Gorman will follow-up)**
- If you were on an ASA committee last year, you will be contacted by Vice-Chair Mueller to confirm interest in continuing your service.
- New Committee Needed: Academic Staff Compensation Committee
  - Representative and the chair will serve on the University Compensation Committee (Chancellor directive); Brenda Jones will oversee the university committee
  - Discussion about have 2 representatives (1 for each AS constituency – AS: Tatiana and IAS: Christine)
  - Members expressed disappointment and frustration that no feedback has been received from priorities and spreadsheet submitted Spring 2024. Now, with the new structure, it feels like this is not a priority from the Chancellor given the charge of the new structure is to do what the university committee was supposed to do last year.
  - Discussion about Chancellor raise: it feels like the person who makes the most money gets their raise first
  - Discussion about concerns if there will really be money to address compensation or if the new structure will result in a third year of non-action; concern raised if we will continue to do work and our recommendations will not be implemented



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- Discussion on the specifics of the ASA Committee given the amount of uncertainty of how often university committee will meet, its charge, and if any action will result.
- **Motion: Hoover moved to create and ad hoc “Compensation Committee” for 2024-2025 and Governing Documents Committee will review if a standing committee is needed in the future. Seconded by Mortimer. Passed by unanimous consent.**

### Chair Report

- **System Shared Governance Update:** Rothman and request for budget increase “get us to the middle”
- **Whitewater Student Government Update**
- **New mandatory Training:** FERPA and Any-Bullying (tile on MyWisconsin for mandatory training)
- **FLSA Impact:** There is an increase in the threshold for the Fair Labor Standards Act (FLSA) in January
- **ATP Impact on end of year fiscal processes**
- **Telecommuting Forms are due Oct. 1:** new policy related to reimbursement if travelling while telecommuting

**Vice-Chair Report:** update on committees – make sure to reply to email asking about your preference to serve

**Faculty Senate Liaison Report:** Faculty Senate had a lengthy discussion about the new institutional policy statement, especially related to shared governance and who is an “institutional leader”.

**Past Chair Report:** no report

**Communications Director Report:** The ranking of the priorities for 2024-2025 were sent out – listed with highest priority first. The top priorities identified were pay progression pay equity and lecture promotion. The recognition and onboarding priorities were considered outliers and may be folded into other committees. Onboarding was an ad hoc under Outreach but can go back to being a task under Outreach without a separate committee given all that was accomplished last year! Recognition priority could fall under the Awards & Recognition Committee.

### ASA PRIORITIES 2024-2025

#### 09.25.2024 RANKED IN ORDER OF PRIORITY FROM SURVEY RESULTS APPROVED BY UNANIMOUS CONSENT

**COMPENSATION/PAY PROGRESSION/PAY EQUITY PRIORITY:** To address the priorities identified in the compensation analysis completed for AS in Spring 2024 (submitted to chancellor on 5/1/24). To remedy the inversion and compression issues with academic staff. To develop a workable plan to address market competitive compensation for all academic staff. To communicate and advocate for ALL Academic Staff to receive appropriate compensation and benefits in regards to position relevance, promotional pathways, and compression issues, as well as provide competitive packages to recruit new academic staff to UW-W.

**LECTURER PROMOTION COMPENSATION PRIORITY:** To address the significant reduction in compensation from the 2022-2023 to 2023-2024 promotions cycle. The original communication regarding Lecturer promotions was that each promotion level would equate to ~5% increase in salary to move lecturers up in the pay scale for that title. Last year, the amount was significantly reduced and not equitable to the faculty compensation level which was not reduced. Equitable and meaningful compensation should be part of the lecturer promotion compensation adjustment.

**PROMOTIONS PRIORITY:** To get feedback from the rejected AS Promotions resolution and to finalize a promotion process for AS not in the lecturer position.



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**ASA ADVOCACY PRIORITY:** To demonstrate the value of academic staff across ALL campus programs, academics, and beyond in the area of recruitment and retention via innovative programs and offerings (essentially highlighting the contributions of Academic Staff to the university at large).

**PERFORMANCE REVIEWS PRIORITY:** To finalize the process to complete 360 reviews (supervisor feedback). To develop and implement a consistent instructional academic staff performance review across academic departments.

**SHARED GOVERNANCE COLLABORATION PRIORITY:** To continue to foster the shared governance collaboration between Faculty Senate, WSG, and University Staff Council to demonstrate a strong shared governance presence at UWW.

**PROFESSIONAL DEVELOPMENT PRIORITY:** To provide opportunities for professional development including collaboration across divisions. To address the lack of funding for some departments to provide funds to attend professional conferences.

**REMOTE WORK PRIORITY:** To develop and implement an equitable campus-wide remote work policy.

**RECOGNITION PRIORITY:** To provide campus accolades across divisions (referring to campus kudos and weekly emails) /campus support and staff involvement in varying areas during rush week and busy times. Maybe helping other departments can count towards volunteer hours for faculty.

**ASA Constituency Reports**

- **ATP Update (Mueller): ATP User Experience Training is happening on campus; Concerns about the time needed to do training; concerns that training time is not compensated but significant time commitment**

**The meeting was adjourned at 1:40 p.m.**

**Minutes respectfully submitted by Communications Director Christine Hoover**