

Academic Staff Senate Meeting Minutes

Wednesday, May 19th, 2021 11:00am-12:00pm

Present: Jon Dyess, Katelyn Baumann, Laurel Eaton, Wanda Grew-Jasken, Angie Kappes, Zach Otto-Fisher, Thora Papineau, Stephanie Polkowski,

Absent: Taylor Walkky-Byington

Guests: Cory Kempf

Call to Order: 11:01am

Approval of Previous Meeting Minutes (5/12/21)

Motion to approve minutes from the 5/12/21

Moved by Katelyn Bauman

Second by Thora Papineau

Discussion:

Addendum to the System rep report from Jon Dyess from Wanda: "In addition, once placed into a new job title, the employee must perform 100% of the job duties within the job description."

Minutes and the amendment were approved by unanimous vote.

Memorandum: Instructional Academic Staff Titling for Title and Total Compensation

Overview from Cory:

Teaching Faculty 1, 2, 3, 4 are all different job titles, not a progression series, which is why they are not being used at UWS. The teaching professor job title has a progression series that will align with the new IAS performance eval process that is being developed at the end of summer 2021. System is trying to build similar policies and procedures for IAS and faculty. All of the IAS titles have no maximum earning potential; they only have a minimum pay potential. This is unique to IAS. Professor of Practice (a new title) is someone without a terminal degree that has abundant work experience.

The requirement for supervision is going to be an issue for UWS. System went back and changed some job requirements to say "may include supervision" in some cases. Supervision within the job responsibilities will be able to be interpreted more broadly due to the small size of our campus for these titles. If supervision is the only thing keeping a person from matching to a job title, there will be some latitude in choosing that person's job title. This will be discussed with the supervisor, employee, and HR after the initial employee/supervisor meeting. The standard appeals process will remain available for the employee.

Questions to Cory Kempf:

Stephanie Polkowski: What considerations are there for cross-campus inequities? Nick, Maria, and Cory still need to meet to discuss this. There needs to be consistency with

who maps into what level across departments. This still needs to be figured out over summer 2021, but equity is a primary concern.

Wanda Grew-Jasken: Can academic departments submit all of their process policies to Nick, Maria, and Cory, who can review these for consistency? Yes, this was held up due to by-law changes in faculty senate, which were tabled until fall.

Stephanie Polkowski: It is concerning that this is being brought up a week before the contracts end. Response from Cory, the employee/manager meetings for IAS will be done in August when back on contract. This is a short timeframe. This process will be managed by HR such that the meetings for 12 month employees are done in the summer, which will allow for more time for IAS meetings in August 2021.

Katelyn Baumann: Will there be an update sent to all IAS before their contracts end on 5/25/21? A communication will be sent as reliable information is available.

Motion to approve a resolution supporting the use of the following IAS titles at UW-Superior:

- [Lecturer](#) (including Business Titles internally of Senior Lecturer and Lecturer for adjunct and full-time renewable IAS)
- [Assistant Teaching Professor](#)
- [Associate Teaching Professor](#)
- [Teaching Professor](#)
- [Assistant Professor of Practice](#)
- [Associate Professor of Practice](#)
- [Professor of Practice](#)

Moved by Wanda Grew-Jasken

Second by Jon Dyess

Friendly amendment: The resolution should include a message emphasizing consistency/equity across departments?

Approve by unanimous vote.

Adjourned at 11:55am (Thora Papineau/Wanda Grew-Jasken)

Next Official Meeting is 6/9/2021

Motions/Votes Passed:

Approved Minutes from the 5/12/21 meeting, Motion by Katelyn Baumann, second by Thora Papineau, approved by unanimous vote

Motion to approve a resolution supporting the use of new IAS titles (listed above) at UW-Superior, Motion by Wanda Grew-Jasken, second by Jon Dyess, approved by unanimous vote

Minutes recorded by Jon Dyess.