Academic Staff Council Minutes 2006 to 2007

Academic Staff Council
2006-2007 Full Council

May 8, 2007

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

Meeting called to order at 3:07 p.m.

I. Welcome

II. Introduction

III. Minutes
Motion to approve: Heyer, second; Robinson.  PASSED

IV. Recognition of departing Council Members
   - Wayne Jacobson and Debbie Veglahn
   - They were presented with Certificates of Appreciation and gifts from the council.
   - Also recognized, Liz Peyer – Office Assistant.

Meeting adjourned at 3:17 p.m.

Academic Staff Council
Executive Committee
May 7, 2007

Present: Veglahn, Van Roosenbeek, Brunk

Absent: Jacobson

Meeting called to order at 9:14 a.m.

Minutes
Motion to approve: Brunk, second; Veglahn.  PASSES

Academic Staff Representatives Report
Joint meeting with faculty last Friday.  Next year, there will be a lot of new people in the groups.  Among the topics discussed:
   - some campuses are having issues with the Distinguished prefix; they are being told they can’t use it
   - Leadership Conference – still looking for a presenter on Personal Growth
   - President Reilly
The UW System Administration is working on creating a mission statement – a champion of higher education and a steward of resources.

- LAB audit – may go to hourly reporting for sick leave
  - recommendations do away with colleague coverage
  - also recommended – better reporting system
- Pay Plan – the Governor does not seem to want to do anything but add on. The System wants to improve the entire pay plan.
  - Would like to do listening sessions with Regents, State Representative to tell our stories
- Student Lending Controversy

Next Years Execs
Need to research the options for Chair release time

Grievance Sub Committee
They are setting up a timeline for the grievance process and hope to be done by the summer.

Leadership Conference
Rooms have been reserved. Looking into registration fee.

Meeting adjourned at 9:46 a.m.

Academic Staff Council
Full Council
April 24, 2007

Present: Robinson, Van Roosenbeek, Veglahn, Richter, Brunk, Jacobson

Absent: Weiland

Excused: Heyer

Guest: Tim Walls

Meeting Began 3:08 p.m.

Changes to the March 27th minutes include adding Heyer in attendance and Mary Beth to the list of ASC nominees. Minutes approved Richter/Jacobson

Professional Development Grant – Tim Walls
Tim stated that the Professional Development Grant Committee questions continued support to Instructional Academic Staff (IAS) through this grant. So far two or three IAS grant requests have been submitted requesting funding.

  a) Dual role IAS is represented through faculty governance and can apply for grant funding through them.
b) Carmen Wilson will take care of who has IAS dual role appointments through the IAS subcommittee and then let ASC know.

c) Carmen Wilson suggested that if we decide not to support IAS grant requests, we could split our total professional development dollars with them.

d) UW System and UW System Administration Guidelines for the Academic Staff Professional Development program both provide grant guidelines. UW System Guidelines say only represented academic staff should receive grants. Must also be an academic staff member at the time the grant funded activity takes place.

e) ACS recommends the Professional Development Committee follow ASC bylaws.

f) The PDC has guidelines to follow so Tim will take our revised bylaws back to the Professional Development Committee, make the necessary changes on their document and then bring it back to ASC for approval.

g) ASC is supportive of changes in the guidelines to reflect new bylaw changes

**Election**
Approximately 74 people voted providing the following outcome:

<table>
<thead>
<tr>
<th>Division</th>
<th>Candidate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Coalition</td>
<td>Brenda Leahy, Career Services (2010)</td>
</tr>
<tr>
<td>At-Large</td>
<td>Sara Burton, Athletics (2010)</td>
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<tr>
<td>Colleges</td>
<td>Jim Handley, Geography/Earth Science Dept. (2010)</td>
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<tr>
<td>Student Development and Academic Services</td>
<td>Lynette Prieur Lo, Student Support Services (2010)</td>
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<td></td>
<td>Mary Beth Vahala, University Centers (2010)</td>
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<td></td>
<td>Will Van Roosenbeek, University Centers (2009)</td>
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Motion approved Robinson/Richter

**Bylaws**
Changes made in Section I, second page from the end and also on the last page of the Academic Staff Council Bylaws. Motion passed approving all changes as presented. Bylaw changes will be sent out to ASC members.
Motion approved Jacobson/Brunk

**Academic Staff Leadership Conference**
June 28th and 29th @ UW-Superior

**Continuity of Operations and Continuity of Government Committee**
Deb Veglahn has accepted the position of Project Manager for the PeopleSoft Implementation. They are looking for a person to replace her on this committee.

**Regent Bartel Visit**
Extensive discussion regarding the Growth and Access plan during both the morning question/answer time and also in the afternoon session. One concern is that it is not in the plan on how we will serve all the new students. It was suggested that ASC members become activist,
composing a letter that we can send to Chancellor Gow and Faculty Senate making our concerns known.

**Last Full Council Meeting – May 8, 2007**
Newly elected ASC members will be invited, offices appointed, determine future meeting times, establish new chair. The new chair will need to find a replacement for Liz Peyer who will be leaving.
  a) Rebecca Krueger, LTE in Counseling and Testing Office may be interested in this position.

Meeting ended 4:25 p.m.

Minutes submitted by Sharie Brunk

**Academic Staff Council**
**Executive Committee Meeting**
**April 2, 2007**

Present: Jacobson, Veglahn, VanRoosenbeek
Excused: Brunk

Meeting called to order at 9:15 a.m.

Collective Bargaining
Oshkosh, Stout and ourselves have passed resolutions against the current proposal. Other schools are still working on theirs.

Approval of Minutes
Jacobson – Veglahn
APPROVED

Elections
An announcement will be sent out today, a reminder will be sent next Monday and polls will be open until Friday, April 13th. It was decided that those replacing the Council members that resigned this year will serve two year terms so that all terms remain appropriately staggered.

Replacement for Liz
Liz will work into the summer. The position is 15 hours a week during the academic year and 10 hours a week during the summer. Some Council members have people in mind for a replacement.

2007-08 Executive Committee
Possible committee members were discussed.

Summer Meetings
Do we want to meet over the summer?
Will have a retreat and the Leadership Conference in Superior. It was decided to leave open the possibility of meeting if it is needed.

April 24th
This will be the last meeting of the 2006-07 Council, followed by the first meeting of the 2007-08 Council where the new executives will be elected.

Professional Development Grants
It was decided to leave both Instructional Academic Staff and Non Instructional Academic Staff as eligible for the grant for the time being.

Meeting adjourned at 9:42 a.m.

