

**Minutes
Academic Staff Executive Committee
2:00 p.m. to 4:30 p.m.
Thursday, September 22, 2011
67 Bascom Hall**

Members Present: Daña Alder (Vice-Chair), Marwa Bassiouni, Heather Daniels (Chair), Nik Hawkins, Ben Rodriguez, Jeff Shokler, Jim Steele

Others Present: John Dowling, Denny Hackel, Patrick Kass, Bob Lavigna, Steve Lund, Dennis Ray, Eden Inoway-Ronnie, Steve Stern

Absent: Valli Warren

Call to Order/Agenda Review

The meeting was called to order by Chair, Heather Daniels at 2:00 p.m.

Automatic Consent Business

ASEC minutes approved for Thursday, September 8, 2011, approved with correction for Friday, September 16, 2011.

PROVOST UPDATE: Eden Inoway-Ronnie, Chief of Staff

- Discussed upcoming SOHE Dean and Library Director searches.

GUEST: Steve Stern, Associate Vice Chancellor for Faculty and Staff

Opportunities and Challenges of Creating a New Personnel System discussed as follows:

- Composition of membership in work groups should consist of individuals bringing creative ideas to the table, rather than numbers to fill a traditionalist formula of representation.
- Creation of policies should allow for the fact that future pay plans are unlikely to serve as a main source of advancement. At the same time, salary and career step advancements should not remain horizontal after an initial 10-12 years of service.
- Opportunity to determine the development process and culture of evaluation and engagement. Increased career advancement steps cannot be viewed as entitlements; therefore, a sound system of engagement and evaluation is important.
- Careful consideration of principles and approaches are needed to phase in a new system in a fair and rational manner when funds and capacity are not available.

Steve will meet with Heather and Donna to look at the list of academic staff personnel issues currently being developed by ASEC.

GUEST: Patrick Kass, Director of Transportation Services

Patrick addressed the following concerns raised by ASEC:

- Service and vendor parking: these spaces are meant to replace departmental permits.
- Installation of new gate equipment in parking structures in progress: hourly parking will take the place of half-day and full-day parking. As the proposal currently stands, evening parking (in lot 20 and 17) will be made available to graduate students at \$40.00/year.
- Disability Parking: currently half the disabled spaces do not meet federal regulations. A primary goal of transportation services is to bring all spaces up to code.
- Patrick explained that surveys identified abuse of the DOT spaces on campus, thus a large number will be converted in surface lots to UW permit.

- Parking structures will have spaces that can use either DOT or UW permits. The change in the number of total spaces is due to right-sizing the supply with the demand.
- Visitors may purchase daily permits; permit restrictions will exist only during the day until 4:30 p.m. DOT permits are allowed on evenings and weekends.
- University Transportation Committee serves in an advisory capacity primarily regarding parking rates.

GUESTS: Steve Lund, Director APO and John Dowling, Senior University Legal Counsel
Concealed Carry Policy

- This will be a campus policy, and not an ASPP policy. Steve and John requested ASEC review and share this with Assembly.
- ASEC will discuss this further on September 29, 2011.

GUESTS: Bob Lavigna, Director OHR and Steve Lund, Director APO

Bob reviewed the proposed structure for development of a personnel system. Administration's goal is to have a design for the system in place by February 2012, while working closely with JCOER (Joint Committee on Employment Relations) to approve this plan in July, 2013.

- Governance groups will be represented on the Advisory Committee which will report to the Project Managers, Steve Lund and Mark Walters and Project Leader, Bob Lavigna.
- Fundamental parameters: this is a civil service system and decisions will be based on merit and practice. Due process and just cause will be preserved.
- Work teams will focus on different personnel issues i.e., job security, compensation, career steps, recruitment and retention, etc.
- Request ASEC recruit for advisory committee and work teams.

BUSINESS

Convene in Closed Session Pursuant to Wis. Stats. 19.85(1)(c), and (f)

- SOHE Search and Screen
- Chancellor's Search and Screen Committee

Reconvene in Open Session

October Assembly Agenda

Next ASEC Meeting, September 29, 2011 - for decision

Guests: Interim Chancellor David Ward, Allie Gardner, ASM Chair, Nicholas Brigham Schmuhl, ASM Shared Governance Chair.

Convene in Closed Session Pursuant to Wisc. Stats. 19.85 (1) (c)

- Committee Appointments

Reconvene in Open Session

Concealed Carry Policy

Finalize October Assembly Agenda

Principles for UW-Madison Personnel System Review from Badger Working Group

Review Existing Personnel Salary Issues

Planning Document Priorities 2 and 3

Next ASEC Meeting, October 6 - for decision

Meeting Adjourned at 4:55p.m.

Minutes submitted by Donna Silver, Secretary of the Academic Staff