

Committee on Academic Staff Issues

Minutes of Meeting
September 14, 2007

PRESENT:

Tanya Cobb, Bruce Neumann, Teresa Palumbo, Wayne Feltz, Jean Phillips, Mary Lou Reeb, Cheryl Redman, Miriam Simmons, Matt Hoffman, Donna Cole, Linda Tuchman, Julie Karpelenia

ABSENT:

Martin Cadwallader

CONVENE:

Jean Phillips, Vice Chair convened the meeting at 9:03 a.m.

REVIEW AND APPROVAL OF MINUTES:

The minutes from the 13 July 2007 meeting were reviewed and approved by all.

ANNOUNCEMENTS:

- Academic Staff Assembly Report (Bruce Neumann): The Academic Staff Assembly met on 9/10 with the following highlights:
 - Address from Chancellor Wiley regarding the State Budget.
 - Many UW-Madison/ASEC matters are on hold until the Budget is done.
 - Effective advocacy campaign by Wisconsin Alumni Foundation, which resulted in UW-Madison alumni sending over 14,000 post cards (as of 9/7) to legislators.
 - The Big Ten Network will allow the athletic departments to become self supporting. In addition, they anticipate a return of approximately \$2 million to the university that could be used for such things as need-based scholarships and libraries, plus others.
 - Sexual harassment training is being mandated for continued employment by those with limited appointment titles (e.g., associate and assistant deans and directors).
 - Effort reporting to federal government will be converted to an electronic system this fall. There are issues with personnel in positions which are 100% federal grant funded
 - Personnel in positions which are 100% federal grant funded .Internal discussions are occurring to provide guidance, training, and responses.
 - Additional information regarding these revised processes will be forthcoming.
 - ASEC Strategic areas for action for the next 1-3 year follow:
 1. Academic Staff Titles: more indefinites, distinguished prefix, professional

2. Access to Governance: better representation and diversity
 3. Resource Parity with Faculty
 4. Communication Committee-launch the new standing committee
 5. Program Manager-create a promotional series
- PDRC applications are out for awards to be issued for the period from January 1 - June 30, 2008.
 - Sick leave: Academic Staff Assembly Document # 389 was approved and will be forwarded to UWSA and the Board of Regents. This resolution requests making the rules governing restoration of unused accumulated sick leave credits after a break in employment with the UW System consistent with all other state employees. Currently, after a break in employment there is a three-year limit for restoring academic staff and faculty unused accumulated sick leave credits, while classified staff can have up to a five-year break in employment and have their unused accumulated sick leave credits restored.
 - ASEC-CASI Brown Bag on 11/9 at Union South at 11:45 (after our CASI meeting).

Action Item:

GS-CASI report to ASEC. Bruce will contact Colleen McCabe regarding interest of GS-CASI in reporting at a future ASEC meeting. Bruce has done that via bullet points from annual report at past meetings.

COMMITTEE REPORTS:

- Communication (Jean): GS-CASI Annual Report is due by early October. Jean has completed a draft with input from each of the committees and has distributed by e-mail to all committee members for comment.

Action Item:

Comments due back to Jean as soon as possible.

- Nominating and Districting Committee (Wayne):
 - Website is current with committee members and meetings. Current issues and other pages may need to be updated. Pages on website should be reviewed and updated.
 - Theresa Palumbo is the newest member of GS-CASI replacing Michael Anderle, Waisman Center.
- Professional Development and Recognition Committee (Linda):
 - Question and Answer document for Grad School Academic Staff under revisions.
 - Have suggested two speakers for full CASI meeting: Ann Lamboley on 9/14, and Don Shutt will be invited for the November meeting.

- PDRC grants for Fall 2007 are out. Julie sent an e-mail to each of us. GS-CASI PDRC committee will continue to review these grants.

OTHER BUSINESS:

- Update on Annual Report (Jean)- see communication above
- Discussion of guest speakers for the next year (Julie) - will do at November 9, 2007 meeting

GUEST SPEAKER:

- Ann Lamboley, Senior Administrative Program Specialist, Academic Personnel Office (APO), Referral Priority Program

Ann gave a presentation on the Referral Priority Program for Layoffs & Long-term Non-renewed Academic Staff Employees. She distributed materials and walked through key points.

Handouts included:

Employment Opportunities

Surviving Layoff- includes guidance for 21st century resume.

Referral Priority Program dates back in UW-System policy to 1975. Ann discussed eligibility, processes for waiver of open recruitment processes, and services she provides to academic staff eligible for referral priority (e.g., resume development, matching resumes and Position Vacancy Listings). Ann also shared information about UW-Madison hiring trends that will be a report published shortly. The following, plus additional information will be in the report:

Number of Referral Priority Hires: (1999-2000 -19), (2000-2001- 14), (2001-2002-14), 28 (2002-2003-28), (2003-2004-40), (2005-2006- 43), (2006-2007-20)

Questions that were raised by CASI members:

1. Is UW re-considering tenure policies given challenges in maintaining and securing new NIH funding?

Response: Next Data Digest will show the decrease in number of faculty. New UW-Madison positions released are 20-25% faculty; remaining positions are for academic and instructional staff.

2. Was there once a safety net of emergency support for salaries of PIs who are AS?.

Response: Wilt Sanders will be back in May and may be able to help explore the response to this question with ASEC. Decisions need to be made as to whether the program will continue. Ann Lamboley has been responsible for administering this program in the past.

Action Item: GS-CASI members were interested in learning more about how this program may be maintained by following up with Wilt Sanders and ASEC.

NEXT MEETING

Date: Friday, November 9, 2007

Location: 334 Bascom Hall

Time: 9:00-10:30 a.m.

Minutes: none assigned

ADJOURN:

Adjourned at 10:30 am by Vice-Chair Jean Phillips

Respectfully submitted by Linda Tuchman