



## Resolution in Appreciation of Abbie Windsor's Service to Shared Governance

WHEREAS, Abbie Windsor has served as an elected member of the Academic Staff Assembly since 2016;

WHEREAS, Abbie Windsor has served on various ASA Committees including the Outreach and Promotions Committees;

WHEREAS, Abbie Windsor has represented Academic Staff Assembly on Faculty Senate academic policy discussions;

WHEREAS, Abbie Windsor has served as an integral contributor in addressing the priorities collectively set by the assembly and duly represented the Division of Academic Affairs constituency;

THEREFORE, BE IT RESOLVED the Academic Staff Assembly wishes to show its deep appreciation for the service Abbie Windsor has provided to shared governance on the UW-Whitewater campus, and to express best wishes for the next steps in her professional journey

### **ASA PRIORITIES 2024-2025 Passed 09.25.2024 RANKED IN ORDER OF PRIORITY FROM SURVEY RESULTS:**

**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.

**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.