

***Approved 3/15/12 With Corrections***      **Minutes**  
**Academic Staff Executive Committee**  
**2:00 p.m. to 4:30 p.m.**  
**Thursday, March 8, 2012**  
**67 Bascom Hall**

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***Members Present:*** Daña Alder (Vice-Chair), Marwa Bassiouni, Denny Hackel, Nik Hawkins, Jim Maynard, Heather McFadden, Robert Newsom, Jeff Shokler

***Others Present:*** Don Nelson, Steve Stern, Bret Vlach

***Absent:*** Heather Daniels (Chair), Donna Silver, Secretary of the Academic Staff

***Call to Order/Agenda Review***

The meeting was called to order by Vice-Chair Daña Alder at 2:00 p.m.

***GUEST:*** Bret Vlach, Labor Licensing Policies Committee

- Bret gave an update of adidas situation.
- Code of conduct at issue.
- Bret to send information to the Secretary of the Academic Staff regarding amount of money adidas due to pay.
- Daña asked for update on March 9, 2012 Labor Licensing Policies Committee meeting and also asked that Bret Vlach be invited to next ASEC Meeting, March 29, 2012 – pending priority of guests for future meetings.

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

- Redesign teams continue to work. Two main areas of importance: Definition of a performance-tied position, and a six-step career cycle.
- Steve will be awarded the Friends of the Academic Staff Award.
- Concern regarding University Committee stripping out religious holidays from academic calendar in that sees potential conflicts that are easy to anticipate. More professors, staff, students will not realize there a religious holiday may need to be considered.
- Faculty Diversity Committee to help to attract a more diverse pool.

***GUEST: Don Nelson,*** Assistant to the Chancellor for State Relations

- Update on the diversity recruitment; 143 applications for Dawn Crim's position.
- Date for hiring will be within the next month. This will be brought to the Deans Council and Leadership Council.
- Tuesday, March 13, 2012 will be last day for any bills on the legislative table.
- Building projects are in various stages of approval and are very athletics-heavy.
- Legislative Taskforce Restructure: HR Design. Does not anticipate significant activity before elections.
- There will be changes to all employment categoris, but classified will change significantly.

***Automatic Consent Business***

Approval of ASEC minutes from Thursday, March 1, 2012 were delayed.

**BUSINESS**

**Distinguishing Academic Staff from Faculty**

- MASA to supply more names to describe academic staff; these to be plugged into Wordel. Heather Daniels to follow-up
- Daña Alder requested ASEC invite Adin Palau to a summer ASEC meeting regarding initiatives to retain academic staff.
- Invitation should also be extended to Bob Mathieu to attend ASEC at the next meeting.

**April Assembly Agenda**

- March Assembly sent out. Intellectual property not to be voted on until faculty votes.

#### **Ad Hoc Committee on Governance of International Studies**

- Table this item until next ASEC Meeting. Tori Richardson and Heidi Zoerb should be invited to the next ASEC Meeting.
- Heather Daniels/Donna Silver should confer to arrange priorities.

#### **Ways to Recognize Academic Staff on HR Design or Other University Projects**

Suggestions offered by various ASEC members as follow:

- Send certificates and announce online.
- Draft a letter for academic staff that are on HR Design Teams.
- Figure out how much service academic staff does on campus and recognize that effort.
- ASEC should be recognized.
- Ad hoc Committee on Budget Impact should be recognized for their budget survey at Academic Staff Institute.
- Committee that drafted the Distinguished Guidelines should be recognized at Academic Staff Institute.

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

- Selection of Academic Staff for Chair's Chat – To be addressed at next ASEC Meeting.

#### ***Reconvene in Open Session***

#### ***Next ASEC Meeting, March 29, 2012 - for decision***

- Guests: Ombuds Office, Linda Newman and Sandy Guthrie
- Distinguishing Academic Staff from Faculty
- Copyright Question
- Ad Hoc Committee on Governance of International Studies
- Next ASEC Meeting, April 5, 2012 – for decision
  - Convene in Closed Session Pursuant to Wisc. Stats. 19.85 (1) (c)  
Selection of Academic Staff for Chair's Chat
  - Committee Appointments
- Reconvene in Open Session

#### **GENERAL REPORTS**

Daña Alder spoke regarding the HR Design Group – Limited Report Employee Categories

- Three options:
  1. Keep way they are
  2. Exempt and non-exempt per guidelines
  3. Everyone becomes academic staff
- Suggested that we schedule a meeting for HR Design between ASEC and academic staff on HR Design teams.

#### **Secretary of the Academic Staff – Mary Johansen for Donna Silver**

- Excellence Awardees have been named. Winners have been notified and non-winners will be notified later this afternoon.
- Mary will send ASEC the names of the Excellence Award winners.

*Meeting Adjourned at 4:35 p.m.*

*Minutes submitted by Mary Johansen, Office of the Secretary of the Academic Staff*