

[draft]

# **Academic Staff Assembly**

**Assembly Minutes – May 2, 2013**

**Phoenix C, University Union**

## **1. Call to Order and Welcome**

The Chair of the Academic Staff Committee, Kristy Aoki, called the assembly to order promptly at 3:00. She introduced the other current members of the ASC: Jan Malchow, Katrina Hrivnak, Samantha Surowiec, Mary Simonsen, and Emily Rogers. Then with some deft but collegial shuffling of the agenda to accommodate busy people's crowded schedules, she invited the top administrators to report.

## **2. Chancellor and Provost Remarks**

The Chancellor spent most of his report correcting misinformation and providing context on the latest instance of gotcha politics practiced by some legislators against the UW-System - the possibility that proposed funding for UW might be reduced because the legislature had not been fully informed about budget balances the UW planned to carry over to the next fiscal year. The Chancellor made several points: the balances follow prudent practices; especially locally, they are not excessive by any standard; generalizations can be tricky given the size and complexity of UW funding (UW-Green Bay has 1600 funding accounts and the UW as a whole has around 22,000); the carry-over balances issue is not connected to compensation problems (the state has prohibited regular pay increases regardless of balances for several years now); and most in the media are not inflaming the anger of some legislators.

On a brighter note, the Chancellor acknowledged this is a busy time of year as commencement and many recognition ceremonies are upon us. He thanked the staff for their dedicated work and acknowledged the work of the ASC with a token gift to its Chair.

The Provost was then invited to speak and she reported that two new graduate programs and one undergraduate program had been launched this year. All are collaborative and on-line and all depend on staff solving new sets of problems in supporting them. She appreciated the staff work that made this possible but she also acknowledged challenges, particularly those caused by high levels of staff turnover. Maybe we should be proud that we provide such excellent training for career jumps but the high turnover rate is surely a reflection of compensation issues. She also reported that ice fishing is allegedly fun when done with members of the academic staff. She ended with a tribute to Kristy Aoki for both her work with governance and with international students.

### **3. Wisconsin Retirement System**

Michael Draney was then invited to report on the Wisconsin Retirement System. He did so as President of UWGB United, local 6511 of AFT, on behalf of Grant Winslow who could not attend. Information came from a series of forums provided by the union on the history, functioning, independence, and future of the retirement system, reputed by many to be one of the best in the country, a status that requires vigilance. He also discussed some potential changes to the system.

### **4. Morale Survey**

Eileen Kolb reported that a survey on morale will have the results categorized and posted on line.

### **5. Progression Survey**

Kristy Aoki reported on another survey, this one meant to identify barriers in the career progression process from the perspectives of both individuals and supervisors.

### **6. Committee on Workload and Compensation**

Emily Rogers reported on the work of the CWC focusing on two main issues. One was the compensation/workload study recently completed by an outside consultant - Jim Fox. The results were presented in a couple of campus forums and are available on the Human Resources website <http://www.uwgb.edu/hr/compworkloadstudy/> although some slides presented in the forums were removed from the on-line material because, as was pointed out at the forums, insufficient context on the slides themselves made their significance easy to misinterpret.

The other issue from the CWC was a call for greater transparency from the administration on promotions and career progressions. A resolution has now been passed by the Faculty Senate, the Academic Staff Committee, and the Classified Staff Advisory Council. The resolution (#12-15 at <http://www.uwgb.edu/sofas/structures/governance/senate/documents/DOCUMENT%2012-13.pdf>) calls for an accountability report on “recruitment, retention, and advancement outcomes” and for an advisory committee to be established to strategize about facilitating progression.

### **7. Wellness Committee**

Chrisanna Colletta reported on the Wellness Committee, which has been active enough to put several state agencies on the road to fitness. She reported on upcoming events, especially the “Fuel Your Inner Phoenix” conference on May 30, 10-4, at the Kress Center. All are urged to watch for newsletters to learn about other upcoming events.

## **8. Committee Updates**

Representatives from the standing appointive and elected committees gave verbal updates on committee activities over the past year. Formal reports will be filed and available on the SOFAS website.

## **9. Adjournment**

The meeting was adjourned at 4:00 p.m.

Respectfully submitted with generous help from Samantha Surowiec,  
Clifford Abbott, Secretary of the Faculty and Academic Staff