Academic Staff Council Minutes 2005 to 2006

Academic Staff Council
Full Council
May 16, 2006
126 Wing

Present: Karpinsky, Brunk, Jacobson, Robinson, Veglahn, Richter, Weiland, Heyer, Van Roosenbeek

Excused: Hoeft

Guests: Tim Walls

Minutes
Distinguish between the two meetings that took place on May 8. Marcia Johnson-Sage’s name is spell incorrectly at the end of the minutes.
Jacobson – Weiland
APPROVED

Heyer-Richter
APPROVED

Town Hall Meeting
Topic: Freedom of Speech v. Hate Speech
-underrepresented groups are the ones working on the issue
-discussion of The Second Supper
-a change is needed in the institution
-lack of awareness
-starts at the top
-climate doesn’t allow for discussion
-lack of people at certain events

Search and Screen Discussion
Statement – will be sent to Faculty Senate chair, Provost, Student Association President

The Academic Staff Council of the University of Wisconsin – La Crosse is disappointed that the recent search did not result in the appointment of a permanent dean for the College of Science and Health. The Academic Staff Council strongly recommends a review of the search and screen procedures to ensure clear communication to all future search and screen committees regarding their charge.

It is important for all university groups to work together in the spirit of shared governance for the benefit of the university and its students.
Committee Assignments
Deadline for volunteer sign up is Friday. Next week, Vice Chair Van Roosenbeek and Liz will work on assignments and hope to send out an announcement.

Budget and Planning
Van Roosenbeek will look into where the money for the Chancellor search and screen comes from.

AS Representative
Meeting on Thursday. Joint with faculty reps and meeting with President Reilly. The topics of discussion will be communication across levels and effective shared governance.

Summer Exec Meetings
June 12 and July 10 at 8:00am in 217 Graff.

Academic Staff Council
Full Council
May 8, 2006
126 Wing
First Meeting of the 2006-2007 Academic Staff Council

Present: Jacobson, Weiland, Hoeft, Heyer, Veglahn, Karpinsky, Richter, Brunk, Robinson

Excused: Van Roosenbeek

Meeting called to order at 4:03 pm.

Introduction of New Members

Election of Officers
Chair
Veglahn nominated Karpinsky; 2nd by Robinson
APPROVED

Vice Chair
Richter nominated Van Roosenbeek; 2nd by Heyer
APPROVED

Secretary
Jacobson nominated Brunk; 2nd by Robinson
Call to Order 3:06 p.m.

1. Motion
   a. Approval of Meeting Minutes for 3/27/06 Full Council Meeting
   b. APPROVED Heyer, Veglahn, (6-0-0)

2. Election Results
   a. Newly-elected Academic Staff for 2006/07 include: Kay Robinson, Kristin Hoeft, Patricia Karpinsky, and Cary Heyer.
   b. Continuing council members include: Lynn Weiland, Wayne Jacobson, Sharie Brunk, Troy Richter, Debbie Veglahn, and Katie Van Roosenbeek.
   c. Still a vacancy on Student Development

3. Committee Reports
a. Elections and By-Laws  
   i. Waiting for Faculty Senate to get their articles rewritten  
   ii. We need to look at what should happen when we have an open seat and nobody runs for it.  
   iii. What can we do to encourage more interest and get people to run in the future?  

b. Salary and Personnel-no report

4. Search and Screen  
   a. President Reilly will give a charge on April 19th for the Chancellor Search  
   b. Question is who will be on that committee  
   c. Nancy Sedbrook from Trane was hired for the Special Assistant to the Chancellor position.

5. Legislative Listening Session  
   a. topics of discussion included: Taxpayer Amendment, collective bargaining, and Economics of the University

6. NCA Accreditation  
   a. April 24th @ 3:45 p.m., 126 Wing  
   b. Review Criterion 4

7. Orientation  
   a. Jennifer Wilson is working on dates for students from WWTC to present to the Academic Staff Executive Committee and/or Salary and Personnel Committee should attend this presentation

8. UPG's  
   a. The draft of the new UPGs have been sent to for the Council’s review.

9. Spector Memo  
   a. Rep groups will comment when they see how it affects the indefinite contracts. We are awaiting the draft that applies to academic staff and will respond after that is review.

