**Academic Staff Council Meeting**

February 12, 2024

10:30 a.m. – 12:00 p.m.

Council Members: P. Bearheart, C. Stindt, W. VanRoosenbeek, M. McKinney, K. Longmeier, B. Webster, K. Malecek, B.McConaughey

Recording: [02/12/2024 Meeting Recording](https://wisconsin-edu.zoom.us/rec/share/a7L81eAkImHb6pCKWg07TQWSH8QjZ5CFhifrh9NAV05B7NEIiSN-_SZPFb87o6kh.yarh2HoBbNrTaBwj)

Notes

1. Start: 10:36 am
2. Approval of Meeting Minutes from December 11, 2023
   1. Unanimously approved
3. Non-Instructional Academic Staff (NIAS) appointment updates: Craig Bickley
   1. Our current policy dates back to 2007
   2. Change: Redbook NIAS would move from a 1 year fixed term TERMINAL to 1 year fixed term RENEWABLE
   3. 3 month notice is required to not renew within first 2 years of employment, 6 month notice thereafter.
      1. 3 or 6 month notice, or end of contract. Whichever is later.
   4. Multi-year contracts would require 12 months notice of non renewal
   5. Not affected: IAS, Non-redbook NIAS, anything regarding the appeal process
   6. Next Steps: ASC review and approval, Chancellor will endorse and recommend adoption to the board of regents
   7. Year 7: Should have a recorded/documented conversation between staff member and supervisor before recommending or not recommending to move employee to multi-year contract. Can start appeal process if employee is not recommended for multi- year contract
      1. There is no intention to move people from 2/multi- year contract back to 1 year
   8. Hope to have this sent to the Regents by Spring so this new verbiage can go out with new contracts in May
   9. HR will work on a transition plan to continue to move this process forward if it is not approved/implemented prior to the CRHO transition date.
   10. Motion to approved, second, all in favor. Unanimously approved.
4. Committee Updates
   1. Search and Screen Committee (D&I, Chancellor, CHRO, CFO)
      1. D&I: met last Friday, 11 candidates, Feb 26/27 they will hold zoom interviews with 6 candidates
      2. Chancellor: meeting in Madison to review candidates. Would hope to bring 3-4 candidates to campus for interviews.
         1. If you cannot attend the open forums and have questions you would like to ask, please send these questions to the ASC email
      3. CHRO: In December recommendations were sent for panel members. Working on getting the search started
      4. CFO: Panel member suggestions were sent in the last couple of weeks. Working to get this search started.
   2. Professional Development Grant Committee: 5 awards were given out for our final grant cycle
      1. All FY24 dollars were allocated out
      2. Looking to move up the next deadline from June 1 to May 27 due to some committee members not having summer appointments.
         1. Committee approved to moving deadline
   3. JPB: this months meeting was an intro to the semester
      1. Currently working on looing at goals within the strategic fillers
      2. Corey gave an update on transfers and enrollment. Everything is looking good and on track for our current student count.
      3. Parking ramp updated: 5 story ramp, they are hopeful that this is moving forward
      4. Mitchel renovations were briefly discussed – no notable updates
      5. 1% lump sum will be paid out in March – you should see this on your March 21 paycheck
         1. Eligibility is based on having employment as of July 1, 2023
         2. Your lumpsum will be paid on your current position, not the position you held on July 1
         3. This is a UWL specific payment, not something that came from System
   4. Madison Representative:
      1. UWL Chancellor situation was brough up and Jay Rothman was questioned on the issue. Not much was discussed. Jay stated that he was made aware of the activity on December 19 when he then asked Joe Gow about the situation. Joe admitted to what was going on and Jay stated that he saw this as a failed leader.
      2. DEI/Pay plan was heavily discussed and the lack of shared governance input that was taken into account.
         1. It was stated that the Universities of Wisconsin’s stance has not changed on inclusiveness/belonging. They are still here for all students.
      3. Universities of Wisconsin has public online class schedule available now
      4. UW-Madison had a 200 page audit of remote work positions
         1. Looking to see what offices were occupied when
      5. Campuses with large deficits are working on getting back to a good financial situation by evaluating positions. They are still waiting on the reports generated
      6. ASC compensation was discussed.
         1. What do other campuses do? What does UWL do?
         2. UWL currently has a limited budget for their ASC. Executive seats are offered a Professional Development grant each year they serve.
            1. How can other committee members be compensated for their time and efforts for sitting on the council and/or serving on additional committees. How can we help encourage individuals to serve
            2. The Executive Committee will be looking into the funding and what options may be available.
5. Speaker suggestions
   * 1. We are hoping to have Interim Chancellor Betsy Morgan at our March meeting
        1. This is currently scheduled during spring break. We will be recording this meeting for those who are unable to attend. As always, we will also have a zoom link available.
6. Announcements and Open Discussion
   * 1. We will be starting elections in March, so start recruiting!
     2. Watch for the transportation survey that will be coming out. Please fill it out as your times allows
     3. Upcoming International Education Events: [Upcoming Events](https://www.uwlax.edu/international-education/current/events/)
7. Shameless Plugs
8. Adjournment: 12:04 PM