

Academic Staff Governance Priorities for 2009-2010

Academic Staff Assembly Document #414

Priority Areas

1. How Best to Support Academic Staff as We Face Furloughs
2. Protecting rights of Academic Staff during Collective Bargaining
3. Improving Operational Effectiveness
4. Updating and Expanding Policies and Procedures
5. Building Strategic Relationships

| Priority: Support AS as We Face Furloughs (<i>Charlene Krembs and Valli Warren</i>) | | |
|--|--------------------------|--------------------------------------|
| Action Steps | Responsible Person/Group | Time Frame/ Dates (Year 1, D/M/Y) |
| 1. Request additional professional development funds from Provost and UW System Administration | Secretary, PDRC | December 2009- January 2010 |
| 2. Communicate the positives to having furloughs... <ul style="list-style-type: none"> - advice on how to spend furlough time volunteering - provide info on rate/title changes and reclassifications as a way to recognize and retain valuable staff - provide info on professional development options - publicize the sacrifice being made by UW staff relative to other state universities (CA, HI, etc.) | ASEC, Secretary, CC | February 2010 |

Acronym Key

| | |
|---|---|
| APO = Academic Personnel Office | CEBC = Compensation and Economic Benefits Committee |
| AS = Academic Staff | DRC = Districting and Representation Committee |
| ASEC = Academic Staff Executive Committee | PDRC = Professional Development and Recognition Committee |
| CC = Communications Committee | PPPC = Personnel, Policies and Procedures Committee |

| Priority: Protecting Rights of Academic Staff during Collective Bargaining (<i>Heather Daniels</i>) | | |
|--|-----------------------------------|---|
| Action Steps | Responsible Person/Group | Time Frame/Dates (Year 1, D/M/Y) |
| Establish contact with campus task force | ASEC | Completed |
| Form Collective Bargaining (CB) Ad Hoc Committee | CC, PPPC, CEBC, ASEC and other AS | Completed |
| Conduct Research Survey if needed possibly using AS reps | CB Ad Hoc | December 2009 |
| Collective Bargaining Web page with information and FAQ's | CB Ad Hoc | January 2010 |
| Seminar/Brown Bag/Panels dealing with: <ul style="list-style-type: none"> • What happened • Information • Historical perspective • FAQ's • Timeframe • Comparables – merit comparisons | CB Ad Hoc | Spring 2010 |

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| Priority: Improving Operational Effectiveness – Governance as a Whole (Carla Love) | | |
|---|--|---|
| Action steps | Responsible Person/Group | Time Frame/Dates (Year 1, d/m/y) |
| Assembly <ul style="list-style-type: none"> • Draw reps to first meeting through email; include link to new web site • Explore new space for meetings • Build community at assembly meetings (bring together groups for a purpose) • List serves for Distrists • .pdf's for attachments • Summaries of business in emails to districts • Nametags for Assembly | Secretary ASEC ASEC DRC, Secretary Secretary Secretary Secretary | Completed Spring 2010 Ongoing Ongoing Completed Ongoing Completed |
| Standing Committees <ul style="list-style-type: none"> • Chairs meet once this fall to share information (evaluate usefulness and report back in January) • Improve communication from the Secretary's office (new position and better use of S&E budget: data bases and tech support) • Secretary to attend Standing Committee (SC) meetings if invited (get better global perspective) • Review information sharing process, consider using tools like mywebspac | ASEC Secretary Secretary, SC Chairs SC Chairs | Completed Spring 2010 Ongoing Ongoing |
| Academic Staff at Large <ul style="list-style-type: none"> • Explore possibility of direct communication between Secretary and all academic staff • Publicize achievements of governance | Secretary ASEC, Secretary | Completed Ongoing |
| ASEC <ul style="list-style-type: none"> • Review previous year's strategic plan and its results at the beginning of the next year's planning meeting • Convene January meeting with ASEC and SC Chairs | ASEC ASEC | Summer 2010 Fall 2010 |

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| Priority: Policies and Procedures (Daña Alder) | | |
|--|--|---|
| Action steps | Responsible Person/Group | Time Frame/Dates (Year 1, d/m/y) |
| Revise annual practice of review for academic staff job security with required report back to HR | PPPC | October 2009 |
| Monitor progress on implementing instructional leave program | ASEC Return to CEBC if possible | Spring 2010 |
| Establish equitable policies and procedures for academic staff that address job security, titling, and pay issues. Examples are: <ul style="list-style-type: none"> Limited appointments for those hired from outside without co-terminous academic staff appointments and frozen co-terminous appointments for internal candidates Assistant directors and assistant deans as limited appointments who are not making policy The use of the clinical professors' title and impact on academic staff governance Category A maxima Percentages of Instructional Staff appointments Review performance evaluation expectations | ASEC, PPPC, CEBC, APO | May 2010 initial report, move Category A out of CEBC to PPPC. |
| Work with the Provost, Graduate School, and HR to develop a communication strategy to educate Deans, Department Chairs, Pl's, and academic staff on the 'de minimis' policy and to provide supplementary funding as necessary to ensure participation in academic staff governance | Provost, Graduate School Dean, ASEC, PPPC, CEBC | May 2010 |
| Monitor impact of lack of merit raises on salary compression for Academic Staff | ASEC, PPPC, CEBC | End of 2010-2011 |

Note:**Improving operational effectiveness:**

There is a need for a personnel information system that provides the data needed for equitable development of academic staff policies and procedures.

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| Priority: Building Strategic Relationships and Communications (Jo Ann Carr and Mary Ray) | | |
|--|---------------------------------|---|
| Action steps | Responsible Person/Group | Time Frame/Dates (Year 1, d/m/y) |
| Meet with Standing Committee Chairs | CC | Completed |
| Explore ways to encourage dialogue among academic staff and governance entities | CC and ASEC | End of 2009-2010 |
| Make governance information more directly accessible and understandable among academic staff | C | 2009-2010 |
| Develop a communications matrix/flowchart for each major topic and the appropriate conduit for communicating the topic Topics can include Collective Bargaining, Professional Development, profiles of academic staff members | CC | 2009-2010 |
| Identify and establish regular dialogues with key partners Partners can include: Madison Academic Staff Association (MASA), Committee on Academic Staff Issues (CASIs), faculty, classified staff, ASM/students, campus news outlets, news media, legislative (via State Relations), Academic Staff Public Representation Organization (ASPRO), University Committee, unions (WPEC, AFT, etc.), Office of State Employment Relations (OSER), and other partners | ASEC | 2009-2010 |
| Explore ways to introduce issues to the Assembly and encourage feedback, input and involvement earlier in the process Look into implementing RSS feed and other communications tools on Academic Staff website, etc. | CC | 2009-2010 |

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