

Approved 5/31/12

ASEC MINUTES
11:00-1:00 Friday, May 18, 2012
69 Bascom Hall

Members Present: Daña Alder (Vice Chair), Marwa Bassiouni, Heather Daniels (Chair), Denny Hackel, Nik Hawkins, Heather Mc Fadden, Jeff Shokler

Members Absent: Jim Maynard, Robert Newsom

Guests: Mo Bischof, Jenny Dahlberg, Jason Jankoski, Steve Lund

Call to Order

The meeting was called to order by the Vice Chair, Daña Alder, at 11:05.

BUSINESS

Performance Management

- The Recommendations were well written and well-structured overall. However, there was a lack of data while tone and language seemed to be derived from the classified system.
- Exclusion of the faculty evaluation system could undermine the efficiency of the system.
- The reinforcement and ongoing training for management and leaders should be encouraged.
- More flexibility in position description clarification is needed as well as better compensation for work load are needed.
- There will be difficulty applying work rules to all job categories and the recommendations will require a large amount of resources.

Transition and Succession

- There is a lack of data, but streamlining benefits across categories could help mitigate classism. The report acknowledged tension around categories and the unique nature of Academic Staff in instructional appointments.
- As an alternative to raises, changing job security helps to show unit leader support and career progression.
- Rolling horizon appointments should be standardized and used as a way to promote job security. It is important to have proper notice, clarity, and job security for different types of appointments.
- Training needs to be implemented in a way that encourages participation and management skills.
- There needs to be clarification about faculty involvement in recommendations. The language for recommendations should also recognize that UW-Madison is an academic institution, not a corporate one. There ought to be practices adapted from the 25 year history of shared governance on campus.

These two groups should work on a draft report to go to the work teams for review on Wednesday, May 23.

In regards to the Phase 1 teams who will be releasing their final reports next week, ASEC will likely review what is put out by work teams and see how they responded to ASEC's issues.

Meeting adjourned at 1:15 p.m.

Minutes submitted by Jacob Connell, Office of the Secretary of the Academic Staff.

