

MINUTES

ACADEMIC STAFF ASSEMBLY

Monday, March 12, 2012

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

Provost DeLuca called the meeting to order at 3:34 p.m.

AUTOMATIC CONSENT BUSINESS

The minutes of the February 13, 2011 Academic Staff Assembly meeting were approved with corrections.

GUEST: Ombuds Report – Linda Newman

Linda introduced her colleague, Sandra Guthrie, both of whom are retired academic staff. She encouraged Assembly members to review the Ombuds Annual Report:

http://acstaff.wisc.edu/documents/2010_11_OmbudsAR.pdf

The University Ombuds Office facilitates understanding, communication and resolution of conflict among members of the faculty, academic and classified staff.

Main concerns of clients continue to revolve around: performance review, peer-to-peer interaction, and employee/supervisor issues.

A question was raised asking if there have been any patterns in issues over the years. Linda thought this may be something the Ombuds office could track.

Provost DeLuca thanked Linda and her colleagues for their work in the Ombuds Office.

GUEST: Darrell Bazzell, Vice Chancellor for Administration

Slides from this presentation can be found on the Academic Staff Assembly website:

http://acstaff.wisc.edu/documents/ASA_3_12_2012.pdf

Topics covered:

- Tuition in relation to other UW-Madison Resources:
 - Tuition supports the educational mission of the university and as represented on the pie chart does not include segregated fees.
 - Resident students are subsidized by non-resident students.
- Special Task Force on UW Restructuring and Operational Flexibilities:
 - Governance groups will be asked to testify before the special task force in May 2012.
 - Recommendations are expected in June 2012.
- HR Redesign:

The HR Design project is a campus-wide effort to build, through thoughtful design, a more efficient and effective UW-Madison human resources system to best serve the needs of the University, its employees and the citizens of Wisconsin.

- Encourages assembly members to attend upcoming forums: <http://www.news.wisc.edu/20428>
- Employee Categories Team has identified three options:
 - All classified employees will become academic staff.
 - Non-exempt employees will have their own category; all exempt employees would become academic staff.
 - Keep categories as they currently exist.
- Administrative Excellence:
 - Huron consultants identified 75 opportunities for savings opportunities in Phase I

STANDING COMMITTEE AND OTHER REPORTS

ASEC – Daña Alder

- Encouraged Representatives to complete the Ad Hoc Committee on the Impact of the Budget Bill's survey: https://uwmadison.qualtrics.com/SE/?SID=SV_9nlfqgTgOVjOaYQ
- Academic Staff Institute is full at a record 250 participants.
- Executive Education Grants deadline is March 30, 2012: <http://acstaff.wisc.edu/grants.htm>.
- Resolution in Support of Course Materials as Intellectual Property is postponed until May 14, 2012 to allow Faculty Senate vote in April.
- Even-numbered district representatives have been contacted regarding district elections.

Personnel Policies and Procedures Committee – Jeanne Hendricks

- Job security flyers will soon be sent out via email.
- “*Job Security? What Academic Staff Need to Know*,” will be one of the concurrent sessions at the Academic Staff Institute.

Professional Development and Recognition Committee – Scott Mellor

- PDRC has selected the Excellence Awardees; they will be honored at the April 9, 2012 Assembly meeting.
- PD Grant process is underway. More information can be found at: <http://acstaff.wisc.edu/academic-staff-professional-development-grants.htm>
- New: sample Professional Development grants can be found on the website for those interested in applying for a grant: <http://acstaff.wisc.edu/academic-staff-professional-development-grants.htm>

Ad hoc Committee on Budget Repair Impact – Bob Rettammel

- As of today the committee has received 2,300 responses: 1,800 from academic staff on the Madison campus (other UW System