

Committee on Academic Staff Issues

Minutes of Meeting

January 13, 2006

Approved: March 11, 2006

PRESENT:

Mary Lou Reeb, Donna Cole, Linda Haskins, Jody Helgeland, Wayne Feltz, Miriam Simmons, Jean Phillips, Linda Tuchman, and Julie Karpelenia

ABSENT:

Bruce Neumann, Gary Case, Tonya Cobb, and Martin Cadwallader

CONVENE:

Convened the meeting at 9:04 am.

WELCOME AND CHAIR'S COMMENTS:

Mary Lou Reeb welcomed everyone and informed us that she would not be able to make the March GS-CASI meeting. Linda Haskins agreed to serve as vice-chair for that meeting in place of Mary Lou.

Legislative update: from the Senate Committee on Higher Education and Tourism, SB 452 is a bill concerning collective bargaining. It separates faculty and academic staff out and will be discussed at the hearing on January 18th at 10:00 am. ASPRO will take a position opposing SB 452. Also, a clarification was made that indefinite appointments are still used, but backup appointments have been discontinued in the UW system.

REVIEW AND APPROVAL OF MINUTES of November 11 and September 29, 2005:

Minutes from the 11/11/05 meeting were approved unanimously. The 9/29/05 minutes approval was deferred until March because we have still not received them from the minute taker (Gary Case).

ANNOUNCEMENTS:

- Academic Staff Assembly Update – not discussed because of time issues.
- Academic Planning Council – not discussed because of time issues.

STANDING COMMITTEE REPORTS:

Not given because of time issues

ASEC PRESENTATION (OR DISCUSSION):

ASEC arrived at 9:35 am.

Frank Kooistra (Chair of ASEC) made opening comments and introductions were made between ASEC and GS-CASI. Frank told us that the ASEC would like to meet with all of the CASIs. He also reminded us that the CASIs and ASEC have two standing meetings per year (one in the fall and one in the spring). ASEC would like to reach out to the CASIs and find out what we are doing, talk about issues concerning everyone, discuss inconsistencies in policies and rule applications across campus. ASEC is also interested in finding out how CASIs are connected to their HR offices (GS-CASI is very connected as Julie Karpelenia sits in on all of our meetings).

Mary Lou spoke for the GS-CASI in saying that our main mission this year is to get more AS involved in governance. Also, the general public needs to know what the academic staff role is on campus. It would help to get some facts together, such as what percentage of AS have higher degrees and what percentage of AS received their degrees from Wisconsin and then remain here.

Mary Lou told ASEC that our CASI feels supported by the Dean and we feel that he genuinely wants to hear from us. We must keep momentum up on the CASI. We meet every other month and members seem engaged in what we discuss. We have subcommittees that meet more frequently. In order for our CASI to remain active, we must set goals and accomplish most, if not all of them. We choose our highest priorities and set goals to meet them.

Mary Lou spoke about exploring possibilities of all of the CASIs having representatives come together to work on issues that are campus wide. This would also lessen duplication between CASIs (reinventing the wheel that one CASI has already perfected, etc.).

We also suggested that the meetings that ASEC has with all of the CASIs be structured as discussions of 2 or 3 topics instead of reports given by each CASI. These topics should be about issues across campus. These meetings should be held during lunch hours, but with a clear agenda set.

She also suggested having a task force setup by the ASEC to discuss participation in governance and goals of getting more academic staff involved.

Mary Lou also suggested that the ASEC put AS governance "vignettes" in the Wisconsin Week from AS that have participated and how they benefited. Also, include vignettes from Directors, Deans, and Faculty members stating that they support AS governance participation and why.

OTHER BUSINESS

- **ASEC/CASI brown bag** Miriam and Mary Lou both attended the meeting. The discussion was centered on participation in governance. Two points that were raised:
 1. Have an article in Wisconsin Week about governance
 2. Have a centralized institute on training academic staff in governance

Miriam also discussed the fact that at the orientation meetings for new academic staff, most people are interested in learning about benefits and not necessarily AS governance opportunities. Some of the ways for AS to get involved in governance include:

- The mentoring program
- The Department CASIs
- The Academic Staff Assembly
- The ASEC sub-committees

Perhaps someone from ASEC could attend the orientations and speak about opportunities in governance for about 5 minutes.

We also discussed the fact that we need to talk about the benefit to the AS member at the local level for their participation in governance.

- GS Equity and Diversity Committee Update – not discussed because of time issues

NEW BUSINESS

Rolling Horizon Appointments were discussed. The problem is that each year HR managers send out letters to supervisors about opportunities of awarding these appointments when in reality most AS cannot be considered because they are partially or wholly funded on Federal Grants. Rolling Horizon Appointees must have their salaries fully funded by monies that are “hard”, not “soft” funded. We discussed the possibilities of centers adding an additional cover letter explaining the fiscal reality of not being able to award these to people partially or wholly paid from federal grants. As it is now, this possibility of appointment notice ultimately leads to “bad” climate issues and negative feelings from staff members.

Wayne Feltz reported that a name has been forwarded to the Dean’s Office to replace Judy Kingsbury on the GS-CASI. This is an appointed position by the Dean.

NEXT MEETING

Date: Friday March 10, 2006

Location: 334 Bascom

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

Minutes: Wayne Feltz

ADJOURN

Adjourn at 10:30 am.