

Minutes

Graduate School
Committee on Academic Staff Issues
Monday, May 14th 2012 from 1:30 – 3:00 pm

Bascom Hall Rm 350

Present: Julie Karpelenia, Wayne Feltz, John Richards, Tom Zinnen, Jenny Hackel, Moira Harrington, Miriam Simmons, Judy Bauman, Nicci Schmidt, Alex Converse, Bruce Neumann

Absent: Kristin Harmon, Julie Shears, Jennifer Eagleton

Convene

Meeting convened by GS-CASI Vice Chair Wayne Feltz at 1:35 PM.

Welcome and Chair Comments

Wayne welcomed John Richards and introductions were made.

Review and approve minutes from 4/9/2012 meeting

Small edits were identified and the minutes were approved.

General Reports

ASA/ASEC report (Neumann/Feltz)

- Steve Stern, Associate Vice Chancellor for Faculty and Staff was presented with the Friend of Academic Staff Award.
- Donna Silver, Secretary of the Academic Staff, is on medical leave so others are filling in to help out in her absence.
- The HR Design was discussed in depth at the April ASA meeting. Representatives from each work team presented their respective recommendations. Q&A followed.

Committee Reports

Personnel Policies and Procedures/HR Design – Work Team (Hackel/Schmidt)

- Phase I recommendations were due by today and will be discussed at today's ASA meeting.
- Phase II recommendations are being released this week and the work teams will begin collecting feedback and debating these issues.
- Providing feedback to the work teams was emphasized.
- A timeline for the HR Design project would be helpful, as it is not clear exactly how the process will proceed and when certain milestones must occur.
- Concerns were brought up about the overwhelming amount of information on HR Design website, along with the difficulty of navigating the website.
- Several questions, comments and concerns were raised regarding the HR Design process. These included:
 - How much feedback has been received to date (would like to see the feedback quantified)?
 - How many people are working on the project?

- Do people trust the processes involved in the HR Design system?
- Will a final draft be provided to personnel and governance groups before it is presented to the Regents and the Legislature?
- Have peer institutions been looked at for comparison?
- Training and preparation for work teams.
- How will the new system be implemented and concerns about pragmatics?
- Discussed ASEC's Phase I summary and recommendations.
- Compensation is very important; however, The HR Design project and work teams have no control over funding for compensation.
- GS CASI will develop a list of concerns regarding the HR Design and suggestions for improving the HR Design website at our next meeting.
- Ask Dean Cadwallader what his top three issues for Graduate School Academic Staff would be in the HR Design project.
- Ask constituents for feedback on Phase I after it is posted.

Communications (Harmon)
No Report

Nominating and Districting (Feltz)
New GS CASI members include Jennifer Eagleton, Wisconsin Institutes for Discovery (WID) and John Richards, IceCube Research Center.

Professional Development (Simmons)
Two of the Academic Staff Professional Development Grant proposals submitted by Academic Staff members from the Graduate School will be funded. The names of the successful grant applicants have not been announced yet.

Other Business

GS-CASI Report

Wayne is working on the Annual GS-CASI Report; however, due to the late date it was suggested that last year's annual report be combined with this year's report, due this fall.

Minutes/note takers

Kristin Harmon is scheduled to take the minutes at the June meeting.

Action Items

The GS-CASI email list will be updated to include the new members.

Adjourn

The meeting was adjourned at 2:53 by GS-CASI Vice Chair Wayne Feltz.

Next Meeting:

June 11, 2012

Location: Wisconsin Institutes for Discovery (meet at WID Welcome Center)

Time: 1:30-3:00pm

Minutes: Kristin Harmon

Respectfully submitted,

Bruce Neumann