

Minutes
Academic Staff Executive Committee
1:30 p.m. to 4:00 p.m.
Thursday, February 10, 2011
67 Bascom Hall

Members Present: Daña Alder, Heather Daniels (Chair), Wayne Feltz, Charlene Krembs, Barb Lewis, Mary Ray (Vice-Chair), Ben Rodriguez, Jim Steele, Valli Warren

Others Present: Jessica Danielson, Damon Williams, Vice Provost for Diversity and Climate

Call to Order/Agenda Review

The meeting was called to order by Chair, Heather Daniels at 1:30 p.m.

Automatic Consent Business

ASEC minutes of Thursday, February 3, 2011, were approved with corrections.

ANNOUNCEMENTS/Good Works

All ASEC Members are present for the first time this semester.

ASSEMBLY STANDING COMMITTEE CHAIR REPORTS

Ad Hoc Committee to Oppose Unit Clarification – David Ahrens reported by Heather

- Senate Unit Clarification Bill, has been referred to Senate Labor Committee. David spoke to the Committee clerk today and was told that the bill has not been scheduled for a hearing. However, the clerk thought that as soon as it is scheduled, it will be “reported out,” i.e. voted on shortly thereafter.
- Heather added that ASPRO believes the hearing could take place as early as next Thursday. If her schedule allows, Heather plans to attend.

GUEST: Damon Williams, Vice Provost for Diversity and Climate

Damon briefed ASEC on a number of initiatives described on the Office of the Vice Provost for Diversity and *Climate, January 2011 Update* handout:

- Diversity Accountability Initiatives
 - Development of an Inclusive Excellence Philosophy Framework (will share document with ASEC and return in April to discuss).
 - Deans Diversity Data Chats will be launched this semester.
 - Audit in partnership with UW System Fund 402 Campus Diversity Accountability Audit –focus on pre-college recruitment and retention of ethnically diverse students.
- Faculty Diversity Initiatives (Partnership with Steve Stern)
 - Working with Patrick Simms to develop multi-media training tools for training new faculty.
- Closing the Achievement Gap Projects and Initiatives
 - Campus Climate Gateway Course Academic Disparities Project
- Campus Climate Initiatives
- Divisional Initiatives

ASEC presents data they received from Margaret Harrigan regarding the breakdown of academic staff by race and ethnicity:

- There has never been a concerted effort to diversify academic staff-- data shows little change from 2000 to 2009.
- Damon suggested reviewing this data in April and continuing the discussion on how best to attract a diverse pool in academic staff hirings.

BUSINESS

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

- Nominating Committee
- Budget Committee Membership

New Badger Partnership Principles (NBP)

- Reviewed principles
- Heather will inform Assembly members that ASEC has discussed, and in general supports, the principles found in this document.
- Heather will also report ASEC's response to the NBP working group.

Academic Staff Institute

- ASEC reviewed draft agenda and suggested edits.
- Heather encouraged ASEC Members to register for the Institute.
- Heather will announce this event to Assembly Reps and encourage them to register as well.

Follow-up on Steve Stern's presentation: discuss additional sources of data and collection of anecdotal evidence

- Heather will announce at the ASA that she will email Assembly members requesting they contact individuals in their districts who might have anecdotal evidence regarding the need for a 4th promotional step.

Further discussion on Margaret Harrigan's presentation

- Daña contacted Margaret to verify whether or not high level academic staff and/or limited term employees were included in the data she presented to ASEC.
- In the upcoming meeting with the PPPC, Steve Lund and Steve Stern, ASEC will propose that APO should break out ethnicity data every 5 years when looking at job security. This data will help ASEC to evaluate problems.

Review Draft of Recommendations to the Provost's 2011-13 Budget Planning Guidelines

Heather will incorporate edits into her letter to the Provost

Next ASEC Meeting February 24, 2011 - for decision

Guests: University Communication: Dennis Chaptman, John Lucas, Stacy Forster

- Motion to convene in closed Session pursuant to Wisc. Stats. 19.85 (1) (c)
 - Budget Committee Membership
 - Committee appointments
- Consulting Firm
- Ideas for recruiting diverse academic staff
- ASEC Priorities Tracking System
- Next ASEC Meeting, March 3, 2011 - for decision
- Liaison Reports UAPC Report Mary Ray

GENERAL REPORTS***Chair – Heather Daniels***

- Met with Orientation Materials Ad Hoc Committee.
 - Committee has done great work in developing a time-line with corresponding resources.
 - Jeff Shokler will develop a one-page flyer to send out with letter to new academic staff.
- UW System Representatives Meeting

- To describe who academic staff are and what they do; UW-Milwaukee has developed a road map of the life of a student showing how many times they come in contact with academic staff. Heather will obtain a copy and pass this along to the Communications Committee; ASEC agreed it would be nice to have a similar road map for UW-Madison.
- The academic staff at UW-Milwaukee also passed a resolution to the Governor, requesting incremental employee contributions to retirement funds.
- David Ahrens will recommend that Assembly support the Senate Bill.

Secretary of the Academic Staff - Donna Silver

- PD grant funds update regarding surplus funds.
- Excellence Awards update.
- Follow-up regarding survey of outgoing standing committee members. Daña will take the lead on contacting these individuals.

LIAISON REPORTS

- ***Faculty Senate – Jim***

Meeting Adjourned at 4:00 p.m.

Minutes submitted by Donna Silver, Secretary of the Academic Staff