



Minutes: **March 19, 2025** (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	V	Nicholas French	A	Kirsten Mortimer
A	Maddilon Brus <i>(teaching class)</i>	A	Dana Gordon <i>(leave)</i>	V	Becky Mueller
A	Heather Conte <i>(teaching class)</i>	V	Michael Gorman (NV)	V	David Reinhart
A	Tristan Coughlin	V	Christine Hoover	IP	Brian Schanen
V	Ciera Edwards	IP	Becky Jones (NV)	A	Jon Spike
A	Tatiana Fadeeva <i>(at a transfer event)</i>	V	Nadine Kriska	IP	Abbie Windsor

Also in attendance (V): Pamela Warren, Kari Pahl, Kai Instefjord, Thomas Lisowski

**Key Topics and Motions:**

**Limited Appointees**

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

Minutes for the 03.05.2025 meeting tabled until 04.08.2025.

**Note:** next meeting is April 9<sup>th</sup> due to Spring Break.

**Chair Report:**

**Limited Appointees Discussion:**

- Follow-up from last meeting: we do not have anyone who was moved from academic staff to limited (or they are no longer here); looks like it would be 1-3 people
  - There's been some ongoing discussion at system shared governance level about the role of limited appointees in academic staff governance (this is left over from President Cross when there was a big push to eliminate job security to make it easier to fire people so the scope of employees covered by limited employees was expanded quite a bit)
  - It appears that Madison and Stout are the campuses where this is an issue.
  - Does ASA want to do a deeper dive at UW-W to try to ascertain if there are limited employees here at Whitewater who should have governance rights?
- Gorman presented a document:
 

For consideration for a vote of the sense of the assembly at the 3/19 ASA general meeting  
Should the academic staff assembly investigate the possibility of some limited appointees being reclassified as academic staff?  
This would involve:

  - 1) Confirming that the chancellor has the power to make these reclassifications under UWS 15.01(2):  
"Limited appointments apply to the following positions: president, senior vice president, provost, vice president, associate vice president, assistant vice president, chancellor, vice chancellor, associate chancellor, assistant to the chancellor, assistant chancellor, associate vice chancellor,



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assistant vice chancellor, college campus dean, secretary of the board, associate secretary of the board, assistant secretary of the board, trust officer and assistant trust officer, and such other administrative positions as the board, the president, or the chancellor determines at the time of the appointment.”

2) Identifying limited employees not designated in statute where it is the opinion of the ASA that they should have the option to be academic staff and have the associated rights of academic staff.

If the vote is affirmative, the ASA Chair is directed to:

- 1) Pursue the feasibility of such a process with HR and the Chancellor’s office
- 2) If this is a feasible process, assign the task of identifying limited employees we believe should have this option to an existing committee or creating an ad hoc committee to pursue the matter.
- 3) Make recommendations to the chancellor of which limited appointees we believe should be given the option to be academic staff

- Discussion:
- We need to confirm whether HR and Corey agree that this is something they'd be willing to do, especially the chancellor's end. And then we have to go through and look at the limited employees and figure out if any of limited employees like they shouldn't be limited?
- With the people that would be impacted on our campus, have any one of those one to three approached you expressing that they would be interested in us pursuing this? One
- And the question on the table is, should that person be protected by ASA? Is that the question just so I fully understand it?
- The initial comments that were made two weeks ago is that it does not look like there's very many people who would potentially be impacted by this. We don't have anyone left over from that era where it was being done. So, we don't have someone who was academic staff that didn't change a job, they got reclassified.
- So, the impetus behind this is that certain institutions went a little hog wild with converting people to limited. In looking at the list of limited employees at whitewater, it seems that at least in current employment whitewater manager to keep itself pretty constrained, it probably comes down to a list of about maybe twelve people that would be affected, and the person that brought it up probably wouldn't be on that list even. It's a very narrow band of people that might fall into that gray area.
- I don't want to vote to say we're gonna make a recommendation. I want to vote to say is it gonna be worth the effort? Because this is gonna be a fair amount of work and probably not for a lot of people. And we've got some other big stuff on our plate right now. And so before we commit the time, because like what you're already talking about is the time commitment.
- Right now we're just talking about a lot of ambiguity and uncertainty and if this person is so adamant that they should not be limited and that they should be part of academic staff and if they've made that case up the chain, and it's logical, then I think that's when we need to get involved. But I think it seems like a whole lot of work for a few people that we don't even really interested in ASA advocating for them. I feel like we're advocating for people that haven't asked to be advocated for or that there's one person in particular that thinks they should not be limited and wants us to do all of this work for everyone else in that position when that person can advocate for themselves and if they feel like they're not being heard, then we could then consider advocating for them.