10. Chair’s Report  
    a. Future discussion should we change the council meeting day from Monday to Tuesday?  
    b. Should the Executive Committee keep their meeting on Mondays?

11. Next meeting  
    a. April 24th meeting cancelled due to NCA meeting @ 3:45 p.m.  
    b. Next ASC meeting is scheduled for Monday, May 8th  
    c. Will convene the old council first and then reconvene as the new council

Meeting Adjourned at 3:35 p.m. Reinert/Veglahn
Academic Staff Council
Executive Committee
217 Graff Main Hall
April 3, 2006, 7:45am

Present: Karpinsky, Herling, Jacobson, Veglahn

Excused: Van Roosenbeek

Called to order at 7:50am

Minutes
Veglahn – Herling APPROVED

Committee Updates
Elections and Bylaws
Will have some recommendations regarding the election process – timeline and open seat – for the Full Council
Salary and Personnel
Meeting with Beth Hartung on April 16.

ASC Election Results

Next Year’s Meeting Dates
Would like to keep the current room but may move day of the week.

Taxpayer Protection Amendment
Council will draft a response in opposition

Spector Memo
The Chair will write up a response by Monday

Next Year’s Leadership
Still looking for a secretary

Adjourned at 8:25am

Academic Staff Council
Full Council Meeting
University of Wisconsin-La Crosse
Monday March 27, 2006


Members Absent: C. Heyer, K. Van Roosenbeek, D. Veglahn, L. Weiland
1. NCA Accreditation
   a. Carmen Wilson, Faculty Senate, presented the Self Study
   b. Issues raised in 1996 self study for last accreditation visit seem to persist today
      i. Commitment to General Education, program assessment, senior leadership and shared governance and strategic plan, loss of tenure track positions, anxiety over budget
   c. Positives in the Study
      i. UG research, quality of student life (e.g. low student to RA ratio in residence halls), globalization of campus, innovation among new faculty, proliferation of external partnerships (e.g. School of Education Professional Development Schools)
   d. Council members are encouraged to read the Self Study—at least the introduction for an overview
   e. Dr. Wilson answered questions from Council members

2. MOTION
   a. Approval of Meeting Minutes for 2/27/06 Full Council Meeting
   b. APPROVED—Brunk, Jacobson, 7-0-0)

3. Committee Reports
   a. Budget and Planning—no report
   b. Elections and By-Laws
      i. ASC election results unofficial as of yet
      ii. Must consider process for dealing with vacant seat in Student Life
      iii. April 24, 2006 will seat new Council
      iv. Council will elect new Executive Committee

4. Spector Memo
   a. Directed at Faculty
      i. We await response of Faculty Senate
   b. Council Members should re-read memo in preparation for further discussion in April

5. Search and Screen Updates
   a. Dean of Student Development has finished successfully with selection of Dr. Knutson
   b. Special Assistant to the Chancellor
      i. Three selected to interview
      ii. Council members encouraged to attend open forums
   c. Dean, College of Science and Health
      i. 3rd and 4th candidates in the process of interviews

6. Pay Plan
   a. Discussion regarding option available with potential increase in pay plan
b. MOTION
   i. Accept possible pay plan increase to 2.25% April 2007 to be awarded 1/3 merit and 2/3 solid performance
   ii. APPROVED—Richter, Jacobson, 7-0-0

7. Leadership Conference
   a. July 13-14, 2006, UW-Eau Claire
   b. Those with ideas for topics or who wish to present please contact Pat Karpinsky
   c. The Council will seek financial support from Chancellor in order to send 6 Academic Staff members

8. Campus Climate Open House March 22, 2006

9. Campus Technology
   a. Council must forward ideas to Provost by April 15, 2006
   b. Discuss state of technology across campus

10. Tobacco Cessation
    a. Press conference in April 9, 2006
    b. Status of UW-La Crosse as a State of Wisconsin entity prohibits our going smoke-free
    c. This issue will be evaluated carefully and every effort will be made to reduce smoking on campus

Meeting Adjourned at 4:40 PM

Academic Staff Council
Executive Committee
Monday, March 13, 2006
217 Graff Main Hall

Present: Karpinsky, Veglahn, VanRoosenbeek
Excused: Jacobson

Called to order at 8:05am.

