

Academic Staff Governance Annual Report

July 1, 2011 – June 30, 2012

Represented Academic Staff in Campus and UW System Initiatives:

- The Academic Staff Executive Committee (ASEC) developed a list of personnel issues to be kept in mind in the HR design process, reviewed and responded to all HR work team reports and continues to provide recommendations to HR design process as it is finalized. (<http://hrdesign.wisc.edu/> and <http://acstaff.wisc.edu/academic-staff-resources.htm>)
- ASEC represented the interests of academic staff on the Administrative Excellence Advisory Committee (<http://adminexcellence.wisc.edu/>)
- ASEC recommended two academic staff members who served on the Ad Hoc University Committee to Review the Division of International Studies.
- The Academic Staff Assembly (ASA) invited Aaron Brower to share information on the Educational Innovations Initiative.
- ASEC participated in a UW-Madison governing bodies' meeting with Board of Regents' President Spector, Regent Falbo (chair of the legislative committee charged with a review of the UW System) and Regent Bartell.
- ASEC presented testimony to the UW System Special Task Force on UW Restructuring and Operational Flexibilities.
- ASEC collaborated with Jeff Russell, Dean of the Division of Continuing Studies, to organize an incubator session on Educational Innovation for academic staff.
- ASA passed a resolution in support of the UW Madison policy prohibiting employees to carry firearms or weapons while in the course of employment, unless it is necessary as determined and approved in advance by the chancellor or designees.
- ASA passed resolutions celebrating the 100th anniversary of the Wisconsin Idea and calling for a new social compact with the State of Wisconsin.

Supported Professional Development and Recognition of Academic Staff.

- The Professional Development and Recognition Committee (PDRC) approved funding of 68 professional development grants. (<http://acstaff.wisc.edu/professional-development-and-recognition-committee-pdrc.htm>)
- PDRC selected five academic staff members for grant-funded participation in the Executive Education Program (<http://acstaff.wisc.edu/professional-development-and-recognition-committee-pd.rc.htm>)
- ASEC and the Office of the Secretary of the Academic Staff (OSAS) co-sponsored and coordinated the Academic Staff Institute attended by over 100 academic staff.
- PDRC funds supported scholarships for 75 academic staff for the Big Learning event. (<http://acstaff.wisc.edu/professional-development-and-recognition-committee-pd.rc.htm>)
- OSAS sponsored six Roundtable sessions for academic staff and faculty.
- PDRC selected nine Academic Staff with for the 2012 Excellence Awards. (<http://acstaff.wisc.edu/professional-development-and-recognition-committee-pdrc.htm>)
- The Mentoring Committee (MC) expanded the mentoring program to serve 42 pairs of academic staff mentors and mentees. (<http://acstaff.wisc.edu/mentoring-committee.htm>)
- ASA honored LaMarr Billups, Maureen Grant, Rebecca Holz, Jim Steele, and John Torphy with memorial resolutions.

- ASEC and the ASA provided leadership opportunities for 225 academic staff through appointment or election to the ASA, academic staff committees, shared governance committees, and faculty committees with academic staff representation with support from the Nominating Committee (NC) and the Districting and Representation Committee (DRC).
- ASA formally recognized Margaret Harrigan, recipient of the Women's Philanthropy Council Champion Award.
- ASEC and OSAS submitted a successful nomination for the College of Letters & Science FIGS program, led by Greg Smith, for the Regents' Teaching Excellence Award.
- OSAS promoted the artistic contributions of academic staff through art exhibits of works by Kandes Elliot and Andy Rubin.
- ASEC recommended Jim Steele for the Student Personnel Association's (SPA) UW-Madison Chancellor's Award.
- ASAC sponsored a workshop on the academic staff appeals process for 50 academic staff.
- NC identified 99 candidates for service on academic staff committees, shared governance committees, and faculty committee with academic staff representation.
- ASEC and the Compensation and Economic Benefits Committee (CEBC) participated in the campus Benefits Fair to communicate the role of academic staff governance and the benefits available to academic staff.
- Personnel Policies and Procedures Committee (PPPC), in collaboration with OSAS, held an orientation session for the Chairs of the Area Review Committees and the Chair of the Distinguished Prefix Review Committee and participated in orientation for new members of the Academic Staff Appeals Committee.
- Members of the PPPC, in conjunction with members of the CEBC, formed the Distinguished Prefix Guidelines Committee, which rewrote guidelines in order to make the Distinguished title prefix more widely attainable.

