

*Approved 5/31/12*

**ASEC Minutes  
2:00-4:30 Thursday, May 24, 2012  
67 Bascom Hall**

**Present:** Daña Alder, Marwa Bassiouni, Heather Daniels, Denny Hackel, Jim Maynard, Heather Mc Fadden, Robert Newsom

**Absent:** Nik Hawkins, Jeff Shokler

This meeting was called to order by the chair, Heather Daniels at 2:01.

**AUTOMATIC CONSENT BUSINESS**

ASEC minutes from Thursday, May 10, 2012 were approved with no corrections.

**BUSINESS**

- Academic Staff in Multiple Roles
  - ASEC reviewed a proposal for forming a sub-committee on AS with multiple roles specifically research and teaching.
- ASEC hopes to send out a call for candidates the week of June 4.
- HR Design
  - **Draft Introduction:** The introduction concentrates on the four reports received so far and raises concern with certain disparities within them.

**PPPC Discussion on EI and appointment status for lecturers and instructors**

Co-chairs of PPPC, Mo Bischof and Bruno Browning, presented ASEC with a proposal for allowing certain schools/colleges to exempt some appointments from the academic staff policy that changes the status of “fixed-term terminal” instructors or adjuncts to “renewable” in the fourth consecutive teaching appointment. This would come with specific limitations and allow continuous appointment in accordance with mutual agreement of instructor and the school/college.

Mo, Bruno, and ASEC recognized that the policy was put in to avoid abuse and these changes would help to improve equity. All agreed the changes were a good idea and should be made to ASPP sometime this fall.

**3:04 BUSINESS**

- HR Design
  - Draft Introduction continued...
    - There was a discussion about how to gather information from all academic staff as we continue to make decisions this summer on the HR Design Project. This might take several different approaches.
    - Additional suggestions for the introduction will be submitted electronically by ASEC members.
  - Transition and succession
    - Suggest the creation of an online database or clearinghouse to allow mostly research employees and faculty to match up when only a small percentage of appointment is needed (10-25%). This would allow those with partial layoffs to potentially find work in a lab to fill the gap in their percent of appointment.

- Remove non-renewable appointments and suggest that “permanent” be changed to “continuous” appointment. Rolling horizon should be kept while Fixed-term instructional and project should become one category.
- Terminology in the recommendation that is primarily used for human resources and classified staff needs to be defined and clarified.
- Performance Management
  - All people in supervisory positions will have to go through training, regardless of their status.
  - The recommendations will be a huge undertaking involving a large amount of resources, time, and complex structures.
- Workplace flexibilities
  - ASEC talked about supervisor and employee responsibilities and accountability.
  - Workplace flexibilities need to be tied to performance in some way.

Convene in Closed Session

- ASEC 2012-2013 Leadership

Reconvene in Open Session

#### **GENERAL REPORTS**

Chair – Heather Daniels

- Mary Johansen and Heather Daniels will deliver the giant card signed by many members of the academic staff and others to Donna Silver, who is feeling better.

*Meeting adjourned at 4:30 p.m.*

*Minutes submitted by Jake Connell, Office of the Secretary of the Academic Staff*