

Draft Minutes, Revised October 12, 2015

Vice Chancellor for Research and Graduate Education
Committee on Academic Staff Issues
Monday, July 13, 2015 from 1:30 – 3:00 pm
Room 334 Bascom Hall

Convene at 1:30 pm by Nicci Schmidt

Present: Wayne Feltz, Judy Bauman, Nicci Schmidt, Moira Harrington, Julie Schears, Kristin Crosno, Kristin Harmon, Jenny Hackel, Julie Karpelenia, Alex Converse, Tom Zinnen; Deborah Shapiro (ASEC liaison), Harry Webne-Behrman and Bob Lavigna, Linda Scholl

Absent:

Presentation: Bob Lavigna and Harry Webne-Behrman, updates on HR Design.

Powerpoint: <http://hrdesign.wisc.edu/content/uploads/2015/06/HR-Design-Info-Session-Intro-Slides.pdf>

1. The timeline over past four years includes a two-year hiatus imposed by JoCER in May 2013 after the story of UW reserves hit the news.
2. The cycle of input and feedback has extended across many groups and many months.
3. Performance reviews are now required and failure of a manager to provide a performance review to a direct supervisee is grounds for being ineligible for pay raises.
4. Tom Zinnen noted there were three “shoulds” but no musts; upon questioning, Harry replied the “shoulds” were restated as “musts.” However, for supervisors who don’t do this (including faculty), the only consequence is that they are ineligible for pay raises.
4. Onboarding now extends from acceptance of offer through the end of the first year.
5. Transitional Compensation/Living Wage for UW’s lowest-paid employees remains a priority.
6. UW competes in a range of markets: the local labor market; regional market; national and international markets.
7. Performance-based pay: performance, equity, market are the three factors now considered in setting pay and pay raises.
8. Employee Choice: this allows University Staff who are exempt from the Fair Labor Act (exempt because the employee is salaried) to choose to move to Academic Staff.
9. Recruitment, Assessment and Selection: the campus is aligning University Staff methods with those of the more flexible Academic Staff methods.
10. Overall strategy: Looking to establish one UW-Madison-specific recruitment, assessment and selection process.
11. Workplace Flexibility continues to be important in recruitment & retention and in rectifying equity issues.
12. HR Design implementation includes providing toolkits, training and a change of culture.

Presentation: Linda Scholl of the Graduate School

We now have two somewhat distinct entities in VCRGE: Grad School and Non-Grad School/Research & Education. Seeking feedback on the possibility of starting a Grad School CASI inclusive of academic staff, university staff and LTEs.

Will this be a CASI advising the VGRE? A separate advisory group to the Dean of the Grad School was discussed.

Julie K noted there are advantages to keeping in communication across the education/Grad School and research/other VCRGE entities

Kristin H: suggested a liaison system between the two groups might suffice.

There are 14 Academic Staff in Grad School and 13 University Staff.

Julie K noted the CASI-VGRE could also review the number of CASI seats and possibly include a system for Research Policy

Wayne suggested we may be able to change our bylaws to include University Staff in the constituencies of the CASI.

Further discussion pursued on the pros and cons of achieving a way to ensure all voices can be expressed and, in turn, heard.

Sense of the CASI: Let's keep the conversation going with Heather Daniels and ASEC and let's see what transpires during the first weeks of the new dean's arrival and hear a report and update in 2-3 months.

Resume Regular Business

Review and approve minutes: Jenny moved, Moira seconded, to approve June minutes. Passed unanimously.

Discussion of April Minutes: these are in limbo and need to review the newest versions.

General Reports: None

Committee Reports: None

Other Business: None

Action Items: None

Adjournment: Kristin H moved to adjourn, second by Alex. Approved unanimously. Adjourned at 3:00pm.

Next Meeting:

Sept 14, 2015; 1:30-3:00pm at WID

Future Minutes: Judy Bauman

Submitted by Tom Zinnen