Minutes
SENATE OF ACADEMIC STAFF MEETING
October 17, 2012
Oakwood Room, MSC
3:00 p.m.

ATTENDANCE

CHAIR: Jerry Addie
VICE CHAIR: Krista James
PRESENT: Jerry Addie, Barb Bauer, Robert Butterfield, Nathan Castillo, James Church, Stephen Collie, Tracy DeRusha, Susan Greene, Krista James, Lelah Lugo, Robin Muza, Jen Parker, Sandy White
ABSENT: Wendy Dittmann (excused), Josh Lind (excused), and John Lui (excused)
GUESTS: Phil Lyons

I. Call to Order 3:02 p.m.
   A. Roll Call – Sign Attendance Sheet

II. Administrative Reports
   A. Chancellor’s Report
   B. Vice Chancellor for Academic Affairs’ Report
   C. Vice Chancellor for Administrative and Student Life Services’ Report – Phil Lyons
      Intellectual Property – written with System Legal, Academic Staff, and Faculty.
      Please take a look at it. Will be presented at next meeting.
      Overloads
      • We were audited by Legislative Audit Bureau. There was a requirement that you could only get paid up to $12,000 per tax year. This policy is going away with Act 32. The new requirement is that for overloads, you cannot make over 35% of your base pay in a tax year (Dec 31).
      • In the past, you were paid on Jan 1, even though work was done in previous year. We wanted to make sure work was completed before payment was made.
      • Policy will not be rolled out until next year.
      • Putting together an electronic workflow.
      • Work will be paid before January 1st in the tax year that work was performed. If there is a winterm class, it will get paid on January 1st. Lump sums payments will only apply to $500 or less. If it is over $500 then it should be stretched out over the term. You should be paid when you are teaching the class.
      • Need to maintain some flexibility for non-traditional classes. Continuing Ed classes sometimes don’t start until mid-October.

III. Announcements
   Received an email about Enrollment to clarify for last time. At UW-Stout, the Graduate Enrollment remained the same.

IV. Approval of Minutes of October 3, 2012
   Correction: Barb Bauer was there.
   Motion to approve as amended: James/Muza
   Passed, 1 Abstention

V. Reports
   A. Chair (Jerry Addie) -
   B. Academic Staff Reps Minutes of September 28, 2012 – Please take a look at the attachment.

VI. Committee Reports – Commend all Senators for getting information together for the Strategic Plan.
   A. Bylaws Committee – There was a change that was completed in 2008 and sent to HR that never was updated. This information was passed on to the Bylaws Committee.
B. Data Committee - Make sure to get updated list of Academic Staff.
C. Newsletter Committee – Need a student worker to help put the newsletter together. Going to do Bios for Senators. Need a picture of all Senators. We will get most of the information for the bios from Brenda.
D. Outreach Committee – Please add a couple of dates to the Strategic Plan. 1st should be November 15, 2nd should be November 15, 3rd and last will be ongoing.
E. SAS Strategic Plan – When completed, we will take to CAC and use the SAS Strategic Plan to report on what we are planning to do for the year.

VII. Old Business
A. Supplemental Pay Plan
   - Faculty Chair charged 2 subcommittees to work on funding source and distribution. A report is due to the Faculty Senate in December.
   - As Chair of the SAS, I sent a letter to the Chancellor to get clarification on the pay plan and if it is a dead issue. Still waiting to hear back from him.
B. University Personnel Systems
   - Changes will take place July 1, 2013. Exempt positions have choice to stay as University Staff or become Academic Staff.
   - Under decision numbers, there is more information. When you click on EE5, you get more information. Guiding Principles and Regulations of Prohibited Conduct. This was forwarded from SAS Council. It was written by UW-Superior.
   - Agree with UW-Superior. The way this is written seems to be punitive. Was it taken from Civil Service Handbook? This seems like it is targeting University Staff (Classified). They are trying to have it an overall policy that covers classified, academic staff, and faculty. Encourage you to click on the link behind the numbers. This is our time period to give feedback. Would it help for us to endorse?

Motion to endorse UW-Superior suggestions concerning work place expectation document: Lugo/Bauer
Passed, 1 Abstention

C. Tobacco Free Campus Policy – This policy is not being enforced. Need to impose some restrictions. Tobacco Monitors have been implemented to monitor behavior around campus. There are no consequences for “not” listening to the policy. No fine or ramifications. This is the problem with the policy. Need to change the culture. There may be statutory ramifications where they cannot fine people. If we write a letter, make it more positive. Get people to pick up their own butts. Lets plan to include it in our Newsletter. Keep campus clean and keep butts from going into the Red Cedar River.
D. Follow-up on Goals and Tasks for Committees. (see above)
E. Other – Unable to attend UPS Meeting on Thursday. What was your observation?
   Speaker that was scheduled to come, did not come. Deb Gehrke gave the presentation.

VIII. New Business
A. Academic Staff Representatives Council Update (see above)
   - Hopefully, will have another opportunity in the spring to give feedback.
   - Submitting a pay plan to the Board of Regents for 2013-15.
B. Committee Reporting Requirements
C. Other

IX. Adjournment 4:06

Prepared and recorded by,
Brenda Krueger