

[draft]

Academic Staff Assembly
Minutes – May 2, 2016
Christie Theatre

1. Call to Order and Welcome

With about 40 people in attendance Josh Goldman, Chair of the Academic Staff Committee, convened the Assembly at 2:02 p.m. The first order of business was to welcome all those in attendance, pass along his thanks to everyone who has served on committees this year, and then introduce the other members of the Academic Staff Committee: Katrina Hrivnak, Brent Blahnik, Jennifer Jones, Amy Bartelme, and Joe Schoenebeck.

2. Provost's Remarks

Since Provost Greg Davis was appointed to his current role after the previous Academic Staff Assembly, he took this opportunity to introduce himself by providing a brief biographical sketch, including being an alumnus of UW-Green Bay. He mentioned that his previous experience as an undergraduate at UWGB and his nearly 30 years on the faculty has provided him with important institutional knowledge that will serve him well in his new position.

Provost Davis then gave an update of the current state of the university. Plans for the conversion from the current two college model to the new four college model are progressing. Two Deans are currently in place, Scott Furlong will be the Dean of the College of Liberal Arts, Humanities, and Social Sciences, and John Katers will be the Dean of the College of Science and Technology. A candidate for the Dean of the College of Health, Education, and Social Welfare was interviewed for the position the previous week and two candidates for the Dean of the School of Business will interview for that position in the near future. The new colleges should be up-and-running July 1, 2016.

He then touched on the budget. Last year, UWGB absorbed a budget cut of \$2.5M imposed on us by the legislature, which is revenue permanently removed from the budget (the university was able to make these cuts without any layoffs). This year, we are dealing with a \$2.4M budget reduction, a self-imposed temporary reduction in expenditures in response to a (hopefully) short term budget shortfall caused by the enrollment challenge we are currently facing. Most of the expenditure reduction is being handled by temporarily not filling vacant positions.

Finally, Provost Davis discussed “reinventing the university” which is how administration plans to deal with increasing student enrollment. The hope is to increase diversity at UWGB to more accurately reflect the changing demographics of Green Bay. The plan is to grow student enrollment by several thousand students (10,000 is the

desired number). Doing so would open more positions, allow for increased growth, and provide money for raises.

Provost Davis then opened the floor for questions which generated some discussion. Academic Staff inquired about the current enrollment for Fall 2016 (incoming freshmen and transfers) as well as “doing more with less” (related to the previously mentioned self-imposed temporary reduction in expenditures).

3. Vice Chancellor for Business and Finance’s Remarks

With the Provost stealing most of the budgetary thunder, Vice Chancellor Sheryl Van Gruensven provided a quick summary of budget-related history then took questions from the Assembly related to: the 2017-19 projected biennial budget (expect additional cuts from the state as there is projected to be a shortfall in state tax collected – state support of UWGB’s budget stands at 17%, therefore, we need to rely more on ourselves); tuition increases (we are hoping that the state legislature will tie tuition to CPI or cost of living); and potential furloughs (this would have to be a state mandate).

4. Old Business

None.

5. New Business

Josh Goldman provided a good explanation regarding why it is so important for Academic Staff to get involved in committee work and shared governance, including: providing a voice for all Academic Staff colleagues, developing a sense of community, and creating a method for individuals to get to know the process by which the university operates. He then encouraged all to consider the myriad of ways each can become involved over the coming year, including mentoring newer employees.

6. Committee Reports

a. Academic Staff Committee

Josh Goldman reported that there was a lot of activity in the biweekly meetings held by the ASC. Among the items discussed and considered was the approval for an increase in the amount of funding one can request from the Professional Development Allocation Committee (\$500 to \$750), the unlikely approval of any new rolling horizons, the proposed changes to the Academic Staff Handbook, the (quarterly) timeline for title progressions by Human Resources, and the appointment of Academic Staff to the Search and Screen Committees for the open Dean positions.

b. Professional Development Programming Committee

Jena Richter reported that excellent cooperation between the Academic Staff and University Staff Professional Development Committees led to wonderful training and professional development opportunities. A sampling of the programs offered included: “Distribution of StrengthsQuest Codes,” “Focusing on Strengths (Not Weakness!) to Optimize Results,” “Dealing with Disruption,” “Success through Humor,” and “The Best Team Wins.” Program attendance averaged 40 individuals. There were two more events yet to come this year, “Have a Ball! Create an Oasis of Engagement” and “Adventures in Team Building.”

The annual budget for the Professional Development and Programming Committee is \$5,000. After a promise to transfer \$850 to the Academic Staff Professional Development Allocations Committee, there is an estimated balance of \$450.

c. Professional Development Allocations Committee

Nora Kanzenbach reported that the Professional Development and Allocations Committee reviewed the “Guidelines for Use of Academic Staff Professional Development Allocation Funds” and recommended increasing the maximum award from \$500 to \$750 per person per fiscal year. The recommendation was approved by the Academic Staff Committee.

The committee began with a \$9,000 budget of their own, to which was added \$850 from the Professional Development Programming Committee. Twenty-five Academic Staff members applied for funding, only two were denied (one incomplete application and one due to additional funding sources). Amounts awarded ranged from \$50 to \$750. The Professional Development Allocations Committee awarded a total of \$9,707 and has a balance of \$143 remaining.

d. Leadership and Involvement Committee

Stephanie Murphy reported that the addition of an opportunity for staff to provide a rationale for why they were interested in serving on one of the elective committees was quite successful. It turned what could potentially be a “popularity contest” into an effective search for a strong committee member. The Leadership and Involvement Committee worked to fill 29 vacancies on 15 committees. Stephanie said the committee will email those individuals congratulating them on their election/appointment.

e. Academic Staff Personnel Committee

Jamee Haslam reported that considerable work has been accomplished on combining the Academic Staff and University Staff handbook. They are nearing a final draft but are waiting on input from University Staff.

7. Other Business

No other business after the individual reports were given.

8. Adjournment

Business concluded, the meeting was adjourned at 3:02 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff