

SENATE OF ACADEMIC STAFF
Meeting Minutes
October 21, 2021
Microsoft Teams Virtual Meeting

Present: Sarah Anderson, Dominic Bruni, Kim Calvert, Ane Carriveau, Liz Christopher, Robert Heller, Erik Heller, Hinrichs, Mallory Johnson, Tina Koch, Chrissy Lambie, Erin McArthur, Kelsey McDaniels, Andy Miller, Hayley Severson, Laura Smolinski.

Excused: Annie Duchek, Rich Marshall, Alicia Johnson

Absent:

Administrative Representative: Carmen Faymonville

Guests: Chancellor Leavitt

1. Call to Order – President McArthur called the meeting to order at **3:00 p.m.**
2. Approval of the Minutes of October 7, 2021

MOTION: Bruni/Christopher moved approval of the minutes of October 7, 2021 as distributed Passed Unanimously.

3. Guest: Chancellor Leavitt – University Updates
The Chancellor said he was pleased with the University's success in dealing with pandemic challenges and financial health. He announced that the university is making good use of resources by making investments into lab mods and other academic and structural improvements. Regarding TTC, UWO is poised to cover contributions and new salaries resulting from TTC changes. He emphasized that there is a structured appeal process for TTC when salary ranges are published November 1, 2022. UWO leadership is planning the introduction of a 2-day Fall Break for students in 2023. The University Re-alignment Working Group Report targeted at identifying possible ways to re-organize academic programs and colleges was extensively reviewed by Cabinet. Currently, there will be no changes to academic alignment for brand and marketing reasons. UWO, he said, has overcome declining enrollment and budget cuts, and merged with the two-year campuses, which resulted in a huge net positive. When asked about morale issues and barriers to community-building because of some of the Covid orders (e.g. masking), the Chancellor responded that there are both short and long term measures in planning. UWO has been very progressive in its Covid response and maintained a very low positivity rate at or below 1%, whereas the larger community is at 7%. He recommended continued vaccination of students and employees.
4. Reports
 - a. President's Report –
 1. Chancellors Administrative Staff –Now called Leadership Council– Enrollment data presented by AVC Hanni were shared. All are invited to contribute comments on the Strategic Planning Questionnaire.
 2. Conference on Shared Governance – Announcements from leadership included the aforementioned plan for fall break (effective 2023). The main barrier is the need to change schedules. UWO will soon make changes to masking requirements in residence halls. With endorsement of the EOC, students will be allowed to be mask-less on their own floors.
 3. Provost Administrative Staff – The Provost heard from various channels that students are struggling, missing tests and assignments, and

demonstrating attendance issues. Jessica Spanbauer had shared early alert statistics that were higher than usual, compared to 2019. There is no concrete plan but discussions have started regarding the class drop deadline to be extended. However, the advising office is already working with students on dropping classes based on the published deadline as many students have already made their decision. The Provost announced new negotiations with the for-profit educational company Academic Partnerships, which would help increase enrollment. UWO faculty would create curriculum and teach it. An open meeting will take place virtually on October 29, 2022. All academic staff senators and constituents are encouraged to attend and provide input.

4. OTHER:
 - b. Committee Reports
 1. Faculty Senate (Smolinski) – Shannon Lemke gave a presentation on TTC IAS titles recommendations. There was robust discussion. The Provost endorsed the recommendation to have the Assistant Teaching Professor title at UWO. The title would require a teaching load of 24 credits and come with three year contracts, if passed. Faculty had questions about impact on faculty lines in hiring and blurring of boundaries. Some faculty senator were appreciative of IAS contributions. Faculty Senate will discuss endorsement at its next meeting but not make a decision until the subsequent meeting. If approved, new titles would not be used until at least 2023 because specific job requirements and eligibility policies will have to be discussed and set in the respective colleges. The TTC job library has no prefix-titles for lecturers and therefore colleges could only administer internal, non-budgeted business titles if they wish to develop such a non-HR process. Jennifer Basler was approved as the FS appointment to APC. Professional Counseling courses were approved and early alerts issues were discussed.
 2. OSA (Johnson) – No report.
 3. University Staff Senate (Christopher) – The provost attended the meeting and answered questions. USS will attempt handbook review every two years. Professional development issues and TTC will continue to be topics for discussion.
 4. Access Campuses Report -
 - a. Fox Cities (Carriveau) – There was a presentation on the program “Intersection” at Collegium. MHEC staff and the provost have been on campus. Early alerts were discussed. Staff and leadership have started looking into academic student support at all three campuses, particularly under the inclusive excellence umbrella. Plans are to establish one location that would be serving as a hub for student diversity initiatives. Another topic were USP requirements and extended campus initiatives.
 - b. Fond du Lac (Severson) – Collegium also received the presentation on Intersection. The program is looking for feedback from staff and faculty. Declining enrollments were discussed, in particular the substantive decline in first year students. Discussions about incorporating quest courses continued. Collegium is endorsing a general investment in curriculum at the access campuses.
 5. UWS Academic Staff Reps (Lambie) – *No Report*
 6. AS Professional Development Fund (Marshall) – No Report.

7. Leadership Council (Rotating Senators) – Enrollment reports were presented included data from the 10- day census. Reasons for UW first year enrollment include the absence of face-to-face recruitment opportunities during the pandemic. UW Fox Valley has an approximately 29% decline, mostly in continuing students, The Oshkosh campus has a 5.2% decline. There is also a substantive decline in transfers. Proposed solutions include returning to f2f recruitment and increased marketing. UWO Strategic Plan developments and a feedback form were shared. The Strategic Planning process includes requests for formal feedback and endorsement by governance at the end of the spring semester 2022. The Provost announced that an offer for the COLS Dean position is pending and that the search for a CON dean is progressing.
 8. Administration Liaison (Faymonville) – All employees must complete their CANVAS trainings to be eligible for the pay plan. Supervisors need to check at the November 1st review of goals in the HR portal.
 9. Other Committee Reports: Senator Anderson announced that an opening day recognition of service is planned.
5. Action Items –
- a. Committee Appointment: Improvement of Instruction Committee
2 IAS Seats: Joseph Cook & Nahal Rahmanpanah

MOTION: Bruni/Calvert moved approval of the committee appointment. Passed Unanimously

SAS 2122-02 The Senate of Academic Staff approved the following committee appointments: Improvement of Instruction Committee: Joseph Cook & Nahal Rahmanpanah.

6. Discussion Items: None.

7. Information Items/Announcements--

President McArthur reported on the work of a task force determining gaps and possible reorganization/collaborations in providing student academic support at the access campuses. So far, the task force has done a lot of listening to constituents and those that will be affected by changes. AVC Grady will want to gather more information and therefore the report will take a little longer. More listening sessions will be scheduled.

Provost Koker is scheduled to attend the 11/18 Senate meeting. President McArthur will meet with the Chancellor to discuss student support issues.