

Minutes Approved 9-23-10

Minutes
Academic Staff Executive Committee
1:30 to 4:00 PM
Thursday September 9, 2010
67 Bascom Hall

Call to Order 1:33

Present: Ben Rodriguez, Eric B. Bauman, Daña Alder, Mary Ray, Heather Daniels, Jim Steele, Carla Love, Charlene, Krembs, Valli Warren

AUTOMATIC CONSENT BUSINESS

Minutes from September 9th Meeting: Reviewed and Approved as distributed

Discussion of Assistant Dean titles.

Recent article in the American Association of University Professors newsletter discussed institutional responses to increasing number of teaching/non-tenure track positions.

Standing Committees

No standing committee members present. Note: Jane Terpstra is the new co-chair of PDRC.

Paul DeLuca

- Announced the arrival of new director of the Wisconsin National Primate Research Center, Jon Levine.
- Five Dean searches are in process: CIO, VCR, DCS, Business School, and the Law School.
 - The latter four are governance searches.
 - The latter three are school and college searches. Each of these Schools/Colleges will provide a list of recommended search committee members. Those lists will be sent to ASEC for their input/recommendations.
 - Search firm is being hired for the VCR position.
 - DCS – develop expanded search committee list.
 - CIO – wider campus representation, therefore, larger search committee.

Guest: Steve Lund and Megan Jeffers, APO:

- Furlough – the process went well last year. 99% of returned funds accounted for. The Chairs have scheduled Oct. 31 as the deadline for the unused/unrecorded furlough time.
 - Concern that the impact of “cuts”/furloughs are invisible.
- Workload –
 - Concerns expressed by AS include:
 - Part-time employees are being asked to do more.
 - Percentage of employment lay-off but still expected to do the same job.
 - Where do concerned employees take grievances?

- Considerations expressed by APO include:
 - Awareness of what is considered “Reasonable” (i.e., 50% = 18 to 23 hours). Cannot define reasonable in definitive terms – use the concept of whether “it is fair.”
 - Partial lay-offs require approval that includes information regarding the reduction of expectations.
- Becoming more obvious that academic staff are reaching a breaking point in that they are stretched too thin.

Robert Lavigna, new Human Resource Director, came to introduce himself to and receive information from ASEC. He expressed an interest in learning more about employment engagement, and the Excellence Awards Initiative, i.e., how this may impact the non-financial responses of furloughs and budget cuts.

- Addressed: succession planning, career ladders, healthy employment relations, and job security
 - ASEC complimented APO for the annual exercise regarding job security (supervisors are informed as to who in their unit would be eligible for job security).

Distinguished Titles

43 out of 7500+ Academic Staff have a distinguished title.

Maximum Category A

Category A salaries are within a specified range. Once at the top, there is no category for advancement. Resolution of this concern is beyond the campus level.

Business

- Draft Charge for Budget Committee was revised. Will be sent to ASEC members for final read prior to sending it to VC Darrell Bazzell.
- Academic staff branding. An Action Plan: Katie Culver, Journalism and Mass Communication, will be consulted to see whether a class project could focus on this. Daña will look into other possible options.
- Next Mtg.: Asst. Dean titles, visitation to Social Science classroom (Jim & Carla will determine room availability), tracking AS issues on AS website (need to strategize how to gather this information). General Reports: UAPC, Mary Ray, and CNCS, Charlene Krembs.

Heather: General Reports

- RFP, Brian Rust proposed change to current content management system
- Discussion of: Responses to “Welcome to AS”

Meeting Adjourned at 4:08

Minutes submitted by Valli Warren