Academic Staff Council
Full Council
March 27, 2007

Present: Robinson, VanRoosenbeek, Veglahn, Jacobson, Brunk, Richter, Heyer

Absent: Weiland

Meeting Began 3:10 p.m.

Approval of minutes Jacobson/Richter

Collective Bargaining Resolution
Revisions to the University of Wisconsin-La Crosse Academic Staff Council Resolution were made by Academic Staff Council. A copy will be forwarded to Chancellor Joe Gow, UW System President Kevin Riley, UW System Board of Regents, UW-La Crosse Faculty Senate, UWL La Crosse Student Association, ASPRO, TAUWP, State Representative Jennifer Shilling and Mike Huesbch, State Senator Dan Kapanke, and Governor Jim Doyle.

Elections
Nominees for spring elections include:

1. Sara Burton
2. Brenda Leahy
3. Lynette Lo
4. Willem Van Roosenbeek
5. Jim Handley
6. Mary Beth Valhala

The By-laws do not clearly state what to do when we don’t receive enough nominations for all the openings. This will be discussed in the near future and will consider making changes to the by-laws to address this situation.
Liz Peyer (ASC Secretary) will also be leaving as she graduates in May. The committee will need to find a replacement for her position. This is an LTE, 10-hour a week position.

**Academic Staff Professional Development Grants**
The November 14, 2006 minutes reflect that it was decided not to eliminate IAS from receiving Professional Development Grant dollars. For the 2006/07 academic year, we will leave things as they are, but will discuss the possibility of changing this for next year.

**AS Rep Report**
The last Academic Staff Representatives meeting was focused on the collective bargaining issue. A “shared Governance Questionnaire” was developed and sub committees consisting of academic staff reps and sub committees of faculty reps will meet to work on this.

Meeting ended 4:40 p.m.

Minutes submitted by Sharie Brunk

**Academic Staff Council**
**Executive Committee**
March 19, 2007

Present: Jacobson, Brunk, Veglahn
Excused: Van Roosenbeek

Called to order at 9:37am

**Next Week’s Agenda**
- Collective Bargaining
- Election
  2 seats – 2 year seats
  - At-large
  - Colleges
  4 seats – 3 year seats

**AS Reps**
It was a short meeting and Collective Bargaining was the main topic.

**Election**
Liz will send out a reminder to ASC members asking them to talk to other AS about running for a seat.

Meeting adjourned at 9:54am

**Academic Staff Council**
**Full Council Meeting**
February 27, 2007
Present: Robinson, Heyer, Van Roosenbeek, Veglahn, Jacobson, Richter, Brunk

Absent: Hoeft, Weiland

Guest: Chancellor Gow

Meeting began 3:10 p.m.

Approval of minutes Veglahn/Robinson

Briefing Paper
A Briefing Paper was forwarded to Chancellor Gow expressing concerns academic staff council members wanted to discuss with him. Concern over the elimination of Rolling Horizon contracts was discussed at length with Gow. He is committed to the notion of the employees here and stated that we should find ways to give more security as this is a morale issue. The discussion also included hourly LTE’s that receive no benefits. Gow does not recommend anyone making a career out of this type of position. He does not know enough about the financial situation at UW-L to recommend changes in this area yet and dramatic changes would create consequences. Gow stated it was not healthy for people to be unhappy and he would be willing to talk to us about ideas we would like to present to give positive momentum.

Another concern expressed was shared governance and how Faculty Senate and Student Government both clearly have more influence than Academic Staff Council. It was expressed to Gow that he can help us by reminding folks there is Academic Staff Council too and not just Faculty Senate that makes all the decisions. Gow considers communication very important and wants to work hard to include everyone. He is willing to meet with Academic Staff council whenever we would like him to attend.

UW-L Suggestions for Inclusive Language
Van Roosenbeek handed out the suggestions created by Peggy Finders and the Campus Climate Council regarding inclusive language suggestions to use when preparing a speech or presentation, etc. A letter signed by Chancellor Gow listing the suggestions will be sent to all employees.

Elections
A memo will be emailed to all Non-Instructional Academic Staff regarding spring elections. ASC is seeking six new members to be elected to Academic Staff Council for the 2007/08 academic year. The March 14th deadline will be extended by a couple days since it falls during Spring Break.

a) ASC members will help market the elections by encouraging staff to run for a position.

b) Hoeft turned in her resignation for ASC as she has taken a position off campus

c) Debbie will change the number of new members to be elected from five to six to account for the recent Hoeft resignation on ASC.
d) Debbie also moved “if elected to the Academic Staff council of the University of Wisconsin-La Crosse, I will faithfully serve in that capacity” from the top of the Nomination Petition form to right above the staff member’s name at the bottom of the petition form.

**Leadership Conference – Superior**
The Leadership Conference will be held in Superior this year on June 28th and 29th. After the elections we can invite new members to attend the conference. Currently Brunk and Van Roosenbeek plan to attend. Heyer and Richter still considering and Robinson, Veglahn, & Hoeft cannot attend.

Meeting ended at 4:40 p.m.
Motion - Richter/Robinson

Minutes submitted by Sharie Brunk

**Academic Staff Council**
**Executive Committee**
**February 19, 2007**

Present: Van Roosenbeek, Veglahn, Jacobson
Excused: Brunk

Meeting called to order at 9:03 a.m.

I. Legislative Listening Session
   Liz will send out a reminder to all academic staff today. Possible issues to bring up: collective bargaining, Minnesota/Wisconsin reciprocity

II. Grievance Update
   Kay Robinson will be heading up a group to look into the grievance policy and procedures and see what changes are needed.

III. ASC Elections
   IT has been contacted about running the election online and the committee is working on a list of those eligible to run. There are five seats that will be voted on.
   How to get candidates: have current members talk to others, there will be an article in Campus Connection.

IV. AS Rep
   Collective Bargaining – Veglahn will send out more information – talking points, etc – when she receives it
   UW – Superior is doing a review of salaries for all academic staff

Meeting adjourned at 9:40 a.m.
Academic Staff Council  
Full Council  
Tuesday, January 23, 2007

Present: Heyer, Robinson, Van Roosenbeek, Veglahn, Richter, Hoeft, Brunk, Jacobson

Absent: Weiland

Meeting began  3:09 p.m.

Approval of minutes  Heyer/Robinson

Committee Reports
-Joint Planning and Budget – Wednesday, January 24th meeting cancelled.

-Salary and Personnel Committee – no recent meetings. Willem will email Guy Herling about initiating a meeting in February.

-Bylaws Committee – next meeting scheduled for Thursday, January 25th to work on a draft of the bylaws and put things together for the elections.

