Academic Staff Personnel Committee
Meeting Minutes
December 6, 2016
Mohican Room, Davies Center (310)

Present: Katie Wilson, Sheryl Poirier, Heather Pearson, Odawa White, Stephanie Jamelske (ex-officio)
Guests: Barb Hanson, Beth Hellwig, Linda Carlson

Items:
1. Chair, Katie Wilson, called the meeting to order at 2:10pm.

2. The committee went into closed session with Beth Hellwig to discuss the Director of Recreation and Sport Facilities potential committee membership.

3. The committee ended closed session and invited Linda Carlson to participate in a discussion about including Equity, Diversity and Inclusivity in evaluations and promotion. The committee agreed that it would be helpful to have a sample of possible wording. We would recommend that EDI language be added to FASRP in the following areas:
   • P. 81 in d. Academic Staff: Review of Performance, section b) Areas of Evaluation for Instructional and Research Academic Staff
   • P. 82 in section b) Areas of Evaluation for Administrative and Professional Academic Staff
   • P.88 in g. Academic Staff: Promotion, section a) for the definitions for (no prefix), Senior, and Distinguished.
We believe changes have already been made regarding Equity, Diversity and Inclusivity wording for University Staff, and it’s being incorporated into the template for student evaluations.

4. Discuss FLSA injunction – FLSA changes are on hold while it’s being decided whether the Department of Labor overstepped its authority. FLSA was challenged in several states, leading to the injunction. UWEC academic staff affected by FLSA were initially given information about how the changes would affect them; they have since been told that the changes will not take place at this time. That message was delivered individually to each staff member.

6. Academic Staff Reps Meeting – Katie shared the following:
   • Conceal & Carry legislation is likely to pass. This would allow weapons to be brought into university buildings – which is currently prohibited. Some University Senates may choose to weigh in on the issue.
   • UW System is putting forward a $42.5 million request from the state for the next biennium. Initial thoughts are that the governor is supportive of it. However, self-insurance may be part of the deal, and there are mixed reviews on cost – some say it will save money, some say it will cost money.
   • A 2%/2% pay plan is being proposed.
   • There were discussions of possible different tuition models.

7. Meeting adjourned at 3:00pm

Minutes respectfully submitted by Heather Pearson