

# UWRF Academic Staff Council Minutes

Monday, January 28, 2008

University Center, Rush River Room

## Members:

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

\* Absent            ()            Substitute

**Call to Order, seating of substitutes:** 2:05pm

**Approval of Minutes from the December 17, 2007 meeting:** Moved by Martin. Seconded by Gee. Unanimously approved.

## Chair's Report/Legislative Update (M. Kinders):

State Budget: loss of \$250 million, which may result in hard and deep cuts. Slow down hiring of temp positions and monitor travel.

Supplemental Pay Plan: Kinders wrote to all members of the Joint Committee of Employee Relations to communicate council's perspective over a month ago and has not received any response.

Instructional Academic Staff Issues: Provost Foster called a meeting with M. Kinders, G. Link, D. Rainville, and T. Weiss to formulate an ad hoc committee to be formed. It will review a full range of issues on contracts, promotions, compensation, and departmental and institutional governance. Currently there are 154 Instructional Academic Staff members, when the current handbook rules were written there were 20. All parties involved want a resolution; however, this may have a significant influence on the Council's handbook revisions.

Promotions: put out call for those that want prefix changes; let people apply and see what comes in, even regarding distinguished prefix. Instructional Academic Staff members have several different options, which the ad hoc committee will be evaluating.

Collective Bargaining: passed Senate with a 4 to 1 vote; Harsdorf voted against; Faculty Senate did not take a position.

UPG: currently working on advancing priorities. Committee has an ambitious timeline for spring semester, which includes developing criteria for non-academic and academic programs. This will aid in determining programmatic and budget priorities. The committee will be communicating updates to campus community throughout the semester to keep everyone well informed.

## Academic Staff Rep's Report (J. Neuhaus):

Compensation: Academic Staff employees are paid 17-24% less than peer group. Lot's we should be doing but are not.

Shared Governance: 50-50 split on campuses regarding support for shared governance proposal.

Leave Reporting- still no campus communication on leave reporting changes. Kinders will contact T. Weiss to include something in Falcon Daily.

## Continuing Business (M. Kinders):

System Governance Organization Policy Proposal: no modifications have been made; February 19<sup>th</sup> is the required response date. Concerns members of the council raised included: what constitutes an emergency or urgent matter; current system has worked well at UWRF, lose voice with new method; and, campuses may not be consulted before decisions are made.

Motion: Regarding principles and guidelines. Against: Link, seconded by Gee. Unanimous disagreement.

Concerns Kinders is to convey to System: creates a super senate, opportunities for campuses not to be consulted, definitions for normal, urgent, and emergency.

Handbook Revisions: may extend to next academic year so we can send the packet to the Regents in one package, and not a piece meal package.

UWRF 5: Letters of Appointment and Reappointment- 30 days into employment have the opportunity to have employment contract reviewed, which is to be initiated by you. Kinders to make corrections for next time.

UWRF 6: Performance Evaluation- evaluation instrument has not been used for 20 years. While working through the Instructional Academic Staff issues, committee will also evaluate performance evaluation instruments.

UWRF 7: Nonrenewal of a Probationary Academic Staff Appointment- Link will complete

UWRF 10: Layoff of Academic Staff for Reasons of Budget or Program- look at system policy and faculty handbook. Gee volunteered to complete.

The last two procedures have to wait. The professional academic staff aspect is correct, but the Instructional Academic Staff perspective remains uncertain.

**New Business:** Academic Staff Council and Faculty Senate have dibs on the Willow River Room for next year. Neuhaus will submit meeting schedule to D. Martin to make necessary room reservations.

**Adjournment:** Motion to adjourn made by Link. Seconded by Egerstrom. Meeting adjourned at 3:12pm.