

MINUTES
Graduate School
Committee on Academic Staff Issues
Monday, March 8, 2010
1:30-3:00 P.M.
334 Bascom Hall

Convened at 1:30 p.m. by Donna Cole

Present: Tanya Cobb, Donna Cole, Kristin Nagle, Reina Maryuama, Bruce Neumann, Cheryl Redman, Julie Schears, Miriam Simmons, and guest, Moira Harrington.

Absent: Julie Karpelenia, Dan Bull, Wayne Feltz, Martin Cadwallader, and Mary Lou Reeb.

Convene: Donna Cole convened the meeting at 1:30 p.m.

Review and Approve Minutes:

Minutes from February 8th, reviewed. Kristin will update and email corrected minutes for approval.

Other Business:

ASEC AD Hoc Committee on Restructuring report update:

Heather Daniels, ASEC Chair, asked for our reactions to the University Committee's report on the Restructuring of the Research Enterprise specifically merging the Academic Planning Council Graduate into Faculty Executive Committee. Such a merger eliminates an Academic Staff Representative as there is no slot for Academic Staff on the Faculty Executive Committee. CASI is concerned that the University Committee's report ignoring the role of Academic Staff given the large number who are part of the research enterprise.

Academic Staff Institute:

Heather reminded us of the Academic Staff Institute, Tuesday, April 13 from 8 – 1 p.m. at the Madison Concourse and Governor's Club downtown. All Academic Staff are invited.

Committee Reports:

- **Communications**

The CASI web pages are updated and posted. The 5-year report will be posted shortly. Everyone is asked to review the web page to determine if the format still meets our needs. The committee is meeting after this meeting.

- **Professional Development and Recognition**

Professional Development grants are now open to School/College Committees including the CASI's.

- **Nominating and Districting**

District 3 has a vacancy.

Other Business Continued:

Policies and Procedures Standing Committee (PPPC):

Mo Bischof (Provost's Office) and Bruno Browning (L&S Learning Support Services), co-chairs of the Academic Staff Personnel Policies and Procedures Committee (PPPC) joined us to discuss the PPC's agenda this year. One of the goals of the PPC is to help educate Academic Staff to be pro-active about job security issues. They discussed the Increased Job Security flyer (March 2010) the PPC sent to all Academic Staff. We asked them to have the sender of the flyer, the PPC, be more prominent on the outside of the mailer. This beige-colored flyer was sent as hard copy via campus mail in early March. A second memo from the Provost, "Increased Job Security," will be sent as an email later in mid-March. The email urges departments to review academic staff members with five or more years of service at UW Madison to determine if they are eligible for multiple-year appointments, rolling-horizon appointments, or indefinite appointments. If increased job security is not given, departments need to explain the rationale. Academic staff that are supported by grants and who have 5 or more years of service must be reviewed and are also eligible for job security. Multiple year appointments are one way to increase job security for academic staff on "soft money," and bridge funds are available which can cover the time when one grant ends and the next one begins. Steve Stern is interested in expanding the amount of money allocated to bridge funds.

Mo distributed copies of "The Academic Staff Job Security: A Discussion-Action Sheet," dated February-March, 2010 discussed at the Leadership Council by Steve Stern, Vice Provost for Faculty and Staff Programs and Steve Lund, Interim Director, Office of Human Resources.

The PPC is working with Steve Stern and Steve Lund regarding their efforts to build an "Agility Agenda" for academic staff. One focus is on instructional leave for Category A discussed in the 2009 CEBC report, "Two Options to Enhance Instruction by Academic Staff." Stern is also addressing Effort Reporting, arguing that 2 – 5% of academic staff time not funded by grants be available for governance activities. Finally, he is working to keep faculty and academic staff coupled in the pay plan.

Academic Staff Assembly:

Bruce reported on the February 8th Academic Staff Assembly (ASA) meeting. A Unit Clarification motion was circulated at the meeting with copies emailed to all members. The motion will be presented today. ASA opposes unit clarification. ASA directed ASEC to work with Academic Staff organizations within the UW System.

New Business:

Academic Staff Orientation - Think about how the CASI's could be involved.

Action Item:

Wayne, on behalf of the CASI, will draft a letter to the Bill Tracy, chair of the University Committee, regarding their report on the Restructuring of the Research Enterprise. Our concern is that the merger of the Academic Planning Council Graduate into Faculty Executive Committee eliminates an Academic Staff Representative as there is no slot for Academic Staff on the Faculty Executive Committee. This recommendation ignores the role of Academic Staff in the research enterprise.

Meeting adjourned by Donna Cole at 3 p.m.

Minutes submitted by Miriam Simmons

Next Meeting:

April 12, 2010

Location: 334 Bascom

Time: 1:30-3:00

Minutes: Bruce Neumann