

UWRF Academic Staff Council Minutes

Wednesday, April 23, 2008

Rush River Room, University Center

Members:

Mark Kinders	Kevin Bertelsen	McKenna Schumacher
Ellen Schultz	Michael Martin *	Travis Tubré
Sarah Egerstrom*	Brad Gee	Amy Lloyd
Gretchen Link	Jason Neuhaus	

* Absent (2) (0) Substitute

Call to Order, seating of substitutes: 2:35 p.m.

Approval of Minutes from the March 21 meeting: Moved by Link. Seconded by Bertelsen. Unanimously approved.

Approval of Minutes from the Special Meeting of April 16: Moved by Link. Seconded by Bertelsen. Unanimously approved.

Chair's Report:

- Congratulations to Travis on being named the 2008 Distinguished Teacher.
- No closer to having a state budget, but it appears the institution will not be hurt.
- IAS Ad Hoc Committee has been formed and will be of great importance next year. This was one area of concern the HLC noted during their visit.
- Council is to forward nominations for the Chancellor's Search and Screen Committee to Faculty Senate for affirmation. Once affirmation has been received, names will be forwarded to K. Reilly for final selection.
- M. Kinders received notice from an IAS member that they will be filing a grievance within the next week.

Academic Staff Rep's Report:

- 2% raise in July may be switched to 1%
- Each institution is to forward failed academic staff searches to UWS to show importance of competitive compensation for academic staff members.
- UW-Platteville is hosting the 2008 Academic Staff Leadership Conference. Registration information is currently available online.
- Ron Singer is retiring from UW System
- System Human Resources will be evaluating academic staff pay rates to enhance comparative data

Continuing Business:

- Council elections will conclude May 13th to allow new council members to attend the final meeting of the academic year.
- Handbook Rules: UWRF 8
 - Sandy Soares, who is reviewing our rules for the administration, suggested strengthening 8.3 by adding numbers four, five and six. Section will now read:

8.3 Appeal Process when Non-Promotion Results in Non-renewal

An academic staff member who receives a notice of non-promotion shall be provided with an opportunity to receive, in writing, the reasons for non-promotion. Such a request by the staff member shall be made in writing to the authorized official who signed the letter of non-promotion within five (5) working days of the receipt of the letter of non-promotion. The authorized official shall have five (5) working days in which to provide written response. The academic staff member, within twenty (20) working days of receipt of the letter recommending non-promotion, may request a hearing by the Academic Staff Council. This request shall be made in writing, specifying the reasons for appeal. The Academic Staff Council shall meet within twenty (20) days after receipt of the appeal request. Academic Staff Council members must be disqualified if they participated in the non-renewal decision. On the motion of either party in the case, any additional members of the Academic Staff Council may be disqualified by majority vote of the members for cause. If any Academic Staff Council member(s) is disqualified, the remaining members shall select by majority vote a replacement(s) from among the academic staff. The review of the case shall be limited to whether the decision was based in any significant degree on any factor with material prejudice to the individual:

- (1) improper consideration of qualifications;
- (2) employment practices proscribed by state or federal law;
- (3) conduct, expression, or beliefs which are constitutionally protected.
- (4) the procedures required by the Chancellor or Board were not followed.
- (5) available data bearing materially on the quality of performance were not considered; or
- (6) unfounded, arbitrary, or irrelevant assumptions of fact were made about work or conduct.

Motion to adopt new language made by Gee. Seconded by Link. Unanimously approved.

Continuing Business (cont):

- Handbook Rules: UWRF 7
 - Council suggested renumbering items in 7.4 Scope of Review to align with 8.3 and changing decision maker to immediate supervisor.

7.4 Scope of Review

The scope of review shall be limited to the question of whether the decision was based in any significant degree upon one or more of the following factors, with material prejudice to the individual:

- (1) conduct, expressions, or beliefs which are constitutionally protected or actions which are consistent with an appropriate profession code of ethics;
- (2) employment practices proscribed by applicable state or federal law; or
- (3) improper consideration of qualifications for reappointment or renewal. For purposes of this section, “improper consideration” shall be deemed to have been given to the qualifications of a staff member in question if material prejudice resulted because of any of the following:
 - (4) the procedures required by the Chancellor or Board were not followed.
 - (5) available data bearing materially on the quality of performance were not considered; or
 - (6) unfounded, arbitrary, or irrelevant assumptions of fact were made about work or conduct.

Motion to adopt new language made by Schultz. Seconded by Schumacher. Unanimously approved.

New Business: Motion to adjourn and reconvene with Faculty Senate made by Link. Seconded by Lloyd. Unanimously approved
Recessed at 3:20 p.m. to meet with Faculty Senate in Joint Meeting with three UW System Representatives. Topics discussed included insurance and compensation.

Adjournment:

Motion to adjourn made by Link. Seconded by Tubré. Meeting adjourned at 4:35 p.m.