Approval of Minutes – APPROVED

Committee Updates
Elections and Bylaws – they are working on the election procedure. Voting will begin on Wednesday, March 15 and end on Friday, March 24. The committee will review the results and report to the ASC at the March 27th meeting.

Budget and Planning – JPB is currently looking at these items:
    -transitioning to people soft financial systems by July
student data in the future

Spector memo – This is on the agenda for the upcoming State AS Rep meeting. Veglahn will forward on any information she receives.

Search and Screen Updates
- Interviews have been conducted for the 3 candidates for Dean of Students
- Dean of SAH – candidates are to be announced
- Chancellor – ASC is accepting nominations through March 22. The Search and Screen committee will review the names and forward their recommendations on to the exec committee.

NCA Accreditation
- Carmen Wilson will attend the next full council meeting to present and discuss on the subject

Pay Plan
- The Chancellor responded in favor of the ASC recommendation.

Next Year’s Leadership – discussion

Other
- Annual meeting, getting more AS involved, welcoming new AS

Meeting adjourned at 9:10am.

Academic Staff Council
Full Council
Monday, February 27, 2006
126 Wing

Present: Karpinsky, Veglahn, Heyer, Richter, Weiland, Brunk, Reinert, Jacobson, Herling

Excused: Johnson-Sage

Guest: Provost Hitch

I. Called to order at 3:00pm.

II. Approval of January 24, 2006 Full Council Meeting Minutes
Motion to approve Veglahn-Heyer APPROVED

III. Provost Question and Answer
   A. Budget and Planning
      - presented overview
-$800,000 debt – the only lost positions are retirements; changing positions to 128 funds
-$150,000 needs to be covered yet
-Veterans benefits and non-resident tuition will have some impact on future budgets
-The Chancellor’s tuition, fiscal solvency plan will be going before the Board of Regents in March 2006

B. Funding for Extra Sections, Fall 2006
-accommodate additional/increase in student population
-where will we have additional service needs?

C. Expanded Buildings
-New academic building
- significant donor money

D. IAS Committee – Open Forum (February 24)
-work load issues, titling, career progression
-recommendations being accepted based on whether we can afford it

E. Accreditation – NCA
-good self-study
-report is well written
-there are things to work on: mission statement, strategic planning

IV. Committee Reports
A. Budget and Planning
-recommend minimum 2 year rolling horizon contracts to AS and IAS after a successful review and 6 years of continuous employment

B. Elections and Bylaws
-issues related to IAS, changes
-request for nominations is out
-areas open
- colleges – 1
- student development – 2
- administration – 1
- at-large – 1
- electronic voting

C. Salary and Personnel
-Meeting with Human Resources staff regarding Individual Development Plan(IDP)
-HR hopes for the following outcomes with IDP
- consistent employee evaluation process
- up-to-date position description
- harmony between employee and supervisor/unit goals
-Full compliance with requirements of the IDP process may take time
-HR is open to our suggestions as process is introduced
-HR plans to follow-up with supervisors who fail to complete IDP in a satisfactory manner
V. Discussion on Joint Planning and Budget Committee recommendations.
   -Approval of recommendations 1-5 [7-1-0]. Asking for clarification on #6.

VI. Reps Report
   A. Limited Term Appointments
   B. UW System Disciplinary Policy
      -governance groups will be asked for input
   C. 2006 Leadership Conference will be at UWEC

VII. Equity Scorecard
   A. No AS rep on committee as of yet
   B. Will evaluate campus
      -develop strategies and recommendations to the Chancellor.
      -institutions are accountable to the System.

