

Minutes

Office of the Vice Chancellor for Research and Graduate Education
Committee on Academic Staff Issues
Monday, March 13, 2017 from 1:30 – 3:00 pm
Bascom Hall Rm 334

Minutes: Tom Zinnen

Present: Peter Johnson, Tim Bendfelt, Nicci Schmidt, Tom Zinnen, Judy Bauman, Nagesh Adluru, Julie Schears, Julie Karpelenia, Wayne Feltz, Moira Harrington

Absent: Katie Olson, Tim Benfeldt

Convene –Meeting began at 1:32

Welcome and Chair Comments

Minutes—

Changes to December minutes sent out this morning. Julie Schears moves and Moira seconds to approve: passes unanimously

February minutes sent out this morning. Peter moves, Judy Bauman seconds approval; passes unanimously

General Reports

Impact Report: reviewed at last meeting (no quorum, however); Heather Daniels has read it, Marsha Mailick has seen it. Julie Shears moves, Peter seconds; passes unanimously.

Sharing the Impact Report: dissemination by linking it to other places and to our constituents and to Academic Staff Assembly and ASEC.

Report on ASA meeting on February 13, 2017

a) Faculty Assistant pay discussed because the minimum pay of FA's has fallen below that of teaching assistants.

b) Overview of the governor's budget proposal, including \$42 million for performance funding and \$11 million as a block grant to UW System for compensation increases for UW employees.

c) Full minutes available at <https://kb.wisc.edu/ac/page.php?id=71826>

Committee Reports

Bylaws: Nicci sent an update out this morning on CASI bylaws. Nagesh suggests being more specific on people who are appointed to fill an absence created by resignation. Term limits begin with the person's first election. Judy Bauman moves and Julie Schears seconds to approve the changes in bylaws. Approved.

Nicci asks for a start date to be added on the website to show when CASI members started. She will talk with Tim about updating that.

Personnel Policies & Procedures: Judy Bauman and Nicci continue to look into the research professor as an honorific title for academic staff. Two people in 10 years have gained it. It is like an award, and it may matter for some people's CVs.

Communications (Bendfelt): the Communications website continues to be updated.

Nominating and Districting (Feltz):

Elections: Tom Zinnen's term is expiring and he will not be running.

Professional Development (Schears)

- Julie Schears and Julie Karpelena report 11 applications for Professional Development Awards have been received by the March 10 deadline. Now for review and ranking by March 30.

Other Business

or 15 years the lobbyist for ASPRO. The governor's budget is important but the Legislature's budget and the policy items in tenure and shared government over the past 4 years are more important. Legislature is likely to revise the governor's proposed budget and especially the policy components.

The tuition cut and backfill: not sure where it will go.

\$11.6 million to pay for increase in fringe and the 2.2% increase (but that costs \$70 million) and the difference is proposed to be savings by going self-insured: \$20 million in first year and \$40 million in second year.

The Joint Finance Committee may not work off the governor's budget in three sectors: UW, K12 and Transportation. The JFC will work off the existing budget rather than what the governor has proposed in his budget.

Policy items: monitoring classroom and teaching loads. Instructional academic staff will be monitored, including the reporting and rewarding for teaching. In performance reviews, teaching is proposed as a key metric, along with 7 other metrics.

No consensus on how to respond to the drop in the ranking of the UW-Madison in NSF ranking of R&D.

Academic Freedom statute is in the budget. Nobody knows why it's in there.

Internship requirement: At least 10% of majors would have to have a 3 year bachelors. Zinnen expressed concerns about compulsory servitude.

Intellectual diversity is an issue, and the expectation of more conservative professors on campus. Legislation in Iowa is proposing distribution of faculty by party affiliation.

Insurance: JFC has final say about contracts over insurance. They have 21 days of review of proposed contracts. If no objections, then the proposal passes. If objections raised, then a hearing is required. Concerns on the private market for insurance, especially in Dane County. The driving force originally was going to self-insurance to avoid the Cadillac tax on ACA. This may change if ACA is repealed. The projections by the actuarial analysis varied between saving \$60 million and costing more. The savings are supposed to go to funding UW budget increases. Expecting no changes in rates or in coverage. Any savings will also become a pot of money that's very visible and possibly a target for future legislatures. Furthermore, in some other states legislatures deliberately underfunded insurance to squeeze the employees.

Legislators are reluctant about changes to sick leave conversion and self-insurance because they are covered under this system.

January 1, 2018 is the target date.

Minnesota switched to self-insurance about 10 years ago. But some people claim Wisconsin already has low costs because of competition, and won't gain the same savings that Minnesota saw.

Other points about the budget:

This budget is viewed as the governor's re-election budget, in contrast to two years ago, which was his presidential candidacy budget.

Fetal tissue bills; one will codify the federal law at the state level. Other one is right-to-life focused but would not call for jail time, just fines of \$50K.

Minimum age for retirement: sponsor plans to re-introduce.

PROFS and ASPRO are looking for metrics on research as well as on teaching.

Adjourn: 3:07

Next Meeting:

April 10, 2017 Bascom Rm 334

Future Minutes: