

Minutes

Academic Staff Executive Committee

9 a.m. to 11 a.m.

Friday, July 31, 2009

67 Bascom Hall

Members Present: Daña Alder, Susan Crowley, Heather Daniels (Chair), Marcia Jezwinski, Charlene Krembs, Mary Lou Reeb, Valli Warren

Absent: Jo Ann Carr, Carla Love,

Others Present: Miriam Simmons

Call to Order/Agenda Review

The meeting was called to order by the Chair, Heather Daniels, at 9:00 a.m.

Automatic Consent Business

ASEC minutes of Friday, July 10, 2009 were approved.

Announcements/Good Works

Susan Crowley announced that she has accepted a position as Administrator of the Division of Long Term Care with the Wisconsin Department of Health Services and will be leaving UW- Madison.

Mary Lou Reeb will also be resigning from ASEC given she has assumed additional responsibilities and an increased work load for the fall.

Provost Report: Paul DeLuca

This was the new Provost's first meeting with ASEC. He reported on the following issues that he felt ASEC should think about during the coming year:

- Anticipating ARRA (American Recovery and Reinvestment Act) funds in terms of the impact they will have on the Madison Campus and in particular for Academic Staff. He pointed out that one of the challenges in having a large influx of these funds coming into the university is that there is a very short expenditure time of only two years. Another result of receiving these funds is that there will be a significant increase in academic staff hires.
- Paul stated a related concern in receiving federal grants is effort reporting. Academic staff who are 100% supported by federal grants are not able to participate in shared governance activities or write new grants.

- He acknowledged that instructional leave time was an issue affecting many academic staff.
- This year Paul will be focusing on the overarching themes that resulted from Self Study for Accreditation and Strategic Planning Project and encouraged ASEC to review these themes as we all work to sustain the quality of our institution.
- He suggested that we invite Sarah Van Orman from University Health Services and Chief of Police, Sue Riseling to meet with us to discuss the plans for the possible swine flu pandemic.

Heather asked Paul about the delay regarding electronic messages to academic staff. Paul responded that to address that concern the Chancellor has created three action teams (faculty, academic staff and students) to help in disseminating information to their constituents. Heather requested that the Academic Staff Team meet with ASEC.

Mary Lou asked Paul about the possible Graduate School reorganization and how that might affect the Provost office. Paul responded that things were developing on that front to fix ongoing issues, and he was fine with any effects it would have on his office.

Committee Reports

CEBC – Miriam Simmons

Steve Stern and the CEBC continue to work on the Instructional Leave policy. A second committee needs to be formed and that has been delayed due to the fiscal situation and the transition in the Provost's office.

The Committee is currently looking at the use of extraordinary salary ranges as a way to compensate for the salary cap issue for Academic Staff Category A. Discussion continued regarding using extraordinary salary ranges as a workaround to the salary cap issue. The committee questioned whether many people even knew about the existence of extraordinary salary ranges (ESRs) and how and when to use them. This might be a useful topic for the FAQ on the AS webpage. In reviewing the data for the CEBC report, the use of ESRs varies across schools & colleges. Some places are using ESRs, others are not which could indicate a need to educate people about ESRs. It was suggested that perhaps capturing exit information about AS in a central system would be very useful. This could include reason for leaving such as due to salary; conversion of position (to FA or CP), etc. Marcia indicated that the PVL system may be the appropriate system for collecting this data. Miriam will take this recommendation back to CEBC.

Chair Report –Heather Daniels

Heather had lunch with Bill Tracy, the new UC Chair. Topics discussed included:

- consensual relationship policy
- involving AS on the committee to look at the Athletic Board
- RAs & collective bargaining

- The Madison Initiative Committee has been formed. Two people that ASEC suggested, Tory Richardson & Michelle Curtis, have been appointed.
- The annual ASEC planning meeting is scheduled for 8/20. Paul Deluca will be present at end of meeting. Darin Harris will be the facilitator, and Daña will serve as the host.
- Heather handed out copies of memos from Kevin Reilly & Steve Lund regarding unit clarification for Category A Academic Staff. This memo will be sent out in the near future. A Wisconsin Professional Employees Council (WPEC) rep has been visiting academic staff in Engineering, School of Business and perhaps other places on campus. WPEC have been contacted by Al Crist to stop these visits. (see memos for further information) Heather will participate in a meeting with Reilly regarding unit clarification as part of her role on the ASPRO board.
- Donna & Heather have upcoming meetings scheduled with all Standing Committee chairs and will discuss upcoming committee issues or goals, attendance at ASEC meetings, and the importance of giving reports at Assembly meetings.
- ASEC agreed to meet on Nov. 12th even though there is an Assembly meeting on Nov. 9th.
- UW System reps are working on a PowerPoint presentation regarding unit clarification & collective bargaining. This is informative in nature and could be used in communications with academic staff. It was agreed that ASEC should play a strong role in disseminating this information. Brown bags, web posts and other ideas were mentioned. We should also work with the CASIs and involve Human Resources as well.

Leadership Conference

Charlene provided a brief update of the UW System Academic Staff Leadership Conference which was held at UW-Whitewater on July 23-24, 2009. Overall, the conference was very good and offered great opportunities for networking and informative break-out sessions. In particular the session led by Peter Davis, legal counsel for Wisconsin Employee Relations Committee (WERC) was helpful. Donna will distribute materials from that session to ASEC members.

Transitions

Julie Bailey is retiring at end of Sept., and Donna is working on the PD for her position. Donna will speak more about this at our next ASEC meeting.

ASEC Committee Liaison Assignments

Due to Mary Lou and Susan leaving ASEC, there were additional openings in the ASEC assignments. Valli Warren agreed to cover the Board of Regents; Charlene Krembs agreed to follow the CNCS. Liaisons are still needed for the following: UAPC and LTE committee. Heather will discuss these possibilities with other ASEC members not present.

ASEC (Responses to Unit Clarification) statement

ASEC agreed to add to take Carla's suggestion and add "thousands" before "our". We also agreed to change "opinion" to "position" in the last paragraph. Motion was made, seconded and approved unanimously. This statement will be posted on the website, sent to District Reps, UWS Reps, and others as appropriate.

Brian Rust Communication Report re: AS website

Website can now capture statistics so Communications is working on that as well as making edits. Send edit suggestions to the Communications committee. There may be an upcoming training session for managing content.

Assembly Agenda: ASPRO

ASEC agreed to resurrect the ASPRO reports at Assembly meetings.

There was also a brief discussion about using Twitter for disseminating information.

ASEC Committee Appointments

There will be two vacancies on ASEC with the resignations of Susan Crowley and Mary Lou Reeb. ASEC members should think about possible candidates and bring names to our next meeting. ---keep this list of names internally for reference at our next meeting.

Next ASEC meeting agenda (8/14)

Minutes submitted by Donna Silver, Secretary of Academic Staff and Charlene Krembs