

MINUTES

Office of the Vice Chancellor for Research and Graduate Education
Committee on Academic Staff Issues
1:30 – 3 p.m., Monday, Dec. 11, 2017
Room 187 Bascom Hall
Minutes: Shane Hubbard

Convene

- Meeting was convened at 1:35 p.m.
- Present (7 voting, 1 non-voting): Moira Harrington (Vice-Chair), Denny Hackel, Julie Schears, Jason Pinnow, Julie Karpelenia, Peter Johnson, Kurt McMillen, Heather Daniels
- Not enough members attended to reach quorum

Welcome and Chair Comments

- The Chancellor's office sent out an email regarding academic staff awards. This should increase the visibility of academic staff on campus

General Reports

Secretary of Academic Staff reports

- Heather Daniels was our guest speaker for the meeting.
 - Heather shared a number of shared governance documents with the group and briefly discussed the relationships between shared governance and administration on campus. She also discussed how many of the shared governance groups are related to each other.
 - She shared additional information on the Title and Total Compensations Study. HR was to release a final report of the study in early January. In February the Assembly was to vote on whether to endorse the report/results/recommendations
 - One of the important items that will result is how the benefits packages will look under the new system between University staff and Academic staff.
 - There has been a discussion to allow for tuition reimbursement for Academic Staff interested in taking additional courses on campus.
 - Heather discussed the move of UW Cooperative Extension to the UW-Madison campus and how that will impact governance.
 - Heather also discussed the newest changes to Performance Management. A staff survey would be coming out soon.
 - She was going to hold an Academic Staff chat to discuss how indirect costs are transferred. There have been multiple questions about indirect funds recently.
- Shane Hubbard discuss the progress of the Ad Hoc Committee on Scientific Research Titles.
 - The committee was formed to look at research titles on campus in general and to look at a new title, research professor, closely
 - The committee has been working since October and are wrapping up at the end of December. They will provide a report to ASEC in February.

- The committee has looked at 20 peer institutions on how they approach titling for research scientists and specifically how they use (or don't use) the title of research professor.
- The committee has also engaged a number of internal groups on campus to determine the impacts this position would have on their units.
- The hope is that ASEC and the Faculty Assembly will vote on the Ad Hoc Committee's report before the end of the semester.

Committee Reports

Personnel Policies and Procedures/HR Design (Bauman)

- Deferred to next meeting

Communications (Bendfelt)

- Deferred to next meeting

Nominating and Districting (Johnson)

- Peter Johnson and Shane Hubbard will be working on collecting the most current data on population counts in each district. Also there have been additions to who our CASI represents, such as WEI.

Professional Development (Schears)

- Deferred to next meeting

Other Business

District membership (Johnson)

- Peter Johnson and Shane are going to move the redistricting forward in the hopes of having needed changes identified by March. Also discussed the need to run our redistricting ideas past Marsha Mailick.

CASI Brown Bag Session (Hackel)

- Denny Hackel attended the Brown Bag. He noted a few items that were of interest to our CASI. SMPH holds town hall meetings and they also have service accounts to connect with their members. He posed whether our CASI should consider having service accounts. He also mentioned the Law School is looking into tuition reimbursement.

CASI Information Sharing (ATTACHED) (Harrington)

New item(s):

- Proposal to increase attendance and participation of CASI members. This was a continuing discussion from last meeting. We should identify the specific causes for attendance issues.
- Possible Hail/Farewell after the June meeting

Future topics

Possible center tours

RSP

Wisconsin Energy Institute

- **Primate Center** - scheduled for March

Institute on Aging

Bock Labs, which encompasses Institute for Molecular Virology, the Physical Sciences Lab and the Laboratory of Cellular and Molecular Biology

Research Animal Resource Center

Wisconsin Press

Possible invited speakers/topics

Isabelle Girard, director of campus research cores

Heather Daniels, secretary of academic staff

Nick Novak – re-invite, assistant vice chancellor for research services

UW2020

- Norman Drinkwater, future interim Vice Chancellor

Adjourn

- Peter Johnson made a motion to adjourn, Denny Hackel seconded motion

Next Meeting

Monday, February. 12, 1:30 – 3 p.m., Room 334 Bascom Hall

Future Minutes

Jay Krafft

Letter From Ad Hoc Committee on Research Scientist Titles



November 7, 2017

Marsha Mailick, Ph.D.
Vice Chancellor for Research and Graduate Education
333 Bascom Hall
500 Lincoln Drive
Madison, WI 53706

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Dear Dr. Mailick and Dr. Connor,

Thank you for sharing your draft of a proposal to establish the Research Professor title series with our Ad Hoc committee on Research Scientist Titles. We appreciate that central administration sees this as an important issue and are pleased to hear that broad support has been expressed. Both ASEC and the Ad Hoc Committee on Research Scientist Titles have reviewed your draft proposal and appreciate your support for implementing the Research Professor title series.