VIII. Spector Memo
   A. Application to AS indefinite contracts
   B. Must submit written comments by April 6, 2006

IX. Search and Screen Updates
   A. Dean of Students
      -they will be on campus the next two weeks; try to attend open sessions
   B. The other search and screens are on task

X. Chair’s Report
   A. SB 452 died in committee
   B. OCW will have Anne Kritenden as their speaker
      -April 6 presentation: “If you can manage your kids, you can manage anything.”
   C. HR Website
      -absence from campus
   D. Excellence Award
      -eight nominations
   E. Professional Development Grants

XI. Motion to Adjourn

Academic Staff Council
Executive Minutes
February 20, 2006
217 Graff Main Hall
Present: Karpinsky, Veglahn, Jacobson
Excused: Van Roosenbeek, Herling

Meeting called to order at 7:47am

Minutes
SB-452
The bill is dead in committee; no senator spoke in favor of it on the floor.

Committees
Election and Bylaws
- still doing some work on the bylaws
- an email will be sent out this week, asking for candidates for next year’s Council. Deadline for petitions: March 8. Open positions: one Administrative Coalition, one Colleges, two Student Development, one At-Large.

NCA
Carmen Wilson will be attending this month’s ASC meeting to discuss the accreditation

Next Executive Meeting
Needs to be rescheduled. Looking at March 9.

Budget Recommendations
The Council has been asked to give feedback. Suggestions: a fee for students who register for the next term late, cutting department travel

Smoke Free Campus
UWM is going smoke free by next year; Chair Karpinsky has a call in to the Health Center to see how they got this done. Currently, the law only mandates that smokers stand a certain distance from residence hall doorways. Restrictions outside academic buildings is not enforceable.

Meeting Adjourned at 8:27am.

Academic Staff Full Council
Monday, January 23, 2006
126 Wing

Present: Jacobson, Weiland, Johnson-Sage, Veglahn, Richter, Herling, Karpinsky, Brunk, Reinert, Heyer

Guests: Betsy Morgan, Terry Wirkus

Called to order at 3:10pm

Approval of Minutes
Richter – Johnson-Sage APPROVED
Betsy Morgan – IAS Career Progression
1) IAS under Faculty Senate 2005-06
2) 5 key issues
3) Titling determines whether staff are under Faculty Senate or ASC. Will be pushed for this year
4) Volatility of IAS service issues with Career Progress – part time v. full time
5) Workload – 15 credits, 12 and related activities
   - financial implications
   - fairness issues for those who move from 12-15 credits
   - adopt 15 credits and got career progression
6) Contract language, no change is likely (hire/fire)
7) Multiple year contracts
   - difficult to justify under economic conditions
   - legal, ethical issues of concern raised by members
8) Impact on ASC
   - change by-laws
   - AS who occasionally teach
   - coaches may have several contracts
   - collective bargaining impact
9) To be considered at Faculty Senate in February – seeking joint proposal from IAS committee and the Provosts

-SB452 – Collective Bargaining
  -ASPRO has taken a stand against the bill
  -could require up to 30+ units bargaining for
    -consistency, distribution of resources, inequality, infighting
    -decoupling of Faculty and AS for salary increased
  -see talking points
  -TAUWP seems to be supporting the bill
  -need to educate Senator Kapanke and meet with him

Motion: Academic Staff will meet with Senator Dan Kapanke to discuss SB 452 – Brunk – Veghaln APPROVED
   The Executive Committee will meeting with the Senator. Academic Staff are encouraged to contact their senators about SB452
   -ASPRO membership was discussed and encouraged by Terry Wirkus.

Academic Calendar
    Heyer – Veglahn APPROVED

Bylaws Committee
    Looked at percentage of AS in units and adjusted the number of seats each gets on ASC
Motion: Approved reapportionment Jacobson – Brunk APPROVED
AS Rep Report
- The Leadership Conference is in jeopardy of not being run in 2006
- AS disciplinary issues
  - a summary is forthcoming
- RA policy, much activity

Elections
There are five spots open this year. The committee is working on setting up electronic voting.

Provost
The Provost will be attending the February ASC meeting and would like to know what topics the Council would like to discuss. Email questions to Pat Karpinsky. Suggested: 10% removed from salary package – Chancellor’s discretion.

Chair’s Report
Regent Crain visit – January 24
Regent Semenas visit – February 1; 11:30-12:20
Involved with a group working on smoking cessation. Looking at ways to make campus smoke free.

Search and Screens
Student Development is on schedule

AS Excellence Award Nomination Sheets are available online and outside the ASC office. Professional Development Grant applications will be available March 6 and due March 31.

