

MINUTES

Office of the Vice Chancellor for Research and Graduate Education
Committee on Academic Staff Issues
1:30 – 3 p.m., Monday, April 9, 2018
Room 334 Bascom Hall
Minutes: Moira Harrington

Present: Julie Schears, Jennifer Heinritz, Denny Hackel, Moira Harrington, Judy Bauman, Shane Hubbard, Jason Pinnow, Peter Johnson and Nagesh Alduru and guest Terri Liebmann with the Aquatic Sciences Center

Convene

Presentation on the Title and Total Compensation Study

Meghan Owens, director of compensation and titling at the Office of Human Resources and a member of the committee presented remarks and responded to questions and comments.

The study is now at the point of formulating standard job descriptions and assigning a salary value to those descriptions. It is in the early stages. It is based on data-gathering from peer institutions, the UW System and an analysis of the Madison market. The titles will be tied to market salary ranges. The titles are very generic right now and will focus not on job activities but on job responsibilities. These will serve as a sort of framework for each job and then many individualized details from units, departments and schools will be filled in as needed at each level. This will also determine new salary ranges that will move with the markets. No current employee will see their base pay cut.

Public presentations/forums will be held starting the week of April 23. This phase of the study will be completed in the fall but there is no specific end time at this point—could be September or October.

Following this phase, the study members will turn to a discussion on benefits analysis. That, like previous phases of the study that have included determining job families and now the job descriptions, will be strategic and complex.

Welcome and Chair Remarks

Congratulations to Denny Hackel who will be the next vice chair of the committee, effective July 1, 2018. Thank you to Jason Pinnow who also had agreed to have his name on the ballot.

Update to the committee that our CASI voted via email after the March 2018 meeting to sign on to a letter prepared by the Law School CASI asking the Title and Total Compensation Study consider a tuition assistance benefit for academic staff as is the practice at all other Big 10 schools.

General Reports

ASA/ASEC reports

Hackel and Hubbard reported the Assembly had voted to accept a report on research titling. Hubbard served as a co-chair of the Ad Hoc Committee on Research Scientist Titles.

Megan Spurgeon was the other co-chair. The two had also recently presented to the University Committee. Now, the committee report will go to the Faculty Senate. Expect action in the fall. The proposal would not set up a tenure track process for PhD academic staff members who may want to strive for this research scientist title but would set them up for PI status and a faculty designation, as well as provide 5% of their time to prepare grant proposals. Those with this title would also only be eligible to apply for external grants, not participate in internal competitions such as UW2020. The proposal is based on extensive external review of how other universities approach this. Only the UW and Indiana University in the Big 10 don't do this. The thinking is that this provision would assist with recruitment and retention and boost UW-Madison's conversion rate in securing external grants.

Committee Reports

Personnel Policies and Procedures/HR Design (Bauman)

No update at this time.

Communications (Bendfelt)

No update at this time.

Nominating and Districting (Johnson)

See attached draft districts. Schears and Johnson will speak offline about the Waisman Center districts. The goal is to get these districts set before calling a July election for some of the seats. There may be a final proposal for the committee's approval in May.

Professional Development (Schears)

Recommendations for the professional development grants has been forwarded.

Other Business

Approved minutes from March 2018 meeting.

Possible center tours

RSP

Wisconsin Energy Institute

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

Nick Novak—re-invite—assistant vice chancellor for research services
UW2020
UW External Relations, Ben Miller
Equity and Diversity Committee member on mindfulness in the workplace

Adjourn

Next Meeting

Monday, May 14, 1:30 – 3 p.m., Room 334, Bascom Hall

Future Minutes

Katie Olson