

Academic Staff Council Meeting

November 14, 2022
10:30 a.m. – 12:00 p.m.

Minutes

Members Present: J. Brannan, C. Hawkins, M. McKinney, C. Jakusz, W. Van Roosenbeek, K Malecek (Virtual), M. Pierce (Virtual), K. Foss (virtual)

Members Absent: N. Davis, J. Brick, B. McConaughey

1. Call to Order: 10:34 AM
2. Approval of Meeting Minutes from October 10, 2022
3. VC Bob Hetzel and John Acardo – TTC, Pay Plan, Career Progression update
 - i. We are in the 10th year of tuition freeze, 5th year of the tuition share of pay plan has not been funded
 - ii. \$75 million of unfunded pay plan currently – we can not afford career progression at this time
 - iii. You can expect 2% pay plan on January 1 and 2, 1% lump sum payments (first paid on December 1)
 - iv. Questions asked of VC Hetzel and John Acardo listed on next page or can be viewed in recording here: [11.14 zoom recording](#)
4. Tara Nelson – Training opportunities
 - i. <https://www.uwlax.edu/center/transformational-justice/resources/workshops/>
 - ii. 3 courses will be offered in Spring: Free Speech Policy & Practice (self paced), Identifying Bias (zoom), Trends in Online Hate & Harassment (self paced) see website above for additional details and registration
5. Committee updates
6. Madison update – Will Vanroosenbeek
 - i. Whitewater and Platteville are in the process of hiring new Chancellors
 - ii. We would need a 10% tuition increase to fund 4% pay plan and 4% GPR increase

7. Free Speech Survey update
8. Floating holiday email
 - i. Thanksgiving Holiday: office can close Friday but you must utilize time off
 - ii. Christmas and New Years: due to staff needing to use floating holidays by the end of the calendar year, campus has opted to close the Friday before each holiday to allow for this time
9. Announcements and Open Discussion
 - i. Topic suggestions?
10. Adjournment 11:48 AM

Questions from open discussion with VC Hetzel and John Acardo

1. How do UWL salaries compare to the comprehensives?
 - i. UWL sets their salaries no lower than 92% of CUPA
 - ii. The average AS salary is set at about 94% of CUPA
 - iii. The Median salary is evaluated for every position that is hired
2. What is the plan for lack of funding for career progression
 - i. The hope is that once we are caught up with the Pay Plan deficit, we can look to relaunch career progression – this timeline is known
3. Will we reinstate the old career progression model or launch a new one?
 - i. We will not use the old model as it did not encompass all titles
4. TTC left career progression up to each campus – do we need to follow a structure set by system?
 - i. Yes, they will provide guidance. Called ‘pay progression’
5. Will people be grandfathered into career progression that have started prior to this process going away?
 - i. No, this was not anything that was written into hiring contracts. Since it is no longer a thing/metric, there isn’t anything to be grandfathered into.
6. Is the strategic plan a way to get system to move quicker on progression?

- i. No, there is currently no base dollars to fund this. It is a \$75 million unfunded program.
 - ii. Tuition needs to raise 1% for every \$8 million pay plan increase (2%)
 - iii. We would need approximately a 10% tuition increase to cover our current deficit from pay plan
- 7. What is campus leadership doing for retention?
 - i. UWL is the only campus to be able to support the 1% lump sum payments
 - ii. Value of our benefits/retirement plans
 - iii. Salary savings are utilized to help make competitive offers
 - iv. Try to match offers that existing staff get from outside agencies
 - v. We do/will not do overloads for staff picking up extra work
- 8. Has UWL considered expanding hybrid work opportunities to AS members or thought about an alternative work schedule or additional time off?
 - i. Work from home has already expanded greatly since covid
 - ii. It is currently each departments responsibility to great a work from home environment/schedule if applicable. This is left to the discretion of each supervisor
 - iii. Campus hours are 7:45am to 4:30pm; front facing units must have their departments open during these hours.
 - iv. We previously looked into a shorter work week – this did not work. There were supervision issues, lost productivity, unmanageable/unsustainable
 - v. Time off is set by a state authority, UWL has no ability to change this
- 9. What are we doing as a campus to address low moral and burnout with Academic Staff?
 - i. Lets talk about it (HR) and find ways to manage it
 - ii. Tell someone to take some time if they need it, stay off email, etc while they are out
 - iii. Find ways to recognize individuals

10. What feedback has been given from system – what did we respond with? (regarding progression)
 - i. This impacted 700+ individuals
 - ii. We are having the difficult conversations; we are not shying away.
11. What will leadership be doing to invest in Academic Staff?
 - i. Let system know of the issues
 - ii. Trying to increase the starting salary of those positions that are too low, etc.
12. ASC has the title review committee. What should we be doing with this committee? Is it not obsolete?
 - i. We may not utilize this committee at this time; however, it should be retained.
13. How can we, as staff, advocate in regards to the tuition freeze?
 - i. Attend events when politicians are on campus, let them know what's important, let them know what's going on at our campus
 - ii. We are expecting that the tuition freeze will continue into year 11 and 12
14. Have we taken into account the cost of turnover?
 - i. Legislature doesn't take this into account
 - ii. 'replacement cost' of an employee is approximately 30-40% of their annual salary
 - iii. It takes at least 6-9 months for someone to truly understand our system and how it works/runs