**Academic Staff Council Meeting**

November 13, 2023

10:30 a.m. – 12:00 p.m.

Minutes

Members Present: M. McKinney, W. Van Roosenbeek, P. Bearhart, B. Webster, C. Stindt, K. Longmire, K. Malecek

1. Call to Order: 10:37 AM
2. Approval of Meeting Minutes from October 9, 2023
   * 1. Unanimously approved
3. ATP/Okta: David Kim
   * 1. Campus integration went well with minimal unique problems that IT is working through
     2. Fobs should be available if you are looking to order them for your department
     3. Duo: IT and Marketing is working to make sure that all verbiage is updated to Okta vs Duo.
     4. David will be back in December for an update on ATP
4. Pay Plan: not major updates to share
   * 1. [Pay Plan listening session recording](https://wisconsin-edu.zoom.us/rec/share/fl21DTNSxs5p1JfrDBlJuNSfXNMJQwP_Btz9LmAbnxwe9Y3x8vyNyxbE0bKbS9j2.5jI8SmIQ9gPdxW6B)
     2. Another university put together a statement in support of pay plan and how it is personally affecting employees.
        1. The group agreed it would be worthwhile for Academic Staff to put together similar statements
        2. Pearl will work on getting something put together and sent out for anyone who would like to contribute.
     3. How else can we support people?
        1. HR is looking to bring the Employee Engagement Survey to campus every year with a 3rd party provider.
5. Chancellor Search and Screen is Monday and Tuesday – be sure to listen in or attend in person
6. Meeting updates from the Executive team: if anyone has any topics or items to be presented to these individuals, please send an email to the ASC email
   * 1. Meeting with Provost Morgan: No notable updates
     2. Meeting with Chancellor Gow: checked in to see how the search and screen process was going. No other notable updates
     3. Meeting with VC Hetzel: Pay plan was discussed with no notable updates.
        1. Staff are looking for feedback on minimum wage and custodial support
           1. Custodial staff is currently burnt out. There’s currently 9 open positions on 2nd and 3rd shifts leaving approximately 100 open hours weekly to try and cover
           2. The supervisors are trying to support their own unit by giving out giftcards monthly for employee recognition
        2. Do we have a plan b if pay plan falls through?
           1. No current answer for this – it will be brought up at the next monthly meeting with VC Hetzel
        3. Where are things at with the non-monetary suggestions our group made earlier this year to HR?
           1. Pearl will follow up with this
7. Updates:
   * 1. Professional Development Grants committee: 3 awards have been given out to AS for this grant cycle. Congratulations to those recipients!
        1. Next applications are due February 1 for activity March 1 – June 30
     2. JPB: discussed where our enrollment is sitting and that we are in a good place.
        1. How can JPB help other areas of campus?
        2. Upcoming speakers
           1. Nov. 1 Scholarships and Financial Aid
           2. Nov. 15 Barbara/D&I
           3. Dec. 6 Lisa Klein and Greg Reichert – Community Engagement
        3. Tentative speakers:
           1. Feb. 7 VC Hetzel/HR – investing in our people
           2. Feb. 21 Provost Morgan – transformative education
           3. March 6 Budget 101
        4. Other suggestions:
           1. Greg/Foundation – Alignment and fundraising
           2. Vitaliano/SA – Engagement and Student success
     3. HR Advisory:
        1. Engagement survey – currently working on revamping the survey
        2. Staff felt that last years holiday email was ambiguous, request to make it more clear. Especially for University Staff
        3. Rolling out Student Supervisor training – reach out if you are interested
     4. Madison Update:
        1. Talk to friends, family, and local government officials about the impacts of pay plan being held
        2. President Rothman says to keep faith and remain hopeful
        3. What’s the best way to give the pay plan message?
           1. There’s no standard message, make it personal
           2. Outside of work hours, not on work computers
           3. Share info that has been provided by President Rothman
        4. Concerns with current lay offs
           1. Oshkosh: 140 laid off, 76 retiring, 32 positions not being filled
           2. Platteville: 60 laid off, 110 not filled, 32 retiring
           3. Parkside: 10% of employees
        5. Departments with layoffs – everyone in the department has to meet with HR about the decisions. Most positions are given a 6+ month timeline to prepare
        6. There will be no November meeting, but they are meeting right away in December
        7. If you have any topics that you would like Will to address at the Madison meetings, please feel free to reach out to him directly or send an email to the ASC email and we will pass it along
8. Speaker suggestions:
   * 1. ASPRO: Represents AS through the state
     2. AFT (American Federation of Teachers) – UWL employees can join Union
        1. Non-teachers are at-large members
9. Announcements/open discussion:
   * 1. CASSH: Choral/band concerts: [Event calendar](https://www.uwlax.edu/academics/department/music/performances-and-events/music-events-calendar/)
     2. Theater and Dance: [The Wolves](https://www.uwlax.edu/academics/department/theatre-and-dance/)
     3. Senior Art Exhibit: December 1-17
     4. Nov 15: Lex Horwitz to talk about their experience transitioning during college
     5. Nov 19: Transday of Remembrance
        1. Remembering those individuals that were murdered in the last year
     6. Nov 20: hot cocoa at the clock tower
     7. Nov 21: 11-3 Hall of Nations
        1. 6pm Vigil in Hall of Nations
10. Adjournment: 11:45 AM