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- **Move to not move forward with the limited appointment review process (Schanen); seconded (Mueller)**
- Discussion on TTC categories as binding or at chancellor discretion (e.g. limited, academic staff); example of differences between campuses is housing directors who are limited on some campus but academic staff on other campuses; Kai sees TTC as binding in search process if listed as binding; system does not see it as binding per conversation at ASRC
- **Schanen calls the question**
- **Vote: 8-0-1 (the limited appointment review is tabled and will not be pursued)**

#### **Policy Review Prioritization**

- System has put together an office to manage the system level policies and they're trying to establish a regular schedule for determining what policies people want reviewed. They're asking each of the shared governance groups to give them a top five list of system level policies that we would like to see reviewed in the next year. ASRC needs to get our list submitted by May second.
  - Summer teaching: there is a fixed percentage of salary or a fixed number, whichever is lower. There was a request to review that to determine if it needs to be modified as inflation and salaries change.
  - Tuition benefit/educational assistance for employees to pursue degrees at other UW schools
  - Upcoming ASRC: System level shared governance, come up with our top five policies, and then we pass that on to the system policy office for things that we would recommend being reviewed.

#### **Executive Orders**

- An informational website, [Federal Updates](#), has been created to provide timely updates and communications from the Universities of Wisconsin Administration.
- Gabby Dralle is the UW-Whitewater rep to the system.

#### **Vice-Chair Report:**

- **Outreach Committee: ASA Open House:** about 20 people came and went; some expressed interest in committees or being nominated to ASA
- **USC:** meets tomorrow

#### **Past Chair Report: none**

#### **Faculty Senate Liaison Report:**

- Faculty Senate passed the tuition for dependents resolution as something they are interested in exploring further

#### **Communications Director Report: none**

#### **ASA and University Committee Reports**

- **Compensation Committee met last Thursday – Tatiana Fadeeva and Becky Jones**
  - Discussion points: Have gotten numbers from Brenda Jones but it was based on 5/3 and not 5/4; 5/3 would be about \$200K would be for academic staff (we do not know numbers for other groups or limited); the lowest amount listed was for 1% for employees here 10 years or more (\$62K) and highest number is \$284,600; met with Joshua Knapp and Kelly Delaney-Klinger (HR



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faculty were so helpful and their time was greatly appreciated) to discuss industry standards and best practices when making recommendations for compensation funding.

- **Promotions (Schanen):** applicants were notified this morning of the final committee decision and I am working with the provost office to forward up the chain. Huge thank you to Abby Windsor, Dawn Bacon, Michael Stevora, Nick French, and Jody Gavin.
- **Awards & Recognition (Edwards):** instructional and non-instructional awards selected and forwarded to Provost office.
- **UC Advisory Board (Edwards):** the student affairs restructuring and how that fits with the UC. Basically they're elevating a lot of positions and hiring in those positions from the elevation. So, they have a couple of searches out right now. They are starting a survey before the end of the year that will go out to all students. They're trying to do this every three to four years and they're piggybacking off of a housing survey that is already paid for. Hoping to start Dunkin' Donuts project for this summer and they are evaluating Down Under for how to be more cleanable and moveable furniture.
- **Compensation Committee (Jones):** added another member to the committee to have three instructional academic staff and three academic staff; still meeting so not a lot to report yet but will have a report when complete
- **Chancellor's Committee on Mental Health (Reinhart):** looking to downsize the committee (currently 15 members) and are currently evaluating who should be on the committee (content related individuals)

#### Constituency Reports

- **College of Letters & Sciences:** Asked Gorman to advertise they are hiring 6 lecturers for fall: one in art, one in geology, in geography, and one in biology – postings are up

#### Open Forum

The meeting was adjourned at 1:23 p.m.

Minutes respectfully submitted by Communications Director Christine Hoover