

Minutes

Academic Staff Executive Committee

1:00 p.m. to 3:00 p.m.

Thursday, April 22, 2010

69 Bascom Hall

Members Present: Daña Alder, Jo Ann Carr (Vice-Chair), Heather Daniels (Chair), Wayne Feltz, Charlene Krembs, Carla Love, Mary Ray

Absent: Eric Bauman, Valli Warren

Others Present: Steve Stern, Chancellor Bidy Martin, Mo Bischof, Bruno Browning, Luanne von Schneidemesser, Greg Iaccarino

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, April 8, 2010 were approved.

Guest: Steve Stern, Vice Provost for Faculty and Staff Programs

- Thanked ASEC for invitation to speak at the Academic Staff Institute
 - He is eager to work with ASEC and academic staff on job security issues.
- Shared an updated draft of the *Academic Staff Excellence-Rewards Initiative*.
 - This now includes a vision statement: "Academic staff professionals constitute a vital asset for our University. They contribute intellectual capital to our research, teaching, and service missions. A climate that recognizes, values, and fosters academic staff excellence is important to the University's strength and aligns with its Strategic Framework."
- Discussed with ASEC other changes to the document:
 - *Job Security* section is no longer in the future tense, as we are actively engaged in this process.
 - *Infrastructure of Excellence* section now includes several strategies for creating a foundation for those academic staff funded by grants allowing time for grant-writing and governance activities.
 - Steve will work with ASEC to develop strategies for advancing this plan. He will also talk to Darrell Bazzell and Paul DeLuca to elicit feedback.
 - Wayne will speak with his dean to request that Steve join the Graduate School CASI meeting on May 10, 2010 regarding his proposal.
 - Wayne also noted that another area of service impacting the work climate is outreach both in the professional and community arena.

Committee Reports

Communication Committee: Greg Iaccarino

- Communication Committee would like to be involved in the development of the orientation packet for new academic staff.

Nominating Committee: Luanne von Schneidemesser

- Urged the Secretary to hold elections directly after the nomination process to avoid candidate withdrawals.
- NC to collect descriptions of the governance committees missing from Secretary of the Faculty website. Descriptions will then be posted on the Academic Staff website. Greg volunteered the Communication Committee to help post these descriptions.

Personnel Policies and Procedures Committee: Mo Bishof and Bruno Browning

- Mo and Bruno thanked ASEC for the invitation to present at the Academic Staff Institute.
- The takeaway for them was a clear need from academic staff for a foundational understanding of issues related to governance. The challenge for the PPPC, CEBC, CC, and ASEC is how best to communicate to academic staff at a fundamental level.
- Following the Institute and the added focus regarding job security, the PPPC has seen an increase in the number of academic staff who have contacted them on a variety of issues.

Chair Report: Heather Daniels

- Eight people expressed interest in working on the development of a new academic staff orientation packet.
- Met with Steve Lund and Eden Inoway-Ronnie to discuss the ESS program. They are in the process of gathering compelling data for the continuation of the program. A decision will then be made to prioritize this program with the other agility agenda items. Heather will talk with Dean Cadwallader to inquire as to whether the WARF gift might be a way to fund this program.

Secretary of the Academic Staff: Donna Silver

- Sunday State Journal will run a review about the AS Art Gallery. The Gallery is now officially listed on the Portal Wisconsin website.
- Election process for even-district Assembly Representatives is being tweaked and letters should go out next week.
- As of today 856 academic staff have voted for ASEC members and 27 assembly representatives have voted for the standing committees.

Business

- Motion to convene in closed Session pursuant to Wisc. Stats. 19.85 (1) (c)
 - Academic Staff Appointments to: Shared Governance Committees
- Review Academic Staff Institute
 - 140 people attended the Institute (this includes speakers), many of whom were attending for the first time.
 - Evaluations were just sent out. Informal feedback has been very positive.
 - Heather thanked MASA and the speakers for their role in the Institute.
 - Carla suggested that there be a follow-up activity; possibly a brown bag that would help early career academic staff map out strategies in order to obtain the distinguished prefix. In listening to the distinguished prefix panel, she realized that those who acquired this title often had support and were mentored. PPPC will discuss this when they meet. MASA might also sponsor such an event. Cathy Middlecamp had, at one time offered to do such a workshop.

Guest: Chancellor Biddy Martin

The discussion with the Chancellor was wide ranging. Highlights included:

- Thanking her for support of academic staff job security concerns; Mo reported that the educational effort with leadership (including deans, supervisors and chairs) and academic staff is netting benefit. There is now increased awareness of these issues. It was helpful to have Leadership Council as a forum on this topic.
- Excellence-Rewards Initiative - the Chancellor felt this was worth pursuing, however, made it clear that she will need to know cost, before decisions can be made.
- Furlough Service Day - while there has been some negative reaction, over 150 people have signed up. One individual stated: "this makes me proud to be working at UW-Madison."
- Academic Staff Report on the Restructuring of the Research Enterprise—the Chancellor felt the report had many good recommendations. She encouraged ASEC to discuss these recommendations with the new Vice Chancellor.
- The Chancellor is working on a letter to the campus. She will share a draft with ASEC.
- She looks forward to spending more time with ASEC and appreciates their feedback as issues arise.

Next ASEC Meeting Agenda April 29, 2010

- Vice Chancellor Darrell Bazzell: update
- Textbook Discussion with ASM
- Academic Staff Assembly Meeting – for decision
- Discuss Draft Resolution for the Assembly on Category A Maximum
- Task force for recognition of Academic Staff contributions
- Orientation Materials task force
- Update UW- Madison Furlough Day of Service
- Revise Draft CASI Letter
- Next ASEC Meeting May 6, 2010 – for decision

Meeting Adjourned at 3:40 p.m.

Minutes submitted by Donna Silver, Secretary of the Academic Staff