-Professional Development Committee – Tim Walls recently emailed all AS with information on the Professional Development Excellence Awards.

-Student Misconduct Committee – A hearing was held last week on a non academic situation in one of the residence halls.

AS Rep Meeting
-At the December 14th teleconference meeting it was decided to form a committee on shared governance. They also talked about the search for a new Senior Vice President of Academic Affairs replacing Cora Marrett who left in November to take a different position.

Pay Plan
Bill Colclough, Interim Vice Chancellor sent a letter to the governing body Chairs asking recommendations be submitted to him no later than February 15, 2007. A recommendation similar to last year’s will be reviewed and sent out to Academic Staff Council members to review and vote on. The Pay Plan is being asked for earlier than usual this year but will not go into affect until after the budget is approved. ASC can vote on this at our February 13th meeting and then forward our recommendations to Bill Colclough. Debbie has asked Bill to come to our February 13th meeting to allow us to ask questions about the Pay Plan.

Briefing Paper
Many groups on campus are preparing Briefing Papers for our new Chancellor to review and understand what each group is focused on. ASC will also prepare a Briefing Paper for Chancellor Gow to review. It will include information on who academic staff are and concerns about indefinite appointments. ASC will also include bullets on the Celebration of Excellence,
Helping our Own food pantry, number of applicants at UW-L, number of students served by the Academic Advising Center, Professional Development grants given out, and the Fall Kick Off event. Debbie volunteered to create a draft of this.

**Invitation to Dr. Gow for February ASC meeting**
Dr. Gow may attend the February ASC meeting if this fits with his schedule. Nancy Sedbrook has put all of our meetings on his calendar. Depending on his schedule he may attend the February 13th meeting.

**Grievance**
Pat Karpinsky resigned her position as a Senior Clinical Nurse Specialist in the Student Health Center and as Chair of Academic Staff Council. She filed a grievance and was informed her grievance was in fact null and void because she had resigned her position at UW-L. Willem reviewed the grievance policy with Jennifer Wilson (HR) which does not clearly state whether a grievance is null and void if the employee is no longer employed after the grievance is filed. Willem will contact Al Crist to review this policy and what direction ASC should and/or can take. If we are told “no” on this matter, we will request the statute that confirms their decision. At the very least ASC would like to see the Grievance Committee meet and rewrite the guidelines to have a clearer explanation of what can be done.

**Chairs Report**
A reminder from the C-3 meeting of the all campus forum on the Growth and Access plan will be held on February 2nd. We all need to help spread the word for staff to attend this event. Chancellor Gow plans to attend the event to listen.

Team I (Dean’s Team) looked at what we need compared to other institutions and found we currently would need 70 more faculty just to be equal to other institutions similar to UW-L. If we add the 1000 students, we would need an additional 72 faculty. This is not even taking into account the number of new staff members we would need.

Faculty Senate is doing a survey for faculty to seek input on the Dean’s Offices and Administrative offices. The survey will only be sent to faculty.

Meeting ended 4:37 p.m.

Next meeting: February 13

Minutes submitted by Sharie Brunk

Academic Staff Council
Full Council
Tuesday, December 12, 2006

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

Meeting began 3:08 p.m.

Approval of minutes – Richter/Van Roosenbeek

Committee Reports
- Joint Planning and Budget are gathering information on the Growth and Access and getting updates from the four teams. There is concern there is lack of respect and collaboration on this committee. A suggestion was made to ask for the meeting agenda ahead of time so members on this committee can add their items to the agenda. It is important that academic staff concerns receive attention too.
- The committee is also working with System to figure out what we can do regarding Minnesota reciprocity. It was understood we can charge Minnesota residents what we want and now we are no longer sure on this. If Minnesota residents pay less it will affect the amount of money we receive.

- Salary and Personnel committee has only met once and is still working on who will step forward as the chair of this committee.

- Bylaws meeting scheduled for Friday, December 8th will be rescheduled for a later date. Hong Rost will replace Dan Widuch who is taking an instructional position in the Therapeutic Recreation Department.

Pat sent a Committee Planning Form to each committee but has not yet received this information back from any of the committees.

AS Rep
- An open teleconference meeting is scheduled for December. The BOR will talk about peer comparison data and shared governance. Al Crist will also talk about the compensation package.
- It was suggested that the AS reps from around the state attend each BOR meeting. The AS Reps will try to rotate among members to attend.
- A recommendation was made to review the health statement in the Choice Booklet under the exclusions section. It states that an employee will pay for hormones. There seems to be a conflict in what they say and what they will pay for. We may need to renegotiate the health plan. Deb will bring this up at the next AS Rep meeting to Al Crist.

BOR Meeting
- They approved the background check.
- 5.23% pay increase is being proposed for over the next two years for faculty and staff.
  - It will be funded with “compensation reserve”
- 40 letters of support for the Wisconsin Growth Agenda have been received. The ASC letter of support was sent last week and was forwarded to Doyle, BOR, and local politicians.

Legislative Affairs Bureau (LAB) Report
- There is concern that the sick leave conversion we currently have may be changed.
Academic Staff Salary Document
-Discussion on this will be delayed until after the reps meeting on Thursday so we can have more discussion on it.

Chairs Report
-The alcohol group will have their next meeting around January 18th or 19th.
-An open forum to review the design for the new academic building will be held on Monday, December 18th, Valhalla, Cartwright Center. The forum will take will run from 10:00 a.m. – noon.

Other
-Carmen Wilson is doing an assessment on faculty and their effectiveness. She was asked to do one on academic staff too, but wants us to partner with her on doing this. We will need to gather more information on this first.

Meeting adjourned 4:24 p.m.
Jacobson/Veglahn

Next Executive Committee meeting: January 16
Next Full Council meeting: January 23

Minutes submitted by Sharie Brunk

Academic Staff Council
Executive Committee
December 11, 2006
217 Graff Main Hall

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

Meeting called to order at 8:06a.m.

I. Approval of Minutes
   Brunk – Jacobson
   APPROVED

II. Committee Reports
   Bylaws was scheduled to meet last Friday but other things came up and they will be rescheduling.

   Joint Planning and Budget
   Talking about Growth and Access. Where is money going. If Growth and Access happens and we have more students, it is likely the majority of the will be female which would mean we would need another female sport.
III. AS Reps
They will meet this Thursday. Three Academic Staff reps (Eau Claire, Stout and Madison) attended last week’s Board of Regents meeting.

