MINUTES
SENATE OF ACADEMIC STAFF MEETING
July 25, 2012
Wilson Park
3:00 p.m.

ATTENDANCE
CHAIR: Jerry Addie
VICE CHAIR: Krista James
PRESENT: Jerry Addie, Robert Butterfield, Nathan Castillo, James Church, Wendy Dittman, Susan Greene, Josh Lind, Lelah Lugo, Jen Parker,
              Guests: Monika Herrmann, Ilse Hartung
ABSENT: Krista James (excused), John Lui (excused), Sandra White (excused), Barbara Bauer (excused), Robin Muza (excused), Tracy DeRusha (excused), Stephen Collie, Deb Gehrke, Doug Mell

I. Call to Order – 3:02 p.m.
II. Announcements and Information
   A. Chair (Jerry Addie) – Welcome to summer meeting. Senators introduced themselves.
III. Approval of Minutes of May 2, 2012
    Motion: Senator Lugo asked for a change in the minutes from Library Learning Center to University Library. Senator Dittman/Senator Butterfield moved to approve the Minutes of May 2, 2012.
    Vote: Passed Unanimously.
IV. Reports (Most committees do not meet in the summer)
   A. Chair (Jerry Addie)
   B. Other
V. Old Business
   A. 2012 UW-System Academic Staff Professional Development Conference
   B. Pay Plan Update
   C. SAS Achievement Subcommitee Update
      1. Advocacy
      2. Committee Cleanup
      3. Newsletter
      4. Website
   D. University Personnel Systems – Chair Addie met with Deb Gehrke in Human Resources today regarding the upcoming changes.

Payroll Distribution: University System is looking to change the payroll distribution from 12 pay periods (monthly) to 26 pay periods (biweekly). Chair Addie expressed concern about receiving 1/13 of salary for 10 months and then a bonus for 2 months. This change will include faculty, academic staff, and classified employees. It is difficult to budget when your pay periods change. Chair Addie is proposing that a detailed description be provided to all academic staff and then recommending a qualtrics survey to get input. Based on the results, feedback can be provided to Madison. Target date to implement this change July 1, 2013.

Motion: Senator Lugo/Senator Castillo move to complete a qualtrics survey to all academic staff. Motion passed – 8 to 1. Survey should be conducted August 27 – September 20 to reach all academic staff including those on a 9 month contract.
Sick Leave Benefit – University System is looking at changing the sick leave benefit for new employees. Currently, when academic staff are hired, they receive 22 days of sick leave up front. University System is proposing that all sick time be accrued on a monthly basis. Concerns: impact to income continuation insurance, taking away a current benefit, difficult to accrue sick time for new employees, and salaries are already low so it is not attractive for people to come and stay at UW-Stout.

Classified Exempt Staff – A proposal is also being considered to change classified exempt staff to academic staff on a permanent contract. Concerns: inequity and morale issues.

Supplementary Pay Plan – Chair Addie and Senator Lugo attended a Supplementary Pay Plan meeting. Chair Addie agreed with the Faculty Senate that we shouldn’t go any further with the supplementary pay plan to take away from one group and give to another. Each campus can come up with a supplementary pay plan to give some people a raise but not all. Some of the criteria for determining who will receive an increase will include: merit (performance at or above), market, and equity (one or two deviations below the industry). Senate of Academic Staff agreed with Faculty Senate that we want to wait until we can do an increase for all employees. Concerns: where is money coming from & fairness. Chancellor is planning to implement a supplementary pay plan. Senate of Academic Staff and Faculty Senate have asked to resume working on the criteria for the supplementary pay plan.

E. Senate of Academic Staff Election Results
F. Tobacco Free Campus Policy
G. Other – Chancellor’s Academic Staff Award for Excellence – Amy McGovern is the recipient for 2012-2013. She received a $5000 stipend. Lisa Walter, the 2011-2012 recipient, will be invited to the Senate of Academic Staff meeting to give project report.

VI. New Business
A. Approval Committee Appointments
   1. Memorials for Deceased Students Policy Review Committee (Attachment 2) –
      Motion: Senator Dittman/Senator Parker moved to select Shawn Wilson as the Academic Staff representative. Motion passed: 8 to 1 (abstention).
B. Committee Availabilities
C. Information on ASPRO (Academic Staff Professional Organization)
D. Other – Remember to attend the Engagement Sessions on August 27, 2012. Last year they did smaller groups with a moderator and it was a great opportunity for people to ask questions and give feedback. They are planning to follow that same format type this year.

VII. Adjournment – (4:10 p.m.)

Notes:
1. The next Senate of Academic Staff meeting will be held on September 5, 2012 at 3:00 p.m. in the Oakwood Room, MSC.