

## Minutes

**Academic Staff Executive Committee**  
**1:30 p.m. to 3:30 p.m.**  
**Thursday, December 10, 2009**  
**67 Bascom Hall**

Members Present: Daña Alder, Eric Bauman, Jo Ann Carr (Vice-Chair), Heather Daniels (Chair), Mary Ray, Valli Warren

Others Present: Steve Stern, Vice Provost for Faculty and Staff Programs  
Mo Bischof, Personnel Policies and Procedures

Absent: Wayne Feltz, Charlene Krembs, Carla Love

### **Call to Order/Agenda Review**

The meeting was called to order by the Chair, Heather Daniels at 1:40 p.m.

### **Automatic Consent Business**

ASEC minutes of Thursday, December 3, 2009 were approved.

**Guest:** Steve Stern, Vice Provost for Faculty and Staff Programs  
Provided ASEC with a working document: “Academic Staff Excellence Rewards Initiative” and outlined a portfolio of tools to recognize and reward excellence in our academic staff community. He would like to meet regularly with ASEC throughout the spring and asked for ASEC’s input in thinking strategically about launching the Agility Agenda with UW System. The five areas under consideration are:

1. **Job Security Issues** (locus of control: UW-Madison): such as climate issues and a need to educate deans and chairs about performance review
2. **Agility Agenda** (locus of control: Board of Regents/OSER): Possible tools not currently used to negotiate with UW System:
  - a. Path to Distinguished Prefix (or strategically exploring flexible pathways to promotion)
  - b. Update Promotion progression for Manager 1-2-3
  - c. Category A Maxima
3. **Instructional Leave:** need to refine the draft proposal.
4. **Infrastructure of Excellence:** focus on 1% de minimus, larger focus on systematic improvement of the campus climate/culture and support shared governance participation.
5. **Pay Plan**(locus of control: Board of Regents/OSER):

Heather thanked Steve for articulating this initiative for rewarding academic staff excellence.

## **Committee Reports**

Mo Bischoff, of the Personnel Policies and Procedures Committee (PPPC) asked for ASEC's feedback on how best to work with the CASI's (Committees on Academic Staff Issues) regarding educating academic staff on job security issues.

ASEC encouraged the PPPC to:

- Conduct a session on the job security process at the April Academic Staff Leadership Institute.
- Obtain from Wayne a current list of active CASI's and CASI contacts.
- Contact MASA about doing a brown bag lunch session
- Craft a memo on this topic for assembly representatives to distribute to their districts.

Donna reported on behalf of the Communications Committee that two members of the committee are currently working on methods for gathering information about what our audiences are interested in learning and their preferred modes of communication, as well as ways to assess the efficacy of the committee's communication efforts.

## **Announcement/Good Works**

Daña asked that we commend Katherine Loving (Civic Engagement Coordinator at University Health Services) in recognition of her good works at the February Assembly meeting. She explained that the Tech Shop project is a terrific example of staff-faculty collaboration that benefit both students and organizations in the Madison community.

## **Business**

- ASEC discussed Jo Ann's draft memo to the Provost regarding academic staff involvement in his list of campus priorities. This will be the main agenda item for next week.
- ASEC agreed that Heather should talk to Miriam Simmons, Chair of the Compensation and Economic Benefits Committee (CEBC), regarding an alternative solution to the Category A maxima issue, a fourth title in the prefix titling progression.
- Five members of ASEC planned to attend the Board of Regent's reception and dinner following the meeting. Conversation points would include communicating the value and contributions Academic Staff make on the UW-Madison campus.
- A motion was made and seconded to convene in Closed Session pursuant to Wis. Stats 19.85 (1) (c), to discuss:
  - The creation of a Nominating Committee election slate
- A motion was made and seconded to move out of Closed Session.
- Heather will request the Assembly forward ASEC names for the Nomination Slate.

### **Chair Report: Heather Daniels**

Heather reported on the following:

- She created her first video message to Academic Staff for the website. This should be posted soon.
- The Ad Hoc Committee on Collective Bargaining met for the first time on Tuesday, December 8, 2009. They are committed to staying neutral on the issue of unit clarification. So ASEC will create a statement on unit clarification to be presented to the Assembly in February.
- UW System Reps seem interested in exploring an alternative promotion progression.
- UW System Reps learned that preliminary indications are that the Attorney General's office agrees with the UW System's stance on unit clarification.

### **Secretary of the Academic Staff Report: Donna Silver**

Donna reported:

- Mary Ray will represent ASEC at the Digital Measures program on Wednesday, December 16, 2009.
- Her office has streamlined notification process for the Distinguished Prefix titles in an effort to go paperless.

### **Liaison Reports**

Daña – Faculty Senate

- A student referendum for rehabbing the Natatorium will go on the ballot in March 2010
- Approval of a new policy for awarding degrees to students who die before completing all of their course requirements
- PROFS talked about the “smart” furlough bill. The State Senate will consider this at a later date. They requested that ASEC and the Assembly consider supporting this bill as well.

### **Next ASEC Meeting Agenda 12/17/09**

- The Provost's Priorities: Finalize ASEC letter
- Academic Staff Excellence Rewards Initiative
- Motion to convene in closed Session pursuant to Wisc. Stats. 19.85 (1) (c)
  - Nominating Committee Slate
- Associated Students of Madison (ASM) Textbook Resolution – Daña
- Discussion of CPC meeting – Jo Ann
- Next ASEC Meeting January 7, 2010 – for decision

*Meeting Adjourned at 3:40 p.m.*

*Minutes submitted by Donna Silver, Secretary of the Academic Staff*