IV. Board of Regents
Approved the background check policy and delayed a decision on the proposed change in admissions policy. There will be no January meeting. For the pay plan, the Board is proposing a 5.23% increase in each of the next two years for faculty and academic staff. The disciplinary procedure will be forwarded to the legislative branch.

V. AS Salary Report
Column 2 – dollar amount of the raise
Column 4 – percentage of the raise
Column 3 – Academic Staff
The report shows that academic staff is 23% behind.

VI. C3
Discussed the 10% exercise, the Alcohol Taskforce and Operation Riverwatch. Each of the four teams gave reports. There is a survey being conducted right now and they hope to have the results in a few weeks.

VII. LAB Report
Have not heard anything new.

VIII. Chancellor’s Holiday Party – is tomorrow. The Academic Staff Council plans on attending.

Meeting adjourned at 8:48a.m.

Academic Staff Council
Full Council
November 28, 2006

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

Absent:  Robinson, Veglahn

Guest:  Paula Knudson

Meeting began 3:04 p.m.

Approval of minutes – Heyer/Van Roosenbeek

Growth & Access, Paula Knudson (guest speaker)
Four teams are working on this and Paula is on team 4 along with Anita Evans, John Tillman & Matthew Lewis. They are working on how to gather enough information to make a decision. Paula would like feedback from Academic Staff Council. A draft of the Educational Infrastructure Survey is on-line. The due date for the survey is December 22nd and the data will be analyzed over J-term. Team 4 will come back to the governance groups later to share their recommendations on how we might move towards our goal of 1000 students, doubling the number of students of color, as well as what we might do if we don’t increase our enrollment. They will look at the current levels of staffing, office space needs, and funding sources and whether they should be going after resources down the road such as differential tuition, etc. Team 4 will also summarize information they receive from other administrators and bring that information back to the governance groups.

Wisconsin Growth Agenda
The State continues to tell us we have to find ways to fund ourselves. Academic Staff Council committee agrees that UW-L has low funding per student as it is so we can’t continue without State support.
We will keep our statement simple with “we support President Reilly’s Wisconsin Growth Agenda with additional funding from the state.”

AS Rep Report
Deb Veglahn, absent
Use of sick time has been a hot topic in the headlines and on radio on a daily basis. There is legitimate concern that we may loose our sick time benefit.

Committee Reports
Salary and Personnel – no report
Joint Planning and Budget – no report
Bylaws – no report

Chair’s Report
Professional Development Committee received 9 proposals. Some were funded fully and some only partially funded. Three were IAS applications. It was decided this summer to continue to accept applications from IAS while we are in transition. The concern is that we may loose or have funding decreased if we don’t include IAS. Pat will check into this to find out where the funding comes from. It was suggested IAS could tap into professional development funds for faculty as that pool of funds may be larger. Pat will talk to Carmen Wilson on this and it will all need to be reevaluated for next year.

Other
Discussion about Dr. Gow’s inauguration. Will indicated the Chancellor’s Search and Screen Committee has offered to plan the inauguration.
Concern was expressed at keeping costs down.
-Academic Staff Council acknowledges a “thank you” to Kathy Kiefer and Willem Van Roosenbeek for their dedication and work on the Chancellor’s Search and Screen. Faculty and staff alike are excited about Dr. Gow’s selection as our new Chancellor at UW-L.

-A question was brought up whether there is a policy on IAS career development? Since Academic Staff Council does not represent IAS that question needs to go to Faculty Senate for clarification.

Next Executive Committee Meeting: December 11\textsuperscript{th} (changed from the December 4\textsuperscript{th} date)
Next Full council Meeting: December 12\textsuperscript{th}
-brief meeting followed by the holiday social at the Waterfront Restaurant (Logistic health building)

Meeting adjourned 4:18 p.m.

Minutes submitted by Sharie Brunk

Academic Staff Council
Full Council
November 14, 2006
126 Wing

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

Guest: Kenna Christians

Meeting began 3:05 p.m.

Approval of minutes Richter/Heyer

\textbf{Kenna Christians} (guest presenter)

1. We are in the “Silent Phase” of the 40 million dollar campaign goal by testing to see if this is a reasonable goal. 35 million may be closer to what we can actually accomplish. We will have a clearer idea of the actual goal next fall after this initial testing phase.
2. Out of the 40 million, seven million goes to faculty development, six million to undergraduate research, 16 million to facilities and six million was pledged to get the new academic building on the docket.
3. To date 8,257,000.00 has been raised in pledges and another 1.35 million is coming in.
4. UW-L has received four one-million dollar gifts. The first gift of one million was from an alum that lives out of town.
5. An architect has been hired to start designing the stadium project.
6. The BOR decides the name of the buildings and the stadium will still be called Roger Herring Stadium and Memorial Field.
7. The new academic building is projected to open at the start of school in 2010. No indication of where employees from Wilder Hall will be located to. Renting office space may be one idea considered.
8. There will be more opportunity for support after Chancellor Gow starts in February. The campus will be hearing a lot more as information gets taken to the Chancellor’s Communication Council.
9. The biggest hurdle for the Foundation Office is the limited number of staff to do outreach. Currently 90% of our top alumni have not yet been seen.
10. Also anyone graduating before 1990 still thinks everything UW-L needs is all funded by the state. We need to educate folks on the changes.

Approval of the Academic Calendar
- changes on the Academic Calendar appear to be for J-term, the New Student Orientation, and when classes begin.

Motion to approve
7 approved, 1 opposed

Committee Reports:
Joint Planning and Budget – no report
Salary and Personnel – meeting and will try to identify the S & P Chair.
Bylaws – no report

Disciplinary Procedure
Key points for Deb to point out at the reps. meeting in Madison on Thursday.
   1. Faculty and academic staff are treated differently
   2. This is self incrimination
   3. Lack of indefinite appointments

Science and Health Search and Screen – Michael Slevin and Carla Burkhardt will serve on the SAH Search and Screen Committee.

Chairs Report
- Professional Development Grants – 9 have been received and some are from IAS. Eliminating IAS may decrease the dollars we receive so for now it is better to include IAS and have the dollars to use.

- The forum for the new academic building is Friday, November 17th at 3:00 p.m.

- Pay Plan will go to the BOR in December. Pat received a letter from Jennifer Wilson that we are approximately 10% behind our peers salaries for academic staff. We have not yet heard what the suggested pay plan will be.

Next Full Council meeting: Tuesday, November 28th
Next Execs meeting December 4th
*Full Council meeting December 12th –brief meeting followed by holiday social at the new Waterfront Restaurant (Logistic Health building)

Meeting ended 3:58 p.m.
Minutes submitted by Sharie Brunk

Academic Staff Council
Full Council
October 25, 2006
126 Wing

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

Guest: Jennifer Wilson, HR Office

Meeting began 3:08 p.m.

