

## *Minutes*

Graduate School

Committee on Academic Staff Issues

1:30 – 3 p.m., Monday, Aug. 13, 2012

**Present:** Dean Martin Cadwallader, Alex Converse, Jennifer Eagleton, Wayne Feltz, Jenny Hackel, Moira Harrington, Julie Karpelenia, Julie Schears, Nicci Schmidt, Tom Zinnen

**Absent:** Judy Bauman, Kristin Harmon, Bruce Neumann and John Richards

### **Convene**

Dean Martin Cadwallader convened the meeting at 1:30 p.m.

### **Welcome**

The committee welcomed Jennifer Eagleton, Wisconsin Institutes of Discovery, to her first meeting.

### **General Reports**

ASA/ASEC report (Feltz)

ASEC's focus for the summer has been the HR redesign process. ASA has not been meeting for the summer. ASA will resume meetings with the start of the fall semester.

### **Committee Reports**

Personnel Policies and Procedures/HR Design-Work Team/Status report (Hackel)

Hackel said the HR team leads are doing broad-based recommendations culled from all the work groups.

The timeline is to issue a final report in October. Then, items will be prioritized. Items will also be sorted—what can be done by the university based on its own authority and what will require legislative rulemaking and/or statutory authority.

The HR redesign leadership is also staying in close touch with System. System may align with and pursue some of the recommendations.

The GS-CASI decided to consider additional edits to an HR redesign Web alteration recommendation letter. Nicci Schmidt will collate the edits and share them. The committee will then forward the letter to Heather Daniels and request that she bring it to ASEC, with the intent that ASEC forwards the letter to the appropriate HR design leaders.

Communications (Harmon was absent)

No report given

Nominating and Districting report (Feltz)

The GS-CASI committee is now whole with the addition of John Richards and Jennifer Eagleton. The next election of representatives will be held in March 2013.

Professional Development report (at present, there is no chair for this committee)

The GS-CASI agreed to check with Bruce Neumann, the committee member with the greatest longevity. Would he like to chair the Professional Development Committee?

Other Business

September retreat, Graduate School center visits, SSEC tour after the September retreat

Wayne Feltz will circulate a calendar poll via email to determine a September meeting date, which is likely to be an extended meeting to prepare a report on the committee's previous 12 months of work. At that meeting, the committee will also discuss Graduate School center visits for the remainder of 2012 and into 2013. Following the September retreat business, the GS-CASI will be offered an opportunity to tour the Space Science and Engineering Center.

Critical Compensation Fund Update

The Graduate School learned of the fund in late June and with alacrity implemented a procedure that involved charging each center with how to administer the fund. The details: Each center was informed that it could extend the fund to up to 30% of those eligible in each of the categories of faculty, academic staff and classified staff. Recommendations were due to the Graduate School on July 23 and are now moving through approval bodies on campus. In the case of academic staff, the approval is taking place in the Academic Personnel Office. Julie Karpelenia predicted that word would be forthcoming in a week or two. At that point, centers will be notified that they can generate letters to eligible staff members. For questions within an individual center on how the fund was handled, engage with supervisors and directors.

Some centers preferred to handle compensation through the rate and title change process, for which the Graduate School considers beginning on Jan. 1, July 1 and Oct. 1 of each year.

The Critical Compensation fund is not a pay plan.

**Review and approve minutes from April 9, 2012; May 14, 2012; and July 9, 2012** (once quorum was reached with the arrival of Julie Schears)

All minutes were approved with one change to the April 9, 2012, minutes. Under the "Other Business—campus searches are being conducted" agenda item, the reference to "Aquatic Center" will now read "Aquatic Sciences Center."

Chair Comments

There will be new deans in Engineering, Pharmacy and Letters and Science within the next year. Dean Cadwallader does not recall another time in his experience when there has been this much transition on the campus. Currently there are more deans, and will be more incoming deans, on this campus still within their first three years. There is also a larger number of deans who began their careers at other institutions. As a result, there will be many fresh eyes bringing changes within the next three to five years. The selection of a new chancellor will also have a significant impact on this campus evolution.

Furthermore, there are changes in the methods of delivery of education. The model could and likely will change to one of more online delivery as a substitution for classroom delivery. How will we modify and improve the traditional experience? People are increasingly referring to a model of blended learning, part online and part face-to-face. In addition, we will watch the algorithms that determine what funding is returned to departments that employ greater amounts of online learning and how that determines the make-up of departments. In difficult budget times, do you make incentivizing modes that encourage such return? There could be decisions made that have unintended consequences, some of which are virtually unconsciously made.

Finally, Bill Mellon has retired but will remain on through a transition with Dan Uhlrich, from the School of Medicine and Public Health, to fill the position of associate dean for research compliance. Steve Ackerman is now associate dean for the physical sciences and Daniel Kleinman is now associate dean for social sciences.

#### Action Items

Nicci Schmidt will collate edits on a draft letter regarding the HR website.

Bruce Neumann will be contacted regarding his interest in serving as chair of the Professional Development Committee.

Wayne Feltz will circulate a poll to determine a date for the September retreat.

April, May and June 2012 minutes will be forwarded to Kristin Harmon for Web posting.

Adjourn at 3:02 p.m.

Next meeting TBD

Location TBD, however it is likely to be the Space Science and Engineering Building on Dayton Street

Minutes

Respectfully submitted

Maira Harrington