Meeting adjourned at 4:30pm.

Academic Staff Council Executive Meeting
Monday, January 9, 2006
7:45am
217 Graff Main Hall

Present: Karpinsky, Jacobson, Veglahn, Herling, Van Roosenbeek

Called to order at 7:58am.

Approval of Minutes
Herling – Jacobson
APPROVED

Chancellor’s Visit

Calendar
It needs approval from the Full Council. There is a possibility that fall move in day could move to Saturday. Looking at pros and cons.

Technology Fee Committee
Currently, the ASC doesn’t choose anyone for this committee. Looking into why.

Regents
Crain will be here on January 24 and Semenas on February 1. Please work on coming up with questions.

IAS
Jennifer Wilson and Betsy Morgan will be coming to the next Full Council meeting to talk about what’s going on with IAS, career progression, etc

Bylaws Committee
Is looking at numbers, trying to figure out how many each group should have on ASC. Five terms are expiring this year. The committee is looking at an election in late February.

Meeting adjourned at 8:59 am.

Academic Staff Council
Executive Committee
December 12, 2005
217 Graff Main Hall

Present: Karpinsky, Jacobson, Herling, Van Roosenbeek, Veglahn

Called to order at 8:02 am.

Chancellor
-will be coming to the Academic Staff Full Council meeting next week to talk about his new tuition idea.

Instructional Academic Staff
HR is working on career progression for IAS. They will also be sending out a survey on orientation to recent hires. Also, HR doesn’t yet have guidelines for the new sick leave policy and have been unable to get answers to their questions from System

AS Representative
The last meeting was a teleconference. The personnel audit was discussed but not many details were given.

Budget and Planning
The IAS group forwarded their recommendation of multi-year contracts to the Chancellor and Faculty Senate. The NIAS on the committee pointed out that many of
them only have one year contracts. In the spring, Budget and Planning will be looking at Academic Staff and comparing them to other System schools.

There is a proposal to look at the cost of students printing and a group is being charged with to look for a campus wide printing solution.

Summer sessions/J-term – the deans are working on a plan which would increase J-term expectations and lower those for Summer sessions. How to get more faculty/staff to teach in these sessions.

Food Pantry
Looking at getting it going for the Spring Semester. It would be located somewhere in Whitney. The Involvement Center would be responsible for getting the food there and it would be open a few times a week. They are also looking at creating Food Cards that could be used at different locations on campus staff at places like the Health Center could give to students who need them. Also thinking about a Jeans Day to raise money for the Food Pantry.

Salary and Personnel
Is working on inviting Jennifer Wilson to talk about IDPs and a plan to follow up with supervisors who don’t initiate the IDPs in their department

Approval of Minutes
Herling – Veglahn  APPROVED

Adjourned at 8:54am

Academic Staff Council
Full Council
December 12, 2005
104 Wing

Present: Karpinsky, Weiland, Reinert, Brunk, Jacobson, Richter, Herling, Johnson-Sage

Excused: VanRoosenbeek, Heyer

Called to order at 3:03pm.

Minutes
Approval of October Full Council Minutes
  Motion: Jacobson – Brunk
  APPROVED

Approval of November Full Council Minutes
  Motion: Richter – Johnson-Sage
Chancellor Hastad
The System understands UW-LaCrosse’s unique position: lack of funding but still high quality. The idea that he is bringing to the Council is that we would create our own tuition management program, which would start with pilot program running about eight years. If we are given permission by the System we would:
- reduce out of state tuition overtime
- increase resident tuition overtime
- create a financial aid pool to recruit low income students
Hopefully, this would lead to more faculty and staff and more graduates. This is an idea – not a done deal.

Questions
What was the response from local legislators?
They gave advice on what would happen in the idea went to the Board of Regents. The campus would have receive a greater share of revenue and would be able to manage enrollment better. They would like to go after high quality, low income students.

Who has to approve the plan?
The Chancellor had assumed it would have to go through the Legislator but System has informed him that it can be included in the budget request so a statutory change would not have to be made.

Are there other schools that are models?
Ohio-Miami charges the same price for all and gives a subsidy to residents. Of course, Madison and Milwaukee have a different tuition from everyone else.