Approval of the minutes Heyer/Robinson

**Criminal Background Check** - Jennifer Wilson (guest speaker)

1. A criminal background check is currently being done on some new hires – not everyone. Based on the law that already exists staff hired to work in the Childcare Center, police officers, custodians (that have master keys), and students needing to do clinicals are typically required to have a criminal background checks.

2. The new policy of criminal background check will be on new hires only. No move has been made to check current hires.

3. UW-L will need to decide if they will include new LTE’s, new student employees otherwise covered, in the mix for criminal background checks.

4. We now have a draft of the UW System Policy document; in addition we have a template from UW System (HR & Legal) for use by each campus in composing their campus policy, which must comply with System policy.

5. It takes two days – two weeks to do a background check making it difficult to hold off on making an offer for two weeks. We could possibly send a contract letter stating that employment is contingent on a positive criminal background check.

6. Confidentiality is written in to protect new hires. If something is found during the criminal background check HR may involve Affirmative Action, dean of the college and division officers.

7. Al Crist has made it clear a criminal background check is not an option, but is a done deal. We have to decide how to do it and how to fund it.

8. An area that requires clarification from UWSA is CBC in cases of transferring within a campus, between campuses, or from another state agency. This is being discussed within UWS.

9. A vendor, “HireRight” will most likely be used to do the background checks.

10. When we use a vendor such as HireRight, we are covered under the federal Fair Credit Report laws, and must comply with those rules prior to, during and after a CBC.

11. Some states limit the length of time to seven years for a criminal background check to obtain information that could affect a decision on hiring. Jennifer has asked UWSA HR
for clarification on this and they will most likely provide a System standard of review years.

12. Dean’s Council has looked at this and Senate Exec will receive information by next Wednesday (November 1st)

13. The final UWL draft will be send to UWSA for review by legal. The UW System policy and each campus policy will be on the December 2006 BOR agenda. The effective date is January 1, 2007. HR will work on a 'bridge’ for searches that are in process but not completed by January 1st.

**2007 Leadership Conference:**
UW Superior will host the June 28 & 29th, 2007 Leadership Conference. Their committee is seeking recommendations of topics for breakout sessions so they can develop their theme.

Possible topics may include:
- Mental Health
- Wellness
- Book Study

Deb will forward these ideas on.

**Marriage Amendment:**
Changes on the ASC Resolution in Opposition to the Proposed Constitutional Amendment Regarding the Definition of Marriage include:

**Change this sentence to read** - Whereas, such legislation would *create* further intolerance and thus have significant and far reaching societal consequences,

**Add this sentence** - *Whereas, this amendment would legalize and encourage both harassment and discrimination,*

**Change this sentence to read** - *Whereas, such amendment* is extreme and far reaching by banning civil unions and *denying* any legal protections for unmarried couples,

**Change this sentence to read** – *Whereas, the recruitment and retention of high-quality faculty and staff for UW La Crosse* is predicated on an inclusive climate that supports all individuals,

**Change the end of the last paragraph to read** …the Joint Resolution represents a *significant* and dangerous *destruction* of harassment and discrimination protections.

Motion to approve the resolution – Richter
2nd Veglahn
Motion approved

*The ASC Resolution will be forwarded to Bruce Riley, Brent Smith, Jennifer Shilling, Dan Kapanke, UWS Reps, Carmen Wilson, Ryan Vanloo, and the Campus Connection.*
Fall Kickoff:
-The Fall Kickoff appeared to be a success with positive feedback from others. It is recognized that academic staff members were not all able to attend especially from offices where it is difficult to attend due to office coverage (Health Center & Admission’s offices) We could try to ask for release time for staff.
-Positive feedback on the certificates provided to the nominees
-Pat asked Tim Walls to make it clear in that all Academic Staff Professional Development Grant winners will need to provide a poster for the Kickoff.
-The ASC Executive Committee recommended a possible “Spring Fling” in the form of a celebration. Details would need to be worked out.
-In an effort to make the AS Excellence Award plaque more visible, could we move the AS Excellence Award plaque to outside the Chancellor’s Office?

-HR was asked about possible longevity awards similar to what the classified staff does for employees after 5, 10 years, etc.
-Diane will apply for the Academic Staff Excellence Award (State competition) sometime this spring.

Committee Reports:
A. Salary and Personnel – Committee is still trying to meet
B. Planning and Budget – Frank Zacher will replace Mary T.
C. Search and Screen – Four Chancellor candidates are currently on campus for interviews. One candidate withdrew.

Chair’s Report:
1. Future guests to invite to ASC include Liz Hitch and also somebody from the Foundation to talk about the Capital Campaign.
2. The Legislative Audit Bureau will be looking at sick leave – keep this on the radar screen.

Next meeting – Two meetings will take place during November. November 14th and November 28th.

Meeting Adjourned 4:25 p.m.
VanRoosenbeek/Robinson

Minutes submitted by
Sharie Brunk

Academic Staff Council
Executive Committee
Monday, October 16, 2006
217 Graff Main Hall

Present: Karpinsky, Brunk, Jacobson, Veglahn
Absent: Van Roosenbeek
Meeting called to order at 8:04 a.m.

Fall Kickoff Wrap-up
Great turnout
Have pictures which will be posted on the website and outside the office.

Use of Sick Leave
Wisconsin State Journal – front page story about faculty not taking all of their sick time. There is a concern that the amount of sick leave could be cut if not used.

Minutes
Changed to “against the proposed Constitutional changes.”
Brunk – Jacobson APPROVED

Committees
Budget and Planning – we have not yet received any volunteers for the open seat and will be sending out another request.

Will be asking the Academic Staff committees to submit committee goals.

AS Rep Update
Growth and Access Agenda – President Reilly want support of it. The faculty did not issue a formal statement. Academic Staff is not planning on issuing anything about it. A reoccurring question is how will the plan be paid for?

LAB Report
The AS Rep group asked for a copy of the report that was coming up – their request was denied. The report came out on Friday after the AS Reps had met on Thursday.

Criminal Background Check
It is a done deal. The implementation plan will vary by campus. Jennifer Wilson has recommended that we hire out for the background checks. Chair Karpinsky will invite Jennifer Wilson to a Full Council meeting to discuss it. In places which already use background checks, the norm is to do hiring contingent on the results of the background check. However, how it will work exactly at UW-L has not yet been worked out.

