

2013-2014 Academic Staff Governance Priorities

Background:

In August, academic staff were asked to fill out a survey to help define academic staff governance priorities for 2013-2014 and over 1200 responses were received. An identical survey was also sent to those involved in academic staff standing committees, ad-hoc committees, and ASEC.

The top four priorities based on the total number of votes from the academic staff survey included:

1. Category A maxima
2. HR Design
3. Morale
4. Multiple Roles

The top four priorities based on the total number of votes from the governance survey included:

1. Bridge Funding
2. Engagement
3. Morale
4. Multiple Roles

From the two surveys, five priorities were selected to be discussed at the annual planning meeting. These included:

1. Category A Maximum (Lift the current maxima to allow Category A academic staff (mostly non research and teaching academic staff) to earn salary increases beyond the maxima. Salary ranges are only increased by the same percent as the state pay plan. Currently, approximately a quarter of academic staff who have caps are within 10% of, at, or exceed the cap.)
2. Morale (including monetary issues) and Climate (including civility)
3. Multiple Roles (Allow academic staff to teach and do research or teach and do administration. Right now, many academic staff are limited in the number of roles they can hold on campus.)
4. Bridge Funding (Funding mechanism to provide funding academic staff researchers between grants)
5. Engagement in Governance.

Please note: HR Design was removed because most of the HR design elements that impact academic staff this will not be implemented until 2015. Academic staff governance is involved in the elements that are currently moving forward.

Standing committee chairs, ad-hoc committee chairs, and ASEC met to discuss these five priorities and determine the top three areas for academic staff governance for this year. By choosing three concentrated areas, academic staff governance can be responsive to emerging issues, but continue ongoing work in areas important to academic staff. ASEC is in the process of identifying improvements in both the Survey and Priority processes and will address them prior to the next year's process.

Priorities

Priority: Morale

- **Increase recognition opportunities for academic staff**
- **Promote value of academic staff with campus leaders and others**
- **Promote/Partner with others (MASA/Ombuds/OHRD, etc.) to support collegial relationships**

Priority: Compensation

- **Collect peer data on bridge funding**
- **Re-evaluate Compensation and Economic Benefits committee (size and scope)**
- **Charge evaluated CEBC committee to work on Compensation Portfolio and HR Design Opportunities**

Priority: Engagement in Governance

- **Bring issues to Academic Staff Assembly for debate**
- **Create list of accomplishments for Academic Staff Governance**
- **Create strategy to bring more people into governance**