Engaged Campus Leadership

- ASEC recommended academic staff members for search and screen committees for the Chief Information Officer, the Vice Provost for Libraries, Associate Vice Chancellor for Facilities Planning and Management, and Assistant Vice Chancellor for Business Services as well as for the deans for the College of Engineering, the School of Veterinary Medicine, and the School of Human Ecology.
- ASEC met with candidates for the Dean of Veterinary Medicine, Dean of the College of Letters and Science, Director of Advising, and provided recommendations regarding candidates.
- ASEC met with new campus leaders, François Ortalo-Magné, Dean, School of Business; Margaret Raymond, Dean of the Law School, Bruce Maas, CIO; Jeff Russell, Dean of the Division of Continuing Studies, Bob Lavigna, Director of OHR, and Patrick Kass, Director of Transportation Services to provide information on the roles and perspectives of academic staff.
- ASEC, in concert with the University Committee (UC) and the Associated Students of Madison (ASM), submitted a request to the UW System Administration asking that Interim Chancellor David Ward's appointment be extended for a second year.
- ASEC, ASA, and the Ad Hoc Committee on Budget Issues, Policies, and Strategies (BIPS) established ongoing relationships with Interim Chancellor David Ward, Provost Paul Deluca, Vice Chancellor Darrell Bazzell, Vice Provosts Steve Stern and Aaron Brower, Associate Vice Chancellor Sue Riseling, Dean of Students Lori Berquam, CIO Bruce Maas, and Damon Williams, Vice Provost for Diversity and Climate.
- Academic staff and ASEC members presented academic staff issues at a "Chairs' Chat" to increase understanding among Department Chairs regarding the roles and contributions of academic staff.

- The Communications Committee (CC) collaborated with UW Communications to increase awareness of academic staff through the development of profiles of individual academic staff members in “Inside UW-Madison.”
- ASEC provided the perspective of academic staff on the revised “Rehired Annuitants Policy.”

Advocated for Academic Staff In Issues of Budget, Compensation, and Roles Within University Community

- ASEC and BIPS recommended guidelines and processes for the Critical Compensation Fund.
- CEBC began the development of ‘plain language documents’ to explain personnel policies
- The Ad Hoc Committee on the Impact of the Budget Repair Bill assessed the impact of this legislation on academic staff through a survey completed by over 1800 academic staff members.
- ASEC established an Ad Hoc Committee on Multiple Roles to address policy and practice issues impacting academic staff with the ability to teach, conduct research, and participate in outreach activities.
- PPPC advocated for job security for academic staff by reviewing of the latest annual job security report, presenting on job security at the Academic Staff Institute, and consulting with ASEC on the recommendations with regard to job security in the new HR system.
- ASEC, in collaboration with UC and ASM, participated in an ad hoc committee on shared governance which issued a report in the late spring of 2012.

