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**ACADEMIC STAFF ASSEMBLY MEETING MINUTES**

**272 Bascom Hall**

**Monday, September 9, 2019**

**3:30 to 4:50 p.m.**

Vice Chancellor Laurent Heller called the meeting to order at 3:30 p.m.

**Automatic Consent:** The Academic Staff Assembly minutes of Monday, May 13, 2019, were approved.

**Guests: Aaron Bird Bear and Omar Poler, School of Education**

The “Our Shared Future” heritage marker is part of the effort to connect a 12,000 year history, reset our relationship between the UW-Madison campus and the Ho-Chunk Nation, and work towards a deeper understanding of who we are as a community. The marker in and of itself does not signal commitment, but we can learn more about our history and share that information with others.

The marker was dedicated on June 18, 2019, and marks the first time in the history of the university that we acknowledged the hard truths of our university. The Chancellor made a commitment that we would include this story across campus (in campus tours, Our Wisconsin, publications, curriculum). One of the teaching and learning opportunities is the plaque itself, which is tool to help us discuss these issues. Every line on the plaque is meant for contemplation and discussion.

The plaque will be installed on Bascom Hill, but during construction will be traveling across campus. The Vice Provost for Teaching and Learning has a call for proposals for units/departments or schools/colleges to host the plaque. In order to host the plaque, there must be a proposal on how the plaque will be integrated into the activities of the unit to provide opportunities for teaching and learning.

**Guest: Sue Carlson, President-Elect, Madison Academic Staff Network**

The purpose of the Madison Academic Staff Network is to allow people the opportunity to know one another and our campus. They have a few events for the fall semester including: Fall breakfast on September 27 from 8:00-9:30 am in Union South; October 21 Behind the Scenes Tour of the Nick (new recreational sports facility); Native American Heritage month events in November; December 4 from 3:00-4:00 pm Tour of the Wisconsin State Historical Archives. They will also have a booth at the Employee Benefits fair.

**Guests: Brian Steen, Diane Blaskowski and Mark Walters, Office of Human Resources (Title and Total Compensation Project)**

The full compensation plan includes pay, benefits, recognition, work-life balance, career development, and performance. TTC will go into effect on March 1, 2020. Things that will change include: job titles, how work is described, titles will be market informed, and there will be a market informed salary structure. Things that will stay the same include job responsibilities and tasks, your supervisor and your pay and benefits. Brian Steen described how job titles will differ under TTC. The new official titles will provide clarity. UW-Madison needs a modern compensation program with clear, consistent guidelines to become a model institution. Beginning in December, all employees will meet with their manager/supervisor and may also include someone from human resources to look at the new titles and responsibilities. There will be November forums with more information about the change. They are also working on filming a mock conversation between an employee and manager that will be available online.

**Reports**

Jenny Dahlberg will serve as chair of ASEC during the fall semester. The call for the Academic Staff Professional Development grant applications will be announced soon. There will also be academic staff chats this year. The Shared Governance Reception will be held on Wednesday October 16th, 3:00-4:30 pm in Memorial Union. There will be a skills workshop for Assembly members on September 30. The July forum for the Title and Total Compensation Project is available online.

Chris Logterman, co-chair of the Mentoring Committee, reported that more than 150 academic staff are looking for mentors, and they have only 45 mentor applications available so far. She urged Assembly members to consider becoming a mentor for a peer.

Jenny Dahlberg reported on ASPRO. ASPRO hires a lobbyist Kathi Kilgore to represent academic staff at the state capital. Jenny encouraged non-members to consider joining ASPRO. People interested in joining can contact jenny.dahlberg@wisc.edu.

Donna Cole, ASEC member, presented the report on the 2018-19 Academic Staff Assembly Business. The report shows the resolutions passed during the last year.

**Business**

**Academic Staff Nominating Committee Member**

The Academic Staff Assembly voted to elect Dan Barnish to the Academic Staff Nominating Committee.

**Resolution Celebrating 125 Years of Sifting and Winnowing**

Tim Dalby (ASEC) moved that the Academic Staff Assembly approve the resolution. Seconded. Motion approved.

**Vice Chancellor Report**

Vice Chancellor of Finance and Administration Laurent Heller spoke about the Administration Transformation Project (ATP). ATP is a re-imagining of administrative infrastructure for human resources & finances involving people, process, and technology. He spoke to the difficulties of our current systems and the needs that ATP will fill, including functions that will better support our increasing pace of change, data availability, financial controls, and information security.

Adjourned at 5:00 pm.

*Minutes submitted by Heather Daniels, Secretary of the Academic Staff*