System position – Special Assistant for Affirmative Action and Diversity – Al Thompson is on the search committee

Growth and Access
C3 group – 25-30 people attending the meeting last Tuesday. The group was formed to help enhance communication on campus. They discussed Growth and Access, tobacco cessation and the River Watch Program. Chair Karpinsky distributed GAP handouts to the Executive Committee from the C3 group – they are drafts of the planning and implementation processes. Chair Karpinsky will invite Vice Chancellor Colcough to a Full Council meeting to discuss GAP.

Governance Representation Options
Chair Karpinsky will talk with Faculty Senate Chair Wilson about having new hires indicate their governance choice. It was suggested that the Council send out information about the Council to those new hires.

Disciplinary Procedure
On Tuesday, October 17, the Board of Regents will have a disciplinary procedure committee meeting in Madison. Reminder that the November Board of Regents meeting will be where the next Chancellor is announced.

Meeting adjourned at 8:51 a.m.

Academic Staff Council
Full Council
September 26, 2006
126 Wing

Present: Hoeft, Richter, Heyer, Robinson, Karpinsky, Veglahn, Brunk
Excused: Weiland, Jacobson
Guest: Beth Hartung

Meeting began 3:10 p.m.

Approval of the minutes - Heyer/Robinson

Beth Hartung (guest speaker) covered the following topics:

- HR co-sponsored the first one held Friday, September 22, 2006. Beth will try to get the word out more on this.
- L.U.N.C.H.E.S. is for faculty, staff, and students. Beth will put in the Eagle Connection and market more to the students in the future.
- The goal is to achieve five different outcomes. Beth will report on these five outcomes at the end of the year. The five outcomes are:
  1. Increased congeniality amongst ALL community members
  2. Shared experiences/memories to rejuvenate commitment to UWL-L
3. Increased knowledge and skills on critical issues facing our community members
4. OpportUNITY for units/departments to link resulting in shared ideas, values, or purposes that knits the units/departments together (Sergiovanni, 2007)
5. Increased self-awareness resulting in an enhanced community.
   (See the attached handout from Beth on the upcoming L.U.N.C.H.E.S. events)

B. Amanda Goodenough, Assistant Communication Coordinator was hired to assist Beth with community building. She also works ½ time for Al Thompson.

C. Welcome Bags
- Welcome bags are given out to new employees. The bags include a campus planner, local magazine, box of tissues, gum, and other resource items. Beth welcomes other items for these bags such as OCW brochures, information about the ASC mentoring program, Advising Center pens, etc.

D. Education Training
- Training to reach out to faculty, staff, and student leaders.
- Beth will create the training per request, 40 minutes or 3 hour training depending on your need.

E. Hate Response
- Now online - www.uwlax.edu/campusclimate/htm/hateincidentform.html
- Received six responses this fall already
- There is a fine line between what is considered a crime and what is not.
- They are trying to utilize space in room 220 as a Safe Space for faculty and staff. Students can also use this space.

E. Assessment of Campus Climate
- Assessment of color (faculty/staff) is long overdue
- Will work with System to explore a system wide survey, anticipated timeline is a year from now. System will administer and analyze the data.

F. Work Life Advocate
- Beth serves as the work life advocate on campus, she is still learning what it means to have work life balance
- Beth can serve as an advocate; help provide resources...basically serves as an ombudsperson.

G. First Year Anniversary and Exit Interviews
- Beth will send out a letter to 1st year anniversary folks to come in and talk to her.
- Also a letter will be sent from the Affirmative Action Office when a person resigns and Beth will be the person to do the interviews.

Discipline Procedures
- Kay expressed concern over self incrimination
- Concern was also expressed that the process needs to be the same across the board and not have our tenured faculty treated differently.
- Recommendation was made to add the statement “Academic Staff Council is also concerned with the continued unequal policies and procedures as it relates to UW-L System employees.” Pat will forward changes and ask for a vote via email.

**Marriage Amendment**
A review of the *Resolution in Opposition to the Proposed Constitutional Amendment Regarding the Definition of Marriage* document was briefly reviewed.
- We will have time before the November election to discuss this at our 2nd meeting in October.
- Pat will forward an updated copy of the Marriage Amendment to ASC full council members to review.

**Fall Kickoff**
- will start at 3:00 p.m. in the Great Hall, Cleary Center
- Tim Walls will recognize the nominees
- Ron Rada will introduce Diane
- Will and/or grads will take care of the food table
- Deb, sign-in table
- Kristen, Professional Development applications
- Sharie and Cary, raffle (10 prizes)
- end at 4:30
- approximately 60 individuals have been invited (Deans, Brent Smith, Faculty Senate Executive Committee and Student Senate)
- cookies, punch/lemonade/coffee provided by the Foundation
- all academic staff will receive an invite

**Committee Reports**
- Pat is currently putting together a charge or recommendation for some of the committees like Salary and Personnel Committee.

**Budget and Planning Committee:** Candidate Green does not support the Growth and Access plan.

**Chair’s Report**
- Pat met with the Milwaukee Journal-Sentinel staff
- due to work appointments Pat was unable to meet with NPR staff

October 10th Fall Kickoff, next full ASC meeting is scheduled for October 24, 2006

Meeting Adjourned 4:26 p.m.
Richter/Robinson

Academic Staff Council
Full Council
September 12, 2006
126 Wing

Present: Jacobson, Hoeft, Heyer, Richter, Robinson, Van Roosenbeek, Brunk

Excused: Karpinsky, Veglahn, Weiland

Guests: Liz Hitch, Al Thompson, Beth Hartung, Teri Thill, Lynette Lo

Approval of the minutes
  Kaye asked that her name be added to the minutes of the August 15th retreat
  Heyer/Brunk    APPROVED

Equity Scorecard (presented by Hitch, Thompson, Thill, and Hartung)
Al Thompson feels this is a good time to evaluate where we are at. EqS will look at student successes and how to increase diversity at UWL. Liz Hitch is going to all the governance groups to talk about and lend support to the Equity Scorecard. She asked Al Thompson to start the process on the Equity Scorecard and feels it is a good product to examine where we are at. Hitch explained that there is a good deal of support from System and Oshkosh, Milwaukee, Parkside, and Whitewater are also involved in the Equity Scorecard process.

A team was formed February 2006 and spent the first six months looking at data. They look at the raw data in an objective way asking “why is there a lack of applications”, “why do students feel there are not a lot of students of color graduating from here?” The committee does not want to hide what they find, but rather have open forums to look at ways to solve and bring about change.

