

*Minutes~ approved 3-12-12 with corrections*

## MINUTES

### ACADEMIC STAFF ASSEMBLY

Monday, February 13, 2012

272 Bascom Hall (3:30-5:00 p.m.)

Provost DeLuca called the meeting to order at 3:35 p.m.

Memorial Resolution for Rebecca Holz, Information Architecture Librarian, Ebling Library  
Rhonda Sager read the resolution (ASA#474)

### AUTOMATIC CONSENT BUSINESS

The minutes of the December 12, 2011, Academic Staff Assembly meeting were approved.

### PROVOST UPDATE ON BEHALF OF THE CHANCELLOR

- Educational Innovations :
  - Invited Assembly members to participate in the various open sessions, town-hall meetings and workshops that are currently underway on campus.
- Administrative Excellence: <http://adminexcellence.wisc.edu/>
  - Acknowledged the contributions and time commitment made by many academic staff on this initiative, as well as on HR Design Work Teams.
  - Stated that there were challenges ahead, but progress is being made.
  - Explained that the first criteria is moving the university to a better place and the second criteria is to be more efficient.
- College of Engineering Dean's Search:
  - Requests for academic staff nominations will be made to ASEC.
- Issues in the news: Adidas & Chadima:
  - Chancellor has taken a leadership role on both of these challenging and unfortunate issues.

### GUEST: Joan Irwin, MASA President

MASA (<http://uwmasa.com/>) is a professional organization established in 1975, and pre-dates academic staff governance rights.

- Membership benefits include:
  - Programs on campus issues
  - Opportunities for networking
  - Association with a professional community
- MASA sponsored the art gallery opening reception before this Assembly meeting.
- Current focus for the association is finding a new way to collect membership dues. Due to the fact that they are not an employee organization, they are no longer able to set up payroll deductions. Membership has declined from previous years.
- Assembly asked to attend and encourage their districts to attend the Academic Staff Institute on March 22, 2012. Those who register will receive a free membership for the remainder of this year.

## **STANDING COMMITTEE AND OTHER REPORTS**

### **ASEC – Heather Daniels**

- Thanked MASA for the reception and encouraged reps to visit the art exhibit in the Office of the Secretary of the Academic Staff.
- A Memorial Resolution for Jim Steele will take place this spring. All who knew Jim are sad to lose him as a colleague.
- The Secretary of the Academic Staff will be contacting even-numbered assembly district representatives and alternates in March regarding district elections.
- Academic Staff Institute will be held at Union South on March 22, 2012. Registration is open on the OHRD website.
- Encouraged reps to visit the HR Design <http://hrdesign.wisc.edu/> for a summary of activities taking place in February.
- College of Engineering Search and Screen for Dean:
  - Requests that reps who have suggestions regarding potential academic staff nominations to the search and screen committee send names to the Office of the Secretary of the Academic Staff.
- Distinguished Prefix Guidelines:
  - Central administration has officially approved the new guidelines. They are now posted on the Academic Staff website (<http://acstaff.wisc.edu/academic-staff-resources.htm>).
  - The deadline for spring has passed, and ASEC will work with the PPPC and APO to promote the new guidelines this fall.
- Recreational Sports Board:
  - Change in membership composition had its first hearing in the Faculty Senate and will be voted on by the Senate in March.
  - Membership will be as follows: four students, three academic staff, two faculty, and one member from CNCS.
  - Change in representation to a smaller committee will make it more efficient.
- ASEC identified academic staff members Tori Richardson and Heidi Zorb to serve on the Ad Hoc University Committee to Review the Division of International Studies.

### **Communications Committee - Greg Iaccarino**

- Reported that CC will take over the role of identifying and posting articles on the Academic Staff Website.
- Sent email to the Assembly explaining the committee's branding project.

### **Compensation and Economic Benefits Committee - Dennis Ray**

- CEBC reviewed current communications that are sent to employees regarding layoffs and created user-friendly documents to assist those facing a lay-off. CEBC will meet with ASEC to review these documents.

### **Mentoring – Brenda Spsychalla**

- As of December, the committee finalized 43 mentor/mentee matches. Brenda thanked Academic Staff Assembly for their assistance in this process.
- Upcoming spring activities include:
  - Re-connect event with speaker for March. Speaker, date, location being confirmed.
  - Dija Selimi, co-chair of the Mentoring Committee will be a panelist at the Academic Staff Institute.
  - End-of-year social in late April on the Memorial Union Terrace.

- Committee has revamped the mentoring match schedule to reduce the gap between applications and matches.

#### **Nominating Committee – Lisa Jansen**

- NC has completed both the standing committee and ASEC slates.
- NC is currently working on identifying academic staff for the University Committees. The following are in need of academic staff volunteers:
  - Access and Accommodation in Instruction
  - Commission on Fraternities and Sororities
  - Labor Licensing
  - Retirement Issues

#### **Personnel Policies and Procedures Committee – Jeanne Hendricks**

- Job security flyers will soon be sent out via email.

#### **Professional Development and Recognition Committee - Scott Mellor**

- PDRC is currently reviewing excellence award nominations.
- PD grant process is underway, more information can be found at: <http://acstaff.wisc.edu/academic-staff-professional-development-grants.htm>

#### **Advisory Committee on Budget Issues, Policies and Strategies – Russell Dimond**

Russell is the new chair of this committee.

