2014-15 Academic Staff Governance Priorities

Job Security

- Collect school/college/division policies for rolling horizon appointments
- Develop educational materials about job security for Deans, etc.
    - Ad hoc committee to analyze job security data and school/college/division policies to provide recommendations for campus-wide best practices
    - Determine if changes to current policy for job security are needed
- Provide educational opportunities for academic staff using other campus organizations (e.g. MASA)
- Report from ad hoc committee on bridge funding

HR Design

- Engage assembly with procedures and policies
    - Need to be able to have input and have time to discuss (breakout sessions after)
- Create ad hoc committees to consider some aspects (e.g. titling, performance management)
- Be involved in the creation of policies
- Strengthening HR advisory committee
- Work with HR to establish timeline and receive communication of changes
- Work with Classified Staff Executive Committee (CSEC) and University Committee (UC) on common issues

Benefits and Compensation

- Consider creation of ad hoc committee on new compensation structure
- Advocate for equity with faculty
- Work with University Committee
    - Pay plan decoupling
    - Critical Compensation Fund
- Communicate with academic staff on other system campuses regarding pay plans
- Analyze data on benefits' relationship to compensation and communicate findings

Professional Opportunities

- Training
    - Work with OHRD on documentation for personnel files of completion of training courses/modules
    - Increase awareness of existing OHRD courses and investigate possible courses specifically for academic staff
    - Continue to work towards tuition benefits for academic staff
    - Promotion and communication for training opportunities
        - Academic staff website/calendar
    - Pursue additional sources of funding for academic staff professional development
- Multiple Roles
    - Continue work on establishing professorial titles

Engagement

- CASIs
    - Continue sharing best practices
    - Presentation to Deans Council regarding importance of CASIs
- Provide central funding for academic staff 100% supported by federal grants to participate in governance
    - Analyze data on academic staff funding sources as related to governance participation
- Publicity
    - Utilize academic staff website to promote academic staff activities, news, and events
    - Use ASPRO, ASA, and ASEC to promote value of governance roles for academic staff