EqS Process:
  a) create evidence teams
  b) analyze data thru 4 perspectives
  c) develop equity scorecard thru a collaborative process
  d) share the results with the Chancellor and campus community

The questions were asked why somebody from ASC is not on the team. Al stated that anyone is welcome to join in one of two ways
1. by coming to their meetings and being an observer
2. by becoming a team member that is ready to participate and commit to the time requirements. They meet for two hours twice a month and also have meetings in Madison so this requires serious commitment.

The four areas they are looking at consist of:
  1. Access – enrollment, financial aid, majors
  2. Retention
  3. Institutional Receptivity – diversity of faculty, staff, and administration
  4. Excellence – grades, GPA, honors, awards
Al is hopeful that the Equity Scorecard will serve as a model to be used across the board on all students (international, GLBT, women, etc.) Currently the scorecard is only on our U.S. students. International students are not figured in this mix.

How the team addresses each perspective
1. They analyze the data by race and ethnicity
2. Identify areas that need improvement and establish goals for current areas of inequity
3. Transfer knowledge among institutional decision makers

Once they do the math and have all the indicators, they can identify areas that need improvement. They still will need to determine “WHY” and will do that by going to the different key offices like the Admission’s Office to ask the questions on what we know and what action steps can we do or need to take to change it.

The first report is out and can be found at the Campus Climate website (by the end of this week)

It identifies that:
- new freshmen are underrepresented.
- H.S. grads of color are not taking the ACT and applying at the same rate as white students
- Students of color have a disproportionate number of applications that are incomplete
- Students of color are likely to be successful in the admission process at UWL once their application is complete.

The final report will come later in 2007.

Disciplinary Procedures
A question was asked if our ASC recommendations were sent to the system committee? The committee was reminded to send Pat your recommendations and comments.

Committees
Bylaws – Wayne checked to see if anyone from the Bylaws Committee was present and it did not appear that there was.

Professional Development – Wayne asked Troy and Kristen to check if they have anything in writing on the institutional plans for administration of the Academic Staff Professional Development funds? Also if the committee could set deadlines a year ahead and develop a brown bag lunch or panel on the Professional Development program.

Salary and Personnel – Sharie reported that the Salary and Personnel Committee was meeting today at the same time as the ASC meeting. She has passed on the information to Guy that the committee may want to focus on the orientation process for academic staff new hires. Sharie will continue to follow up on this as she will serve on this committee throughout the 2006/07 academic year.

Non-Instructional Hearing – review the new Disciplinary Procedures

Fall Kickoff
The committee feels that either Terry Wirkus or Larry Sleznkow could be a replacement for Jim Jorstad. It was also discussed and voted on (Heyer/Richter) and APPROVED to reveal the name of the Excellence Award recipient before the event and to print the name of the recipient on the flyer.

Troy Richter provided the committee with a thank you draft that will be sent to staff members attending the fall kickoff. He will bring the draft to the next meeting.

**Chancellor Search Update**
Currently the committee has 14 preliminary candidates they are considering.

**Regent Walsh Visit**
Deb, Pat, Wayne, Sharie, Kristen, and Cary have all agreed to attend his visit on September 28th, 2-3:00 in the Ward Room.

**Other items**
It was requested that Liz send out the list breaking listing staff serving on each of the ASC committees. It was also requested that Liz send out the dates to the committee members for the Executive Council meetings.

Next meeting September 26th

Meeting adjourned 4:18 p.m.

**Academic Staff Council Retreat**
August 15, 2006

Present: Karpinsky, Jacobson, Brunk, Van Roosenbeek, Hoeft, Heyer, Richter

Excused: Weiland, Veglahn

Meeting called to order at 1:20pm.

**Fall Kickoff**
-working on getting food; know that we can have refreshments. Was suggested to get funds from the Provost or the Chancellor.
-The Kickoff will be Tuesday, October 10 at 3:00pm in Cleary.
-It was suggested that Regent Smith be asked to participate the in presentation. The Excellence Award will be presented by Liz Hitch. If she can not make it, Ron Rada has agreed to present.
-Other ideas for the kickoff: introduction of new Academic Staff, Jim Jorstad speaking, musical performance.
-Planning to send out invites by September 1.
-There was a discussion about the idea of keeping the winner a secret. Suggested that we invite the Faculty Senate.
- Suggested: a follow up email the day after thanking people for attending and asking for feedback; also give a summary for those who were not there.
- Possible door prizes from: Bookstore, Theater department, Art department, Chartwells, CAB, Athletics. Must be present to win.

2006/07 Planning
- improve morale
- reach out to employees
- Reminder: there will be two meetings in September – the 12th and 26th.
- domestic partnership benefits
- orientation
- evaluation of the Fall Kickoff

Chancellor Search and Screen
Five interviews will be held on campus the week of October 23. The candidates will then travel to Madison to meet with the Board of Regents. An offer would be made that evening. The timeline calls for the choosing of the new Chancellor at the November Board of Regents meeting. Final applications are due by September 1.

Campus Climate/ASC
Chair Karpinsky met with Beth Hartung. ASC will be co-sponsoring a monthly program with Faculty Senate, Student Association and the Campus Climate office. Possible topics: Haiti, perennial exchange. Brunk suggested that getting a School Spirit Day going, similar to Winona State University, could be implemented to help improve morale.

Regent’s Meeting
Disciplinary Policy and the upcoming budget were discussed.

Disciplinary Policy
- We now have the 2nd draft. The Faculty Senate responded to the first draft; ASC did not because it did not discuss Academic Staff. At a September meeting, this will discussed more in depth and Chair Karpinsky will write a response by the end of September. The information will be mailed out the Council.

Meeting with Paula Knudson
The Dean asked many questions about governance. Chair Karpinsky shared with her both positive and negative issues that have come up recently. She also invited the Dean to attend an Academic Staff Council meeting or an Executive meeting. The office of the Dean will now send out minutes of the Director’s meeting.

Faculty Senate Meetings
Thursdays at 3:00pm. Chair Karpinsky can attend some. Will ask for other volunteers when needed.

Meeting with the Student Association
Chair Karpinsky is meeting with the President and Vice President tomorrow. She plans on inviting them to an Academic Staff Council meeting. Goals of the Student Association: form a credit union on campus, Get Out the Vote, and visibility. Chair Karpinsky would like to get their help with smoking cessation.