Other:

- CC fostered professional growth for students by providing intern opportunities for undergraduates with their committee.
- ASA recognized the contributions of Steve Stern to advancing the role of academic staff through presentation of the Friend of Academic Staff Award.
- ASA passed a resolution honoring Elaine Staley for her long service as ASA Parliamentarian.
- ASEC contributed to a culture of shared governance through meetings with the chairs of the Associated Students of Madison, the Council of Non-Represented Classified Staff, and the University Committee.
- ASEC met with Katherine Lyall, President Emerita of the U.W. System, and Paula Bonner, President and CEO of the Wisconsin Alumni Association, to increase the UW Foundation’s understanding of academic staff.
- DRC improved communication between ASA representatives and their constituents by implementing a new process for automatic population of district e-mail lists

2011-2012 Academic Staff Standing and Ad Hoc Committees

Standing Committees

- *Academic Staff Executive Committee*
 - Daña Alder (*vice-chair*)
 - Marwa Bassiouni
 - Heather Daniels (*chair*)
 - Denny Hackel
 - Nik Hawkins
 - Jason Keaton
 - Heather McFadden
 - Jim Maynard
 - Ben Rodriguez
 - Jeff Shokler
 - Jim Steele
 - Valli Warren

- *Communications Committee*
 - Bob Ash
 - Diane Doering
 - Jennifer Dykema
 - Greg Iaccarino (*co-chair*)
 - Mark Lilleleht
 - Alice Pulvermacher (*co-chair*)
 - Bob Retammel
 - Sonya Sedivy

- *Compensation and Economic Benefits Committee*
 - Ana Araujo
 - Lea Aschkenase
 - Maya Holtzman
 - Michele Mickelson
 - Bob Purvis
 - Dennis Ray (*chair*)
 - Karen Tusack
 - Eliza Waters
 - Alec Widerski
 - Beth Ann Workmaster

- *Districting and Representation Committee*
 - Brian Deith (*co-chair*)
 - Anne Gunther
 - Gene Masters
 - Tori Richardson
 - Mark Werner (*co-chair*)
 - Thomas Wright

- *Mentoring Committee*
 - Dan Aerts
 - Jeffrey Gehrke
 - Kristin Haakenson
 - Julie Klein
 - Trici Schraeder

- Dioja Selimi (*co-chair*)
- Brenda Spychalla (*co-chair*)
- Justin Stolarik
- Angela White

- Nominating Committee
 - Donna Cole (*co-chair*)
 - Steve Devoti (*co-chair*)
 - Barbara Gerloff
 - Lisa Jansen
 - Will Lipske
 - Lance Rodenkirch
 - Consuelo Springfield
 - Sheila Stoeckel
 - Tom Brown
 - Laura Van Toll

- Professional Development and Recognition Committee
 - Bob Agasie
 - Colleen Barrett
 - Danielle Benden
 - Elisabeth Foster
 - Ralph Grunewald
 - John Klatt
 - Scott Mellor (*co-chair*)
 - Alison Rice
 - Curtis Ryals
 - Jane Terpstra (*co-chair*)
 - Nola Walker

- Personnel Policies and Procedures Committee
 - Melissa Amos-Landgraf
 - Mo Bischof (*co-chair*)
 - Deb Brauer
 - Bruno Browning (*co-chair*)
 - Jeanne Hendricks
 - Nancy Krattiger-Ziltener
 - Marsha Mansfield
 - Rebecca Ryan
 - Linda Scholl

Ad Hoc Committees

- Ad Hoc Committee on the Impact of the Budget Repair Bill
 - Lisa Aarli
 - Gail Casper
 - Jan Cheetham
 - Arrietta Clauss
 - Mike Foster
 - Greg Iaccarino
 - Kate Kowalski
 - Denise Laitsch
 - Christine Lupton
 - Tim Olander
 - Bob Rettammel
 - Sonya Sedivy
 - Lisa Simonds
 - Amy Timm
 - Jessica Will
- Ad Hoc Orientation Materials Committee
 - Linda Endich
 - Ralph Grunewald (*chair*)
 - Greg Iaccarino
 - Lauren Klink
 - Consuelo Springfield
 - David Macasaet
 - Bob Minberg
 - Tonia Peters
 - Sandra Wald
- Advisory Committee on Budget Issues, Policies, and Strategies
 - Russell Dimond (*chair*)
 - Dang Chonwerawong
 - Heather Daniels
 - Margaret Harrigan
 - Robin Kurtz
 - Karen Tusack (*ex officio*)