What did System think of the idea?
Don Mash agreed that LaCrosse is uniquely positions and the System needs to do something different. Kevin Riley said that the Board of Regents is looking at doing something different.

When would we like the blessing from the Legislature?
This is only in the discussion stage; nothing is for sure. Before asking for a blessing from the Legislature we need a discussion on campus. The Board of Regents will be discussing different ways of tuition.

What was the reaction from the student government?
They didn’t balk at the plan; glad that it would be worked in over time.

Has the Board of Regents realized it was wrong to raise out of state tuition a few years back?
It was the Legislature that raised out of state tuition. In a meeting earlier today, Mike Huebsch admitted that it was a mistake.

Where will we put the growth – facilities, etc?
The new academic building will help with that. Have been talking with local landlords about them building high quality properties which would then be managed by the University.

*Where will academic staff go when Wilder is torn down?*
They will accommodated somewhere on campus – possibly in trailers.

*Timeline for the new academic building?*
ideal: start planning this year and next with construction beginning in 2009

**Committee Reports**
Salary and Personnel – meeting tomorrow. There will be reviewing the memo to invite Jennifer Wilson to talk about IDP early spring semester. They will also be discussing their agenda for the spring.

*Human Relations* – will be sending out a survey to recent hires on what they would have liked in their orientation; will also be asking directors what they do for orientation.

Budget and Planning – distributed VanRoosenbeek’s report. Discussed printing costs, conservation, approach to J-term and Summer Session.

**Chair’s Report**
We need pictures of academic staff in action for our new bulletin board. Update on search and screen. Regent Semenas has rescheduled his visit for February 1, 2006.

**General Education Listening Sessions**
#1 – the design team has developed a new approach to general education. It would reduce the number of credits by three. They are looking for feedback and are open to changes. Concerns: who will staff new courses, sequencing of courses.

#2 – the committee was assigned to look at the general education program and suggest ways to update and change it. It was asked how this would be paid for. The committee was not charged with figuring that out. Concerns about the sequence working for science students and also if all freshman will be able to fit into a UWL 110 in the first semester.

**Academic Staff Council**
Full Council
November 14, 2005
104 Wing

Present: Karpinsky, Brunk, Richter, Johnson-Sage, Reinert, Jacobson, Veglahn

Excused: Heyer, Herling, Van Roosenbeek

Absent: Weiland
Guests: Walls, Thill

Called to order at 3:10pm.

Introductions were done for Teri Thill

Professional Development Grants
Tim Walls, Chair of the Professional Development Committee, came to report of the grants which were recently awarded. There were 11 applicants this semester and four received funds. There was an announcement in the Campus Connection with this information; the article also gave the days for next semester.

Teri Thill – Institutional Researcher
She reports to Provost Hitch; requests from the Provost, the Chancellor and Ron Losetter get the highest priority – then Deans and Department Chairs. Thill has been at UW-L for a year and she has spent much of that time trying to figure out what the campus needs. If you need Thill’s help, send her an email. It’s important for her work to understand what questions you’re trying to answer.

Thill has prepared reports on enrollment, graduation and retention rates. She has also done some work with Financial Aid and Budget and Finance. She is a de facto advisor to the Planning and Budget committee and the Faculty Senate.

A question was asked about a Comparable Work Study. Beth Hartung is looking at getting a group together to make decisions on how to run the study – how to group people, etc. She has been advised that it might work best to hire an outside consultant to do the study.

Thill also reports on projections for enrollment. Next year the target is 8500 FTE. The growth is occurring because the Universities have been released from the System Enrollment management and UW-L needed to increase enrollment to hit revenue target because out-of-state and graduate student numbers were lower than expected.

General Education program recommendations
The report is available online. Among the suggestions are:
- Rename General Education → University Core
- creation of UW-L 110 and UW-L 300 – they would be required courses
- there would be 50-75 students per class; the classes would be team taught by faculty
- cut number of Gen. Ed credits from 48 to 45

Questions/Concerns:
- is there funding for this?
- are there faculty willing to teach these classes?
- who will cover the classes the faculty members used to teach
- why do we want to require five credits that wouldn’t transfer?
- how would transfer students fulfill the UW-L 110 requirement?