**Orientation**
Chair Karpinsky will be speaking at the New Employee Orientation

**Committees**
Will give charges to the committees at the September 12 meeting.

**Food Pantry**
-will start collecting food in September/October
  -open twice a month starting in November. It will be located in Whitney.
  -Hope to also provide food voucher that would also be available in the Health Center, Counseling and Testing.
-A Jeans Day was suggested as a fundraiser. Possible food collection in all or some of the buildings. Heyer suggested that PRSSA would be interesting in helping to promote it.
-Fall Kickoff: to enter the raffle you must bring a donation for the food pantry.

Meeting adjourned at 3:45pm.

**Academic Staff Full Council**
**July 18, 2006**
**Wing 7 and 126**

Present: Robinson, Brunk, Heyer, Jacobson, Hoeft, Karpinsky, Van Roosenbeek, Weiland

Excused: Richter

Absent: Veglahn

**D2L Tutorial**
Presented by Kay Robinson

**Approval of Minutes**
Van Roosenbeek – Jacobson APPROVED

**Disciplinary Procedure Update**
Must respond by the end of September. Please send comments to Chair Karpinsky by August 4 by email or D2L. The new draft applies to Academic Staff with indefinite appointments, which have not been offered at UWL for awhile, so there are only a few people who would be affected by this.
Question was raised as to how many people are aware of the issue. Raised possibility of talks to bringing back indefinite appointments in a year or two. The Board of Regents will discuss this on Wednesday, August 21 along with a preliminary discussion of the budget.

A.S.K. Program
Chair Karpinsky presented on it at the Academic Staff Leadership Conference. She believes the next level is to have mentors and mentees fill out forms before hand to determine the best match. A monthly get-together was suggested: educational/social program.

Annual Meeting
Planning for 3:00pm on September 26. Will publicize it as a Fall Kickoff, not a meeting. Will present Excellence Award, recognize nominees. Display posters by PDG recipients. Invite past winners, recent hires, Dean of Student, Director of School of Education, Chancellor, Provost, Deans, Chair of Faculty Senate, Student Association President, Regent Smith, possibly state legislators and ASPRO. After discussion, the decision was made to change the meeting to October 10 in Cleary Center.

ASC Retreat
Will be a potluck, hosted at Chair Karpinsky on August 15 at noon. People will bring:

- Karpinsky – main dish
- Heyer – pecan pies
- Van Roosenbeek – dip
- Brunk – salad
- Hoeft – spinach and artichoke dip
- Jacobson – fresh fruit salad
- Robinson – gazpacho
- Richter - ?
- Veglahn - ?

The Kickoff event will be discussed at the retreat.

Academic Staff Leadership Conference
Attendees enjoyed the conference and the sessions they attended which included meeting with legislators and meeting with those from System. Chair Karpinsky extended an invitation to Regent Smith to attend an Academic Staff Council meeting.

Criminal Background Check Report
UW-Extension has been doing it for the past year on all workers, including students. This will apply to all new employees by January 1, 2007. There is a concern about confidentiality and the cost.

Meeting adjourned at 4:32pm.
Academic Staff Executive Committee Meeting
July 10, 2006
217 Graff

Present: Karpinsky, Veglahn, Jacobson

Absent: Brunk, Van Roosenbeek

Called to order at 8:05am

Approval of Minutes
Jacobson – Veglahn APPROVED

Academic Staff Leadership Conference
Will be leaving between 9:00am and 9:30am on Thursday. Hoeft and Van Roosenbeek will be driving to Eau Claire separately.

D2L
A message board has been set up. There will be a presentation at the next Full Council meeting.

Annual Meeting
Decided for the annual meeting to be advertised under a different name. It will include recognition of the Excellence Award winner and nominees and also a meet and greet will new Directors. Held on Tuesday, September 26 at 3:00 pm in Port O Call.

Disciplinary Procedure
Open session in August. Academic Staff opinion has not been asked – no proposal has been made that is specific to Academic Staff.

A.S.K. Program
How to find mentors? Talk to current and former Council members. Chair Karpinsky will talk to Res Life about their program.

ASC Retreat
Will be held at Chair Karpinsky’s house. Date TBA.

Meeting adjourned at 8:46am.

Academic Staff Council
Full Council
June 20, 2006

Present: Van Roosenbeek, Jacobson, Brunk, Hoeft, Veglahn

Excused: Karpinsky, Heyer, Richter
Absent: Weiland, Robinson

Called to order at 3:11pm

Salary and Personnel
-met with Beth Hartung, the Campus Climate Coordinator
some of her goals:
- building awareness
- collaboration
- holding people accountable for diversity
- putting articles in the Campus Connection
- improve the Campus Climate Office and the Diversity Organization Coalition
- open house each semester
- give out awards, recognition to boost morale
- more research
- purchase resources
- Salary and Equity Study
  ~Will be done by Teri Thill this fall
- Campus Climate Survey
  ~planning on doing one every 4 or 5 years
-committee will meet again in August. Guy Herling will convene it

D2L Message Board
Will do a presentation in the fall

Academic Staff Leadership Conference
7 attendees – the rental car will be picked up at 9am on July 13

Annual Meeting
Chair will present update at next meeting

Madison Representative Report
The May 18 meeting was a joint one. President Reilly reiterated his goals and stress communication across the levels; discussion of shared governance. There was talk of having an Academic Staff Representative at each Board of Regents meeting. They would get introduced at the beginning of each meeting. They still need to set up a schedule and determine which, if any, committee meetings that will attend.

The Board of Regents will be voting on the Growth and Access planning at the August meeting: August 17 & 18.

Meeting adjourned at 3:41pm

Academic Staff Council
Executive Committee  
June 12, 2006  
217 Graff Main Hall

Present: Brunk, Jacobson, Van Roosenbeek

Excused: Karpinsky, Veglahn

Called to order at 8:03am.

*D2L Message Board*

Seems that this is the easiest way to do a message board. Plan a demo for the Full Council.

*Academic Staff Leadership Conference*

7 attendees, a rental car has been reserved. Jacobson has offered to drive.

*Annual Meeting*

The Council meets at 2:30. Annual Meeting at 3:00. The Excellence Award winner has not been determined.

*Salary and Personnel*

Meeting in August to determine Chair.

Met with Beth Hartung
- they asked her to add OCW to the groups she consults with

  *goals* – build awareness and collaboration

  - need someone to be held responsible on diversity issues, hoping the NCA report will help
  - get Campus Climate articles in the Campus Connection
  - Open House each semester
  - have had more visitors since the office moved
  - giving out commitment awards
  - research
  - wants to increase the resource area
  - going to do a Salary Equity Study this fall with Teri Thill
    ~ hoping they will be able to compare to other schools
  - Campus Climate Survey – every 4-5 years

Meeting adjourned at 8:34am.