Our Ad Hoc committee is currently in the midst of conducting research pursuant to our charge, which is to obtain information regarding the use of Research Professor and Scientist titles at peer institutions. We approach this responsibility with the primary objective of conducting a thorough, accurate, and methodical review. Upon completion of this process, we plan to provide a report detailing both our findings and subsequent recommendations on the issue of establishing the Research Professor title series and incorporation of such a title with the existing Research Scientist title series at University of Wisconsin-Madison. We anticipate completing our charge and report such that a recommendation can be provided to ASEC this spring, thus enabling the shared governance process to proceed and a resolution brought to the faculty senate during this academic year.

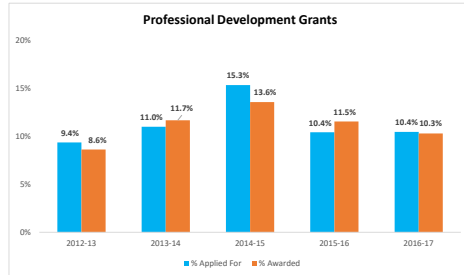
We are grateful for early input on this topic from the Office of the Vice Chancellor for Graduate Research and Education. The future of the Scientist title series and potential introduction of a Research Professor title is an important issue to academic staff, and we appreciate that central administration acknowledges this significance. That being said, we are committed to doing all we can ensure that the interests of all academic staff are fairly represented and that we observe the established processes and norms of shared governance. Given the time and opportunity to conduct a comprehensive review, our committee is confident that we will be able to provide an informed and thorough recommendation to central administration for the establishment of the Research Professor title series.

Sincerely,
Members of the Ad Hoc Committee on Research Scientist Titles

OVCRGE Recognition Award Snapshot

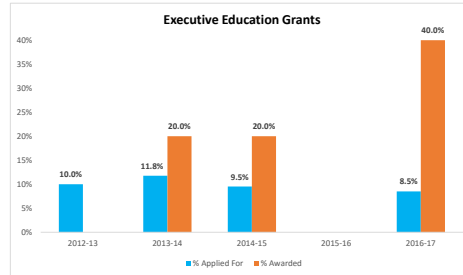
Academic Staff Recognition Opportunities Snapshot - Office of the Vice Chancellor for Research and Graduate Education

Total Percentage of Academic Staff on Campus: 8.3%



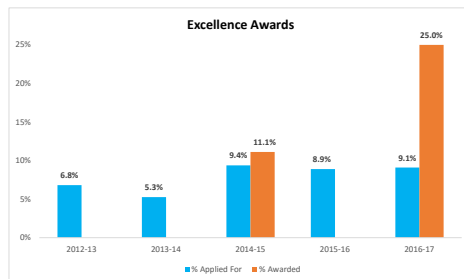
5-Year Average of Applications: 13.2
5-Year Average of Awards: 6.6

<http://acstaff.wisc.edu/professional-development/grants/academic-staff-professional-development-grants/>



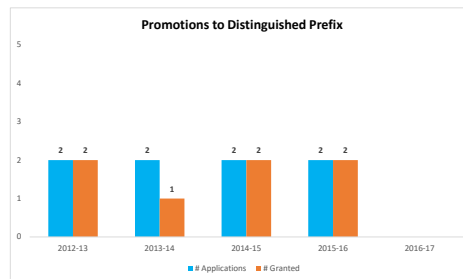
5-Year Average of Applications: 2.4
5-Year Average of Awards: 0.8

<http://acstaff.wisc.edu/professional-development/grants/academic-staff-executive-education-grants/>



5-Year Average of Applications: 3.2
5-Year Average of Awards: 0.6

<http://acstaff.wisc.edu/professional-development/awards/uw-madison-academic-staff-excellence-awards/>



5-Year Average of Applications: 1.6
5-Year Average of Awards: 1.4

<http://acstaff.wisc.edu/personnel/distinguished-prefix>