- While the urgent issue for the administration (central, college and school level) is dealing with cuts, committee's concern is compensation for academic staff.
- Committee is currently exploring strategies for compensation, retention (possible creation of a critical academic staff fund), and expansion of the proposed instructional leave program to a Strategic Projects Fund which would apply to a broader swath of academic staff.

#### **Ad Hoc Committee on Budget Repair Impact – Sonya Sedivy**

- Committee has developed a three pronged approach (survey/focus groups and interviews/reviewing supplemental data from departments around campus).
- Survey will be launched this week. It will be sent to other UW System institutions for them to use as well.

#### **ASPRO – Heather Daniels**

Legislative update:

- Bills regarding WiscNet. Amended deadline for review is now July 1, 2014.
- Currently there are two bills regarding “double dipping (rehired annuitants) legislation.” ASPRO anticipates that these bills will be on hold until after the legislative audit on rehired annuitants is completed.
- ASPRO is also monitoring a bill which has been introduced to give new university employees a choice in retirement plans.

Heather encouraged Assembly Members to join ASPRO as it is the academic staff lobbying body.

#### **NEW BUSINESS**

#### **Resolution Calling for a New Social Compact with the State of Wisconsin – for vote**

MOTION: made by Heather for the Assembly to accept this resolution.

Background:

- The faculty passed a similar resolution in December.
- Underlying concern is that the university should be allowed to reinvest savings rather than having the funds revert back to the state.

- ASEC's goal in writing this resolution was to go on record. Academic staff represent close to 8,000 employees, making us the largest governance body.
- Discussion focused on this resolution lacking authority.

MOTION: passed unanimously by voice vote.

**ASEC Election – for vote [open vacant slot: candidate: Heather McFadden] (ASA #475)**

MOTION: Lisa Jansen moved to elect Heather McFadden to ASEC to finish out this term. Motion was seconded.

MOTION: passed unanimously by voice vote.

**Review Standing Committees Slate – call for nominations from the floor (ASA #476)**

Lisa Jansen read the slates and asked for nominations from the floor. There was one nomination from the floor for the PPPC: Christopher Harrison from District 421.

- **Communications Committee**  
George Ash, 447, DOIT/SEO/CAS  
Laura Silverberg, 460, L&S/INSTR-HUMANITIES/JEWISH ST  
Karen Mittelstadt, 467, EDUC/WCER  
Michele Traband, 461, L&S/THEATRE & DRAMA/THTRE&DRAM  
Laura Gallagher, 494, DCS/ADMINISTRATION/MRKT&COMM  
Nancy Mitchell, 467, EDUC/WCER
- **Compensation and Economic Benefits Committee**  
Jenny Dahlberg, 440, SMPH/ADMIN/NEURO GRAD PROG  
Jason Jankoski, 489, BUS/SCH OF BUSINESS/HR&PAYROLL  
Kate Kowalski, 433, SMPH/WI ALZHMRS INS/ALZHMR INS
- **Districting and Representation Committee**  
Mary Possin, 454, ENGR/ENVIRON CHEM & TECHNOLOGY  
Tori Richardson, 489, L&S/ADM-STU ACAD AFF/STU AF-GN  
Jeanne Blochwitz, 484, DOIT/ACADEMIC SYSTEMS
- **Mentoring Committee**  
Bryan Bowen, 311, CALS/AG RES STA  
Scott J Ferguson, 229, SMPH/MEDICINE/PULMON MED  
Jeff Gehrke, 440, NUR/ACAD SVCS/ACAD SVCS  
Amy Kuehn, 415, VET M/ANIMAL RESOURCE CENTER
- **Professional Development and Recognition Committee**  
Santee Seiberlich, 452, DOIT/USER SVCS/DEPT OFF  
John Klatt, 483, CALS/UNDRGRD PRG & SRV  
Leah Ujda, 467, EDUC/WCER  
Curtis Ryals, 440, SMPH/ADMIN/HUMAN SUBJECTS  
Scott Mellor, 262, L&S/SCANDINAVIAN STU/SCAND ST  
Amy Hawley, 422, SMPH/MEDICINE/GER-AD DEV
- **Personnel Policies and Procedures Committee**  
Melissa Amos-Landgraf, 486, EDUC/GEN ADMIN/DEAN'S OFFICE  
Kristi Hall, 408, GRAD/PRIMATE/PRIMATE  
Tim O'Connor, 467, EDUC/TEST & EVAL  
Jessica Rivera, 460, L&S/ADM-STU ACAD AFF/STU

**Review ASEC Slate – (ASA #477)**

Lisa Jansen read the ASEC Slate:

Marwa Bassiouni, 440, SMPH/ADMIN/EXTRAMURAL SUPP  
Nicholas Hawkins, 463, EDUC/CTR ADVANCEMENT/WISCAPE  
Heather Mc Fadden, 497, GRAD/ADMIN/RESEARCH COMPLIANCE  
Robert Newsom, 155, ENGR/CHSRA  
Denny Hackel, 459, GRAD/SPACE SCI/SPACE SCI

**Review Nominating Committee Slate – call for nominations from the floor (ASA#478)**

Heather Daniels read the NC slate. There were no nominations from the floor.

Jeffrey Gehrke, 440, NUR/ACAD SVCS/ACAD SVCS  
Barbara Gerloff, 463 EDUC/ACADEMIC SVCS  
Tamara Kuhn Martin, 458 ENGR/RESEARCH ADMIN

Meeting adjourned at 5: 05 p.m.

*Submitted by Donna Silver,  
Secretary of the Academic Staff*