There is a listening session next Monday, November 21 in 339 CC at 3:30pm.
Program Array
It doesn’t look like the Program Array recommendations will be moving forward.

Chair Report
Jennifer Wilson will be having a panel of those who have successfully completed the Title Review Process.
There will be a Legislator listening session next Monday, November 21, 1:00pm-2:00pm in Cleary Center.
The Board of Regents voted to get rid of back-up appointments for all new hires.
The Academic Staff Council has been given the bulletin board across from the office.
Chair Karpinsky will give a prize to whoever comes up with the best idea for how to use it.
There will be a social after the next Academic Staff Council meeting, place TBA.

Meeting adjourned at 4:26pm.

Academic Staff Council
Executive Committee Meeting
November 7, 2005
217 Graff
Present: Karpinsky, Jacobson, Veglahn, Van Roosenbeek
Excused: Herling

Meeting called to order at 8:02am

Approval of Minutes
Jacobson-Karpinsky – Approved

Program Array
The report has been forwarded on to the Student Association, the Academic Staff Council and the Provost’s Council. At this time, it doesn’t seem as though anymore action will be taken on the recommendations.

Professional Development Grants
The committee has made the decisions for funding for the next six months. All applicants will be notified later today. Chair Karpinsky has asked the committee to consider hold a brown bag lunch twice a year to explain Professional Development Grants and answer any questions.

Orientation
Chair Karpinsky is working on setting up a meeting with HR. They do have flyers about the mentoring program to distribute to new hires.

Career Progression
This topic will be covered when Chair Karpinsky meets with Human Resources.
Budget and Planning
The committee has had all of the hearings for the category one items. At the last meeting, four recommendations were made regarding Summer School and J-term:
- adjust classes to adjust to the unique characteristics of the shorter terms
- appeal to those not attending UW-L
- have Summer schedule available at Spring registration
- increase the marketing for the Summer sessions
Two sub-committees have also been developed. One will working on coming up with incentives to get faculty to teach during the Summer. The second will be looking at conservation of energy.
The committee is looking at a way to reduce computing costs. Possible: doing more things digitally so there is less printing, charging for printing

Meeting adjourned at 8:30am.

Academic Staff Council
October 24, 2005
Full Council Meeting
104 Wing

Present: Karpinsky, Jacobson, Heyer, Johnson-Sage, Richter, Brunk, Herling, Veglahn, Reinert

Excused: Van Roosenbeek, Weiland

Called to order at 3:03pm.

Motion to approve minutes
Johnson – Sage – Heyer
Passed

Budget and Planning Committee
In their last meeting, representatives from the Physical Plant came in. Diane Schumacher and David Faulkner have also met with the committee. However, when these people are invited in, they are given very few specifics about what they would be speaking to. Also, the committee still hasn’t seen any money figures so they are unable to determine how much money any cuts would save. There was discussion among the committee about the Program Array Review committee and also a possible voluntary reduction of salaries.

Beth Hartung – Campus Climate Coordinator
On Monday, Nov. 7, there will be an open session with the Affirmative Action and Diversity Council to publicly discuss the results of the Campus Climate survey. Hartung is receiving feedback from a variety of campus group, helping her to prioritize the results.
She is also working on Work/Life issues. Soon, there will be a Sexual Harassment Prevention Tutorial available online which will also link to other tutorials. Would like to do an Equity Study; a few more people need to be included in that before it can begin. Working on getting a ‘Diversity Corner’ in the Campus Connection. Also looking for office space for herself, a Campus Climate Resource Center. Would like the space by January. Hoping to do a Campus Climate Survey every three years. The Affirmative Action and Diversity Council will be changing their name and will become a steering committee for the Campus Climate Coordinator.

