

*Approved 10-8-2012*

**ACADEMIC STAFF ASSEMBLY MEETING**  
**272 Bascom Hall**  
**Monday, September 24, 2012**  
**3:30 to 5:00 p.m.**

**MINUTES**

Jeff Shokler, ASEC Chair, called the meeting to order at 3:31 p.m.

**Automatic Consent Business**

The Academic Staff Assembly minutes of Monday, September 10, 2012, were approved with one minor correction.

**Standing Committee and Other Reports**

Ad Hoc Committee on HR Design-*Heather Daniels and Robert Newsom*: This committee will develop a resolution regarding the HR Plan for action at the October 8 Assembly meeting. They will also prepare a white paper presenting academic staff perspectives on the HR Plan.

**New Business**

Update on HR Design-Office of Human Resources: Vice Chancellor Darrell Bazzell introduced the topic by stating that the campus is committed to honoring and engaging the governance process in the development of the HR Plan. Bob Lavigna, Director of the Office of Human Resources (OHR), emphasized the contributions of over 200 colleagues in work teams and in the advisory committee as the campus developed a new HR plan to position UW Madison to be the ‘employer of choice’. Bob presented a summary of the plan (see PowerPoint presentation at <http://hrdesign.wisc.edu/>).

Bob’s presentation began with a review of the elements and critical HR issues that led to the development of the plan and a review of facts about the plan in response to potential misperceptions. Key components for specific areas of the plan were presented for employee categories; compensation and job titles; employee benefits; job security; recruitment, selection and employee movement; fostering and managing talent; and diversity, inclusion and employee engagement. He then highlighted the elements of the plan that need to be in effect by July 1, 2013, and detailed the next steps in the plan. Bob concluded by once again stressing that stakeholders would continue to be involved in the HR plan throughout planning and implementation.

Assembly members and guests posed comments and questions regarding the meaning of the phrases ‘statutory changes’ and ‘civil service’; the potential for providing a time to degree option for classified staff who move into academic staff positions; clarification of the indefinite appointment for academic staff; the need for a commitment to adapting and changing the HR system as campus needs change; the future employment category status of those with limited appointments; the importance of compensating all employees fairly; differences between the UW Madison and UW System’s plans; the importance of a performance management structure that stresses the accountability of supervisors; concerns about differing amounts of sick leave; concerns about equalizing benefits to the ‘least common denominator’; expansion of governance rights; job security for academic staff; and the potential impact of court cases regarding collective bargaining on the HR Plan’s proposed changes for current classified staff.

The co-chairs of the Ad Hoc Committee on HR Design requested that the final document link specific areas in the plan to specific recommendations made during earlier stages of the process. The co-chairs also sought clarification on the document format that will be presented to the UW System and to the Board of Regents.

Assembly Resolution on HR Design Process-deferred.

**Vice Chancellor's Remarks:** Vice Chancellor Bazzell thanked the Assembly for being candid and engaged and noted that this meeting provided exactly the type of response needed as the plan moves forward. He encouraged Assembly members to continue to provide input to ASEC.

The meeting was adjourned at 4:56 p.m.

*Submitted by Jo Ann Carr, Interim Secretary of the Academic Staff.*