

Academic Staff Assembly

Assembly Minutes – December 16, 2013

1965 Room, University Union

1. Call to Order and Welcome

There were about 40 people in attendance. As the Assembly assembled a PowerPoint presentation was listing a few of the many recent accomplishments of academic staff members. They are attached at the end of these minutes. The Chair of the Academic Staff Committee, Kristy Aoki, called the assembly to order promptly at 10:02. She introduced the other current members of the ASC: Anne Buttke (Vice Chair), Katrina Hrivnak, Jennifer Jones, Mary Simonsen, and Emily Rogers.

2. Provost's Report

The Provost thanked those assembled for the successful graduation of over 400 students in the fall 2013 class. She mentioned the bad news that enrollments are down and then some of the efforts underway to address that, including a capital campaign to raise scholarship money, targeting local area students in particular, and improving the program array we have to offer. Significant progress on that last point is the development of three engineering technology programs in collaboration with UW-Oshkosh. This has support from the community (72 companies wanted to be on an advisory board for the new programs), UW-System (a proposal for startup funds was one of 12 approved out of 56 proposals), and a revenue generating funding model (special fees for upper-level courses will help fund new positions). There may be challenges to academic staff to handle the multiple pathways for student to enter these program but the programs themselves may be models for how new program can develop in the future. The Provost stood for questions and got some on: general education reform (implementation will be gradual starting in fall 2014); strategic plan (progress is hampered by what the Provost calls our 'financial pickle' in both resources and enrollments); new programs (the Educational Advisory Board may help with ideas in areas such as dietetics, allied health, leadership, stackable degrees, and particularly graduate programs); student life (town-gown collaboration on the development of University Avenue will help); and the Medical College of Wisconsin (we will be involved in many small ways from laboratory use to supplying art for the VA hospital).

3. Chancellor's Report

The Chancellor focused on budget by replaying a presentation made before the Faculty Senate (his PowerPoint is available on-line <http://www.uwgb.edu/sofas/structures/governance/senate/index.asp>). He presented a recap of the events of last spring to illustrate political shifts in planning budgets. This was followed with data on the operating budget's sources and expenses, fund and account categories, General Program Revenue expenses, cash balances and their redistribution, and a look forward on budget cuts, enrollment, compensation, and reallocations. He got questions on the importance of FTE counts and the difficulties in starting new programs without access to as many cash balances. He concluded that the short term future was not dire and the Council of Trustees was working on an advocacy group for the long term future.

4. Old Business

(This was actually begun before the Chancellor's Report and concluded after his Report to accommodate his schedule.)

- a. A by-law change is planned to help reinforce the role of mentoring in orienting new employees. This may take the form of a changed charge to the Leadership and Involvement Committee. Support was offered from HR and from the experience of the classified staff. The LIC itself asked to be involved in drafting the language for the new charge.
- b. Certain comments and actions from a member of the state legislature earlier in the fall were interpreted as the beginning of an attack on shared governance. The Academic Staff Committee wished to call the potential threat to the attention of the Assembly.
- c. The deadline for submitting nominations for UW System Academic Staff Awards has been extended into January and nominations are encouraged. A comment was made that the paperwork involved in making nominations at a certain level might be deterring them.

5. Review of Survey Results

An open-ended survey on potential barriers to career progressions, title changes, and promotions was completed from both academic staff members and supervisors. A number of themes emerged, largely centering on funding problems and communication about both the process and access to data. The Academic Staff Committee is working on sharing the results and then taking action. When asked if there was much hope that a remedial plan would be accepted, the Chair mentioned the idea of presenting the survey results to those who might be able to take action. The HR Director shared the data that of the 210 academic staff members 13 who were eligible for a promotion had not received it for various reasons.

6. Committee Reports

Reports were received by:

- a. Professional Development Programming Committee (Diana Delbecchi)

The Professional Development Conference scheduled for January 16, 2014 will feature Liysa Callsen on Leading with Humor.

- b. Leadership and Involvement Committee (Erin Van Daalwyk)

An improved interest survey will be distributed. The Committee has replaced people in some vacancies that occurred and started an informal reception for new staff members. It plans to talk more about the mentoring issues.

- c. Personnel Committee (Paula Ganyard)

This committee has not met yet this year but is planning a meeting in January.

- d. Professional Development Allocation Committee (Jamee Haslam)

The allocation of funds for the year is nearly complete but there is still time to submit applications for support of professional development.

- e. Committee on Workload and Compensation (Chris Martin)

This committee has asked for and received data on the compensation study and will be reviewing survey data on workload in order to tackle issues of workload and compensation separately in the near future.

7. New Business

The Academic Staff Committee will be looking at the governance structures for academic staff in light of comparisons with other campuses. There is considerable variation across the UW-System. When asked for any future business, the question of tuition reimbursement was raised. The University is considering a revision of policy that may limit public funds being used for tuition to private schools. Comments are still being collected and should be forward to the HR Director.

8. Adjournment

The meeting ran a bit late but was adjourned at 11:45 a.m.

Respectfully submitted,

Clifford Abbott, Secretary of the Faculty and Academic Staff

Take note...Academic Staff are doing great

- o **Elaina Koltz** was selected as the Founder's Award recipient for Excellence in Academic Support this fall
- o **Diana Delbecchi** was recognized recently for the Green Bay Packaging Volunteer in Education award for her after school program called FLITE at Preble High School.
- o **Lynn Niemi** serves on the UW System President's Advisory Committee on Disability Issues oh, there's more
- o **Mike Stearney** was the recipient of the Outstanding Advisor of the year award in 2012-13 for his work with Habitat for Humanity
- o **Mike Herrity, Darrel Renier, Katrina Hrivnak and Debbie Furlong** collaborated over the course of two years to identify, contact and facilitate Associate Degree completion for 30+ students who left UWGB over the past 10 years either with a completed or nearly completed AAS.
- o **Todd Sanders** was selected as a keynote speaker for Canada's university and college digital marketing conference in June.
- o **Chrisanna Colletta and Kristy Aoki** assisted with the instruction of USA's largest Zumba class ever at Lambeau Field. Over 5000 people participated.
- o **Staff in the Office of International Education** hosted 117 international students this fall; the largest group of international students in the past 10 years.
- o **Staff in Student Affairs** areas...
 - o Hosted the Color Run
 - o Opened the new Phoenix Park-a great new outdoor space on campus
 - o Successfully supported over 120 student organizations
- o **Staff in Student Affairs**...
 - o Worked collaboratively with Public Safety and Enrollment Services on an Emergency Table Top and Call Center Activity
 - o Successfully planned and implemented several strong diversity initiatives and programs
 - o Had an increase in support and visibility of the LGBTQ Center on campus

- o **Staff in NEW Partnership for Children & Families** provided 196 training sessions to over 3200 child welfare social work professionals in 12-13
- o **Staff in the Institute for Learning Partnership** coordinated over 1400 area 5th graders for Phuture Phoenix tour day in October, and is set to launch their first international Professional Development Certificate program for educators in Nigeria. **Juliet Cole** received the Outstanding Daughter of the Soil for her work.
- o **Patty Albers** and her accounting students assisted over 200 taxpayers with their 2012 tax returns as part of the VITA program.