Program Array Committee
The Council is concerned with item number seven of the Program Array Review Committee report. They will be sending a memo to Carmen Wilson, the Chair of the Faculty Senate. It will also be sent to Chancellor Hastad, Provost Hitch, Ron Lostetter, Dean of Students Mick Miyamoto and Diane Schumacher. The Council approved some changes to the memo; it will now say: The Academic Staff Council has reviewed the October 10, 2005 document from the ad hoc Program Array Review Committee of the Faculty Senate. The initial motivation for the formation of this committee was to respond to potential program cuts because of the state budget crisis. However, the decision to review all UW La Crosse programs /activities on both quality and cost is beyond the purview of the Faculty Senate.

Specifically, the decision that the Faculty Senate will review all UW-L programs is not in keeping with the principles of shared governance. Chapter 36.09 (4m) specifically states that the academic staff members shall be active participants in the immediate governance of and policy development for the institution.

The Academic Staff Council is committed to working together with campus governance groups on these issues, either by developing a parallel process for the evaluation of service programs by a committee of Academic Staff members or by the participation in a joint, university wide committee which will allow input of all groups involved.

Motion to accept the changes: Veglahn – Brunk
Passed

Academic Staff Reps Meeting
At the last meeting, representatives from the UW administration came to explain what they do. Discussion of audit on Personnel Policies and Procedures. Veglahn has sent an email to the AS Rep list serve to get information on other campuses’ Career Progression. Three campuses – Stout, River Falls, and Platteville – have or are working on an orientation program for new academic staff.

Richter was excused at 4:10pm.

Search and Screen Committee
The committee found academic staff to serve on the Search and Screen committees for Dean of SAH and Dean of Students.
Heyer was excused at 4:17pm.

Sick Leave Policy
The Board of Regents passed a decision which means that if an academic staff member is sick for more than five days, they will have to bring a note from their health care provider. It is unsure how this will be implemented on campus.

Salary and Personnel
The committee has outlined their plans for the year. Their goals are to:
1. become familiar with IDP and make recommendations to the Academic Staff Council and/or Human Resources
2. follow up on the recommendations the committee made last year
3. meet with the Campus Climate Coordinator in January or February
4. explore ways of advancing visibility of Academic Staff on campus

Announcements
The Joint Legislative Affairs committee is looking to invite the area Legislators and Regent Smith to campus on November 21 from 1:00pm-2:00pm.

United Council, the state wide student association, is working to get the Board of Regents to pass Universal Design to make buildings and classes more accessible through a postcarding campaign.

Sharie Brunk passed out copies of the Professional Development Grant the Council is submitting to bring a speaker to campus in the spring semester.

Adjourned at 4:47pm.

Academic Staff
Executive Committee
October 17, 2005
8:00am, 217 GMH

Present: Karpinsky, Jacobson, Van Roosenbeek, Herling

Excused: Veglahn

Called to Order at 8:02am

NCA Meeting
- a hard copy of the materials are available in the Provost’s Office
- Karpinsky, Jacobson and Herling will be attending the meeting

Budget and Planning
- the committee is still discussing options of where to cut from and what to
- they haven’t been provided with any dollar amounts yet so they don’t know how much different cuts would save

Website
- a section called ‘Latest News from Around the State’ has been added to the website. If you thinking anything should be posted under that or have any other thought on the website, send an email to Liz – acstaff@uwlax.edu

Sick Leave Policy
Jennifer Wilson is still determining how the new sick leave policy will be implemented

Career Progression
There were many complaints about the quick turn around this fall. Also, Chair Karpinsky will be contacting the Academic Staff Governance Bodies and HR Directors at each campus to find out what their career progression policy looks like.

Professional Development Grant
Chair Karpinsky will be contacting the Profession Development committee to see what resumes are needed for the Council’s Professional Development Grant

Agenda for Full Council
Beth Hartung will be at the meeting to discuss her job responsibilities.

Adjourned at 9:00am.

Academic Staff
Annual Meeting
Monday, September 26, 2005

I. Introduction of Council Members
II. Presentation of the Academic Staff Excellence award
   Tim Walls explained the award and introduced Chancellor Hastad. The Chancellor presented Marcia Johnson-Sage with the 2005 Academic Staff Excellence award. She gave brief remarks.
III. Sharie Brunk explained the recommendations the Salary and Personnel committee made at the end of last school year.
IV. Chair Pat Karpinsky explained the new A.S.K. Mentoring Program.
V. Meeting adjourned at 3:46pm.