

DRAFT

ACADEMIC STAFF ASSEMBLY MEETING

272 Bascom Hall

Monday, December 10, 2012

3:30 to 5:00 p.m.

MINUTES

Vice Chancellor Darrell Bazzell called the meeting to order at 3:33 p.m.

Academic Staff Assembly minutes of Monday, November 12, 2012, were approved as distributed.

Memorial Resolution for James Knickmeyer **was** presented by Petra Schroeder.

Guest: David Ward, Interim Chancellor: The Interim Chancellor reported on actions at the December 6-7 Board of Regents (BOR) meeting. The BOR approved the human resources design plans and increased the 25% cap on out-of-state undergraduates to 27.5% with annual accountability reports. At their next meeting the BOR will know more about the budget process. UW System communications with legislators indicate there will be a continuation of flexibility. The Interim Chancellor then responded to a question regarding the Governor's proposal for a performance based funding model with a discussion of identifying the best accountability measures. In response to a question on budget reallocation for salary increases, the Interim Chancellor indicated we should be strategic about the implementation of these salary increases.

Guest: David McDonald, Chair, Chancellor Search and Screen Committee: Dr. McDonald reviewed the work and timeline of the 25 member Search and Screen Committee and commended the contributions of academic staff representatives Aaron Bird Bear and Heather Daniels. Finalists for the position should visit campus between mid-February and mid-March. A special committee of the BOR will select the next chancellor, with an anticipated announcement at their April meeting. Dr. McDonald urged academic staff to contact their representatives on the search and screen committee with their suggestions for the interviews and questions about the search.

Standing Committee and Other Reports

- Academic Staff Executive Committee (ASEC) – *Jeff Shokler*: *Jeff Shokler*: Jeff recognized the passing of Professor Emeritus William Aquilino who was a Associate Scientist at the Center for Demography and Ecology from 1990-1992 prior to becoming a faculty member. He then commended Daña Alder, who is retiring on January 22, for her almost six years of service to ASEC. Jeff also noted that the HR design process is a likely area of engagement for academic staff governance for the next two to three years. ASEC is also working on identifying representatives for the Ad Hoc Diversity Plan Committee and has initiated a discussion regarding the topic of sustainability for students, staff, and faculty whose workloads have increased in response to increased demands and decreased funds.
- Mentoring Committee – *Dija Selimi/Brenda Spsychalla*: Brenda announced that the spring mentoring event is scheduled for February 7, that the committee has launched a Linked-in group with 48 members, and is focusing on mentoring resources.
- Personnel Policies and Procedures Committee (PPPC) – *Deb Brauer/Melissa Amos-Landgraf*: Melissa shared highlights from the 2011-2012 annual reports from the Area Review Committees (ARCs), the Academic Staff Appeals Committee (ASAC), and the Distinguished Prefix Review Committee (DPRC). The ARCs presented an orientation session and approved nine indefinite appointments. The ASAC received five appeals and conducted two hearings. DRPS revised their

guidelines and approved five of six proposals. PPC worked with OHR on job security report and is preparing revisions in Chapter 2 and Chapter 7 of the Academic Staff Policies and Procedures.

- Professional Development and Recognition Committee – *Scott Mellor/Curtis Ryals*: Scott announced that the Professional Development Grant awardees will be determined on December 11, 2012, and that nominations for the Academic Staff Excellence Awards are due January 14, 2013.
- ASPRO – *Heather Daniels*: Heather reminded the Assembly that the Republicans increased their majority in the Assembly and became the majority party in the State Senate as a result of the November elections. ASPRO will be monitoring the development of the state budget that is anticipated to begin in late January.

New Business

January 14, 2013 Assembly Meeting-for vote: ASEC made a motion to cancel the January Assembly meeting. Motion approved.

Presentation of the report from the Ad Hoc Committee on the Impact of the Budget Repair Bill-Sonya Sedivy and Jan Cheetham: Sonya and Jan reported on the work of the committee which studied the effects of the Act 10 and Act 32 requirements for increased contributions on pensions, health insurance, and co-pays. The committee conducted a survey that used the Personal Financial Well Being scale as well as specific questions about the impact of these changes. The survey results indicated that the largest impact was on discretionary spending, with reduced savings, delayed major purchase, less spending on recreation and less spending in the community. Thirty percent of respondents reported they considered taking a second job and fifteen percent actually did. The Committee also distributed a open ended questionnaire to those who indicated they would like to be interviewed about the impact of these bills. Responses to the questionnaire showed a decrease in morale, negative impacts on personal relationships, feeling of alienation at work, and the loss of friends who had a different view of the bill. The committee was unable to complete the third part of their analysis that would have included an examination of the effect on climate in different departments and the gathering of data on decreased contributions to tax sheltered funds and/or a decrease in enrollment in supplemental health plans. The findings of the Committee will be part of the discussion on sustainability and will be used by ASPRO in their discussions with legislators.

Vice-Chancellor's Remarks:

Vice-Chancellor Bazzell reminded the Assembly that the campus is beginning a long process on HR design that will take several years. He stressed that the campus will need academic staff governance engagement to flesh out the details and complete the design of system.

The meeting was adjourned at 4:43 p.m.

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

If you have questions about an agenda item, or if you wish to receive any attachments, please contact Jo Ann Carr, Interim Secretary of the Academic Staff, at 263-2985 or email: interim-SOAS@mailplus.wisc.edu. Academic Staff Assembly and ASEC minutes, standing committee rosters, Assembly representative and alternate rosters, Assembly district constituent rosters, and documents are available on the website. To locate materials, please visit the academic staff homepage <http://acstaff.wisc.edu>. If you need any special accommodations for the Assembly meetings, contact the Secretary.