

Committee on Academic Staff Issues

Minutes of Meeting

November 11, 2005

Approved: January 13, 2006

PRESENT:

Dean Cadwallader, Julie Karpelenia, Mary Lou Reeb, Jody Helgeland, Tanya Cobb, Jean Phillips, Donna Cole, Wayne Feltz, John Stott, Bruce Neumann, Judy Kingsbury, Linda Haskins, Miriam Simmons

ABSENT:

Linda Tuchman, Gary Case

CONVENE:

Chair Martin Cadwallader convened the meeting.

WELCOME AND CHAIR'S COMMENTS:

Martin Cadwallader welcomed everyone and each member gave a brief introduction.

ANNOUNCEMENTS:

1. Minutes - Jody and Donna switched months for minute-taking. September meeting minutes are missing, but people believe that Gary Case took them and has since been on medical leave.
2. ASEC/CASI Brown Bag – 11/11 at Union South. Items to discuss include: 20 year anniversary of Academic Staff (AS) governance and raising awareness, DoIT presentation on surveys, discussion on campus CASIs working together and concern about decisions being made without AS input.
3. Academic Staff Assembly Update – Discussion was held about Regent decisions without AS input and the concern this raises for the future. There continues to be talk about splitting the faculty and AS for pay raises. The Compensation, Economics and Benefit Committee is looking into mandatory review of the Category A classification in the Unclassified Staff Title Guidelines. The interim provost, Virginia Sapiro, was introduced and Bruce will present the GS-CASI report in February.
4. Academic Planning Council Meeting – 11/22. Items to be discussed include tuition remission (two formal and two town-hall meetings coming up) with recommendations expected by year-end. The agenda has not been finalized but the next Graduate School Center review will be announced.
5. Judy Kingsbury must resign from the GS-CASI due to time constraints.

COMMITTEE REPORTS:

Communications Committee

Only two committee members will remain with Judy's departure. The annual report and accomplishment list was incorrect, so a new version is being circulated. Changes are due in

one week, then it will be posted to the website. The committee also decided to formalize the minute-taking process. Now minutes must be written up, circulated for comments, adjusted, and distributed within two weeks of the meeting. The minute-taker will compile an agenda then send this to Julie at least one week prior to the next scheduled meeting. The posted minutes will include all details of the meeting.

Nominating and Districting Committee

The committee met on 10/21 and suggested altered language for the terms-of-office section of the bylaws. Wayne moved approval, Tanya seconded and the motion carried. The updated bylaws will be posted on the website while the hard copy will remain with the Communications committee. GS-CASI members with terms ending in 2006 received emails reminding them to contact constituents about nominations and elections in January. Updated constituent lists have been distributed and Linda Haskins is compiling a demographics report to incorporate with our annual report.

Action Item: Wayne will contact people on this list to follow up with the above elections

Personnel Policies and Procedures Committee

Tanya provided brief answers regarding specific questions on the Honorific Research Professor Title Policy draft. Briefly, the Engineering and Medical Schools currently have the Research Professor Title. People may be uninterested in applying for the title due to the amount of paperwork required, late in their careers and lack of encouragement from their school. The title change has been denied once but the applicant can reapply. Surprisingly, the committee that makes these decisions is comprised entirely of faculty but the Provost makes the final decision (to date in agreement with the recommendations). Most of the language in the Guidelines is Faculty Senate language (GS-CASI added highlighted areas). Judy motioned, Donna seconded and the motion carried to pass the document to Dean Cadwallader's office. Dean Cadwallader indicated that he will seek feedback from the Faculty Senate.

Professional Development/Recognition Committee

The committee met in October and decided that their primary goal will be increasing AS involvement in governance through awareness. In fact, SEC, Wisconsin Week and the Provost are all planning events to celebrate the 20th anniversary of AS in governance. The Academic Staff Leadership Institute (now run by WISCAPE) was mentioned, although it seems to be decreasing in popularity. GS-CASI members questioned whether there is money available to promote the leadership series to encourage future AS leaders. At a recent Manager/Supervisor training Jody attended a session on Managing the Generations which provided some excellent ideas for communicating with younger staff members.

Action Item: Jody will email GS-CASI members the handouts from that session.

JANUARY ASEC/CASI JOINT MEETING:

ASEC will participate in our 1/13 meeting (Rm. 334 Bascom) from 9:30-10. The agenda will be distributed by the end of December.

OTHER BUSINESS:

GS Equity and Diversity Committee

Directors will present reports from their Centers on 11/29 which will be distributed to everyone in January. Currently SSEC and GS-Admin are administering surveys through DoIT and OHRD while the Primate Center will likely use focus groups. It would be beneficial if the surveys could be consistent enough to allow comparison between the centers. Dean Cadwallader purposely left the directions open-ended and centers are waiting to see if this needs to become a standing committee. Linda Haskins will inform the CASI how the newly implemented Classified Staff Mentoring Program at the Waisman Center works.

OVERVIEW OF WARF BUDGET:

WARF (Wisconsin Alumni Research Foundation) has patent and licensing responsibilities for the UW, although they are not part of UW or the UW Foundation. Carl Gulbrandson was appointed Managing Director and reports not to UW but to the WARF Board (self-appointed alumni who rotate off the

board). WARF has patent, licensing and investment units responsible for investing patent and license income (currently \$4.5 B endowment). WARF passes up to 4% of the endowment back to UW each year (~\$1.4 B spread evenly over 5 years as 60% for large-scale projects (e.g. Biostar Initiative) and 40% for annual gift to Graduate School). Dean Cadwallader, the UW Chancellor and WARF board meet three times per year; Dean Cadwallader presents the budget at one of these meetings. WARF and the legislature are reminded that campus research generates jobs and (outside) money for UW which then gets spent locally and throughout Wisconsin. WARF facilitates technology transfer via Research Park. During challenging budget years it can be difficult to decide how much money to spend on construction and how much should just come from the state budget. The state has three budget parts: capital budget (construction), operating and pay plan. Dean Cadwallader will continue here at the next meeting he attends.

MINUTE TAKERS

January Donna Cole
March Wayne Feltz
May Jean Phillips

NEXT MEETING

Date: January 13, 2006
Location: 334 Bascom
Time: 9:00-10:30 a.m.
Minutes: Donna Cole

ADJOURN:

Chair Martin Cadwallader adjourned the meeting at 10:35 a.m.

Respectfully submitted,
Jody Helgeland