

2021-2022 Academic Staff Committee

Meeting Minutes

January 19, 2022

1:30 p.m.; TEAMS

- I. Call meeting to order at 1:34 p.m.
 - a. In attendance: Virginia Engelbert, Lynn Rotter, Laura Nolan, Nichole LaGrow, Patricia Hicks, Lynn Niemi, Bethany Welch, Monica Pynaker
- II. Determine minute taker
 - a. Bethany Welch
- III. Approval of minutes – December 15, 2021
 - a. Motion by Lynn Niemi, second by Lynn Rotter
- IV. New Business
 - a. 2022 UW System AS Awards
 - i. Lynn N sent in 2 sets of names with additional names if needed; receipt was confirmed by Courtney S; 3 people gave 4 nominations total
 - ii. Virginia: set an appointment for us if needed; Lynn: Clif used to do it all, so we probably won't need to do anything else with it
 - b. UWS President Search
 - i. Lynn N: It was a closed meeting; we met both candidates & developed 8 questions initially, with an additional question added on tenure; Lynn's question was pulled at the last minute; mostly covered candidates' shared governance experience, understanding of tenure, compensation, university staff, structure and bonding of UW System (we cannot have debt—looking for understanding of that); both candidates are hire-able but have different experiences and both seem excited for position
 - ii. Next steps: gave feedback to Board of Regents; Lynn N explained her preference and faculty did not, just gave pros and cons for both candidates; no sense on what they will do with the feedback, but they will meet on Friday to discuss and probably make an offer
 - c. Climate survey
 - i. Bylaws state that we're supposed to do a leadership review every two years and we decided to request to have that removed because university staff will undertake that; instead, we'd like to do a climate survey every couple of years or so as to what AS are thinking about in terms of representation in governance and the university as a whole
 1. Q: Are we still in agreement that we want to change our bylaws to add this climate survey?
 - a. Lynn N: Have you talked about this to the Chancellor? Virginia: Not about the climate survey, specifically, but he's all for further input. His concern now is to have our governance meet the needs of everyone at the university; right now, with no voting position on the Senate, our AS role is largely powerless. The

Melissa will share those dates; spoke with Kim M from University Staff Committee (no one has appealed there yet, but just in case there are some in the future); this appeals process is not the end of reviewing titles, so keep that in mind

3. Virginia: specific time schedule for instructional and non-academic staff to appeal when they get their titles? Melissa: yes, and they will work on logistical process with ASC and UC in the Spring; proposal was sent to Virginia and will be sent to this Committee, as well; will ask us for our perspective on process of instructional academic staff in future
4. Jamee Haslam joined at 2:15 p.m.
- ii. Laura: Are people supposed to upload new cards with booster information? Melissa: at this point, we're asking people not to upload that because you would have to create a new record; we have a Shared Services call tomorrow to clarify this HRS process; right now, just working with employees on the phone as it comes up
- iii. Virginia: N-95s are required as the standard, or is any mask fine? Melissa: any mask is fine; the university had a lot of N-95s so we made them widely available; the mask mandate has been extended to February 28
- iv. Melissa left at 2:22 p.m.; Monika left at 2:24 p.m.

V. Old Business

VI. Governance/AS Committee Reports

- a. SBC—Jamee Haslam
 - i. Strategic planning exercise was last Thursday; brainstormed ideas on how could the external environment change over the next several years, then organized those ideas into various criteria, then talked through the categories, sorting from low- to high-impact items and leveled them based on predictability, then made a grid so they could focus on High Impact, High Uncertainty issues; the team took all of this information and will create a story based on all of that, bring it back to the group, which will meet again in April to take additional steps
 1. How leadership will use this is unknown right now
 2. One of the questions was what would happen if UW-Madison went completely open enrollment; someone in leadership said that is under consideration and it might happen
 - ii. Next committee meeting is February 21 and next Strategic planning session is in April (the follow-up to that exercise)
 - iii. Jamee left at 2:33 p.m.
- b. University Committee – Virginia
- c. T&TC – Lynn Niemi
- d. AS Personnel Committee – Pat Hicks
 - i. No updates
- e. AS Leadership & Involvement Committee – Bethany Welch
 - i. No updates
- f. AS Professional Development Programming Committee – Nichole LaGrow
 - i. PD allocated resources to support IDI in January 2022

