

ASEC MINUTES
2:00-4:30 Thursday, May 10, 2012
67 Bascom Hall

2:00 The meeting was called to order by the chair, Heather Daniels, at 2:02.

2:01 **AUTOMATIC CONSENT BUSINESS**

ASEC minutes from Thursday, May 3, 2012 were approved with minor corrections.

2:02 **GUEST:** Darrell Bazzell: Darrell complimented ASEC on the tone of the “Critical Academic Staff Fund” document and indicated that there would be one time funding with a possible follow-up until the new HR Design. That design may allow us to develop a more integrated response to this funding need. This document will need to serve as a guidance document that can serve the needs of staff on nine and twelve month appointments. The implementation process is being revised by APO.

ASEC reviewed the slides on the HR Design that will serve as the basis for the Vice-Chancellor’s presentation at the May 14 Assembly meeting. Darrell once again emphasized that the HR Design process will guide campus personnel activities for the next 50 years and is a great opportunity for campus. He also commented on the Legislative Task Force hearing that was received with respectful questions and comments by task force members and congratulated Madison representatives at the hearing on their testimonies.

2:30 **GUEST:** Steve Stern: Steve indicated that the feedback on chairs’ chat was that it was a good experience with naturally flowing conversation although there is a need to look more at the issue of classism among the different employee categories. Many chairs seemed surprised at the breadth of academic staff roles on campus. In response to the issues identified, the August leadership summit will include career development and climate and there will be a chairs chat on climate issues early in fall.

Steve then distributed a faculty pay trigger fund document while stressing that this is not a pay plan that would apply to everyone. Campus will need to consider the very different division between 101 and all other funds for faculty than for academic staff. In response to a question from ASEC, Steve indicated that there has been discussion about more discretionary compensation for classified staff, however, the campus is bound by state sign off required for classified staff individual adjustments.

Steve emphasized that the campus needs to move toward a portfolio driven compensation system in lieu of a robust pay plan with strategies for the 101/non 101 funding split; a workable and effective system for supervisors; a culture that includes accountability; and the identification of areas in which practice does not align with policy. The campus also needs to be true to our values; we will not have a one-factor system because we need to consider both performance and cost of living. ASEC recommended that the campus examine median incomes of staff vis-à-vis the federal poverty level.

3:00 **PROVOST UPDATE:** Eden Innoway-Ronnie represented the Provost’s Office: Eden indicated that ASEC was reviewing the “Faculty Pay Trigger Fund” document. ASEC recommended that the Administrative Excellence Maintenance, Repairs, and Operations (MOR) team be in conversation with Sustainability to make certain that costs savings are aligned with environmental impact needs. In response to an ASEC inquiry about the impact of recommended changes in the Division impact of International Studies, Eden responded that the Chancellor plans to appoint an interim dean, appoint a faculty/staff APC for the academic side, and then dialog around the

recommendations. The Provost plans to meet with faculty and staff of the Institute to discuss this report. ASEC invited to share their thoughts and reactions to the report and the Chancellor's response that are posted on the Secretary of the Faculty web site.

3:05 **GUEST:** Steve Lund, APO: Phase two draft reports were submitted on May 9 and should be posted by Wednesday, May 16. Phase one final reports are due Monday, May 14 and will be posted on May 23. Phase two final reports are due June 8. Then comes the summer of synthesis before development and release of a final cogent document in early September. ASEC encouraged Steve to make certain that the morale of UW staff is carefully considered as the HR design final report is developed.

3:15 **ANNOUNCEMENTS/Good Works:** Congratulations to Jim Maynard who is being awarded the College of Letters and Science Mid-Career Award.

3:30 **GENERAL REPORTS**

Chair – Heather Daniels: A working group from the Graduate School is working on the implementation of new federal regulations regarding financial conflict of interest effective in August. They would like to meet with ASEC or with a Standing Committee to discuss this implementation.

Interim Secretary of the Academic Staff – Jo Ann Carr: The Assembly list serv archives are now available from the academic staff website at <http://acstaff.wisc.edu/using-the-academic-staff-assembly-listserv.htm>. The May 20th *Wisconsin State Journal* will include an article on Kandes Elliot's artwork that is displayed in the SOAS office. Next week SOAS staff will follow up on election results and begin work on revising the handbook.

3:45 **BUSINESS**

- Reviewed May Assembly Agenda
- An ASEC HR Design Phase Two meeting is scheduled for Friday the 18th from 11:00-1:00
- HR Design Update:
 - Academic Staff responses to Phase two drafts will be coordinated by the following:
 - Employee development: Jim Maynard and Denny Hackel.
 - Professional Management: Robert Newsome, and Jeff Shokler.
 - Workplace flexibility: Dana Alder and Marwa Bassiouni.
 - Transition and Succession: Heather McFadden and Nik Hawkins.
 - The Phase Two Transition and Succession work-group will be recommending the elimination of non-renewals. ASEC should consider the possibility of getting rid of non-renewals without taking away a longer notice period.
- PDRC Recommendations: PDRC recommendations for additional funding were not discussed at the UW System Reps meeting.
- Leadership model for ASEC: Heather Daniels discussed the need for a change in leadership to provide a greater opportunity for training of the new ASEC Chair. She proposed that our officers be Past-Chair, Chair, and Vice-Chair/Chair-Elect. This would

require that ASEC never have a chair that is going off the committee during the next year, and ASEC will need to develop a document to codify this process. ASEC members also suggested that we create an ASEC email address for sending official ASEC announcements.

- Academic staff with multiple roles: ASEC needs to investigate the discrepancy in FPP and ASPP regarding this issue in concert with the Provost and others. Heather Daniels will ask University Legal to examine this discrepancy, and Robert will write a charge for a working group to write a white paper on this.
- Summer meetings: ASEC will schedule three meetings each month during the summer.

4:15 **LIAISON REPORTS**

- CNCS Committee report: CNCS discussed the ASEC response to HR Phase One Work Team Reports.
- Faculty Senate: Faculty members expressed concern about the lack of data behind recommendations in the Phase one Work Team Reports. The Senate voted to dissolve the School of Pharmacology and approved a working title of Adjunct Clinical Professor to replace working title as Volunteer Clinical Faculty.

4:30 ASEC adjourned at 4:24.

Meeting Adjourned at 4:24 p.m.

Minutes submitted by Jo Ann Carr, Interim Secretary of the Academic Staff