



**Academic Staff Senate Meeting**  
**Monday, November 18, 2013, 3:00 p.m., Mound Rm.,**  
**MPSC**

Attendees

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|--|--|
| <input checked="" type="checkbox"/> Andrea Cool (Chair, Area V, 2014)              | <input checked="" type="checkbox"/> Diana Trendt (Area IV, 2014)       |
| <input checked="" type="checkbox"/> Patricia Pothour (Secretary, At-large 2015)    | <input checked="" type="checkbox"/> James Almquist (At-large, 2014)    |
| <input checked="" type="checkbox"/> Ulz Daeuber (Area III, 2014)                   | <input checked="" type="checkbox"/> Chris Hein (At-large, 2014) -Corey |
| <input checked="" type="checkbox"/> Kim Maier (At-large, 2015)                     | <input type="checkbox"/> Kelly Sullivan Soley (At-large, 2015)         |
| <input checked="" type="checkbox"/> Amy Griswold (Vice Chair, Area I, 2015)        |  |
| <input checked="" type="checkbox"/> Provost Mittie Nimocks Den Herder (ex officio) | <input type="checkbox"/> Lisa Merkes-Kress (recording secretary)       |

**Guest:** Joanne Wilson, Amy Kruel, Kari Hill, Vickie Dressens, Jennifer deCoste, Rob Cramer

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**MINUTES**

**I. Call to Order**

Chair Cool called the meeting to order at 3:02 p.m.

**II. Approval of Minutes of November 4, 2013**

*Maier* moved to approve the November 4, 2013, minutes; seconded by *Daeuber*. Minutes approved.

**III. Approval of the Agenda**

One minor change to the agenda. R. Cramer's presentation on the overload policy will be on the next agenda.

*Daeuber* moved to approve the agenda with changes; seconded by *Griswold*. Agenda approved with change.

**IV. Announcements**

ASPRO Conference Call (A. Cool)

The call had approximately 30-50 participants statewide. There was interesting discussion regarding the strength of joint versus separate senates (with faculty and academic staff), and how to let constituents know what governance does.

**V. Administrative Updates**

**1. Criminal Background Checks Policy (R. Cramer):**

Board policy is in place, so we do need to move forward. Change includes a background check every four years (currently just at the point of hire). All employees would be on a four year rotating cycle.

HR would notify employees when they an updated background check is required. UW-Platteville's policy is more expansive than the Board of Regents' policy, in that we are requiring every employee to have a background check every four years.

UW-Platteville will pay for the background checks; this will not be an expense to the individual or the department.

Issues that might arise from the background check will be assessed and addressed at that time.

## **VI. State Representative's Report (A. Cool)**

1. Met on Friday, November 15, 2013.  
University Insurance Association Life Insurance and eligibility requirements were discussed, particularly the minimum salary requirement. The average salary used to determine eligibility is recalculated each year. This average went up this year, making some individuals ineligible.
2. Discussion regarding Instructional Academic Staff in fixed term terminal appointments being excluded from the 1% state pay plan. Pay plan distributions are an institutional decision; not all institutions extend these increases to instructional academic staff on fixed term terminal contract. This is an issue regarding which governance ought to be vigilant.
3. The Reps received an update on the 30 credit general education transfer project.
4. There was an update on the legislative Shared Governance issue. There has been one dinner, hosted by Chancellor Blank. The dinner meetings involved legislators and a few representatives from the university system. The dinners are intended to rebuild relationships between legislators and the state of Wisconsin university system. Some are questioning: What is the shared governance issue, and how far does it extend? What implications could come down the pipeline for academic staff. Nothing is for sure. Cool suggested Academic Staff Senate might consider having a conversation with Senator Shultz and/or Representative Tranel.

## **VII. Vice Chair's Report (A. Griswold)**

There will be a special meeting of the Faculty Senate on December 3, 2013, to discuss faculty recommendations for dispersion of their portion of the university-augmented compensation funds.

Received an update on the restructuring of the Office of Sponsored Programs. A standing meeting time was set for the UABC. Amy Seeboth presented the university sustainability plan, which Faculty Senate endorsed.

## **VIII. Committee Reports**

- a. Elections and Appointments (U. Daeuber)  
Nothing to report.
- b. Professional Development (J. Almquist)  
Nearly twice as many proposals as budget.  
Will have recommendations to approve at next Academic Staff Senate meeting.
- c. Personnel Commission (A. Cool)  
Discussing job security issues and how to revise and formalize job security policies. The Commission has mapped out progression of how job security would work. They are working on formalizing a draft of the new job security policies and will be seeking input from the Deans and senior level administrators.

- d. Academic Staff Excellence Award Committee (K. Maier)  
Nominations are due December 4, 2013; applications should be submitted to Michelle Zasada.

## **IX. New Business**

1. Diversity Goals (J. deCoste)

Questions posed to Senate for input on university diversity goals.

Responses requested by November 30, 2013. What would you like to see addressed within a diversity strategic plan? What is most important to you to include in the plan, and why? What do you expect from my division? How would you like the plan and any data to be shared?

2. 2015-16 Academic Calendar Options (J. Wilson)

- a. Two options for academic calendar, one with earlier start to second semester and earlier finish in May. The alternate options started second semester on Monday, Jan. 25, 2016 and ended the semester a week later than the first calendar. Senate voted on the two plans, 6-1 in favor of option 1, the version starting second semester earlier and ending the academic year earlier.

Calendars will be voted on by Student and Faculty senates.

Recommendations will be taken to Provost Nimmocks-Den Herder, who will make the final decision.

3. NIAS University Augmented Compensation Recommendations (K. Hill)

- a. We have approximately \$76,400 to distribute more non-instructional academic staff university-augmented compensation adjustments. Consistency and fairness compared with last year's adjustments was one priority, while also trying to spread the money somewhat broadly to adjust inequitable salary issues. The recommendations are attached.
- b. Discussion of adding wording to clarify in all levels that an employee can only receive the adjustments once in the next two year budget cycle. Discussion about how "left over" money was assigned. Discussion of the intention of the recommendation for level 3. Griswold suggested adding wording to make it clear that this particular recommendation is meant to address internal compression.
- c. *Trendt* moved to approve the university-augmented compensation adjustment plan recommendation for non-instructional academic staff for 2013-14 and 2014-15 with wording changes, under the provision Kari Hill will send a revised version to Cool for review before being forwarded to Assistant Chancellor Cramer; *Almquist* seconded. Motion approved.

## **X. Old Business**

None

## **XI. Adjournment-4:12pm**



NIAS UAC  
Recommendations 201

Respectfully Submitted,

Tricia Pothour, Secretary

Lisa A Merkes-Kress, Recording Secretary

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All are welcome to attend the Senate meeting. Anyone wishing to add an item to the agenda please e-mail Andrea Cool at [coola@uwplatt.edu](mailto:coola@uwplatt.edu) prior to the next Academic Staff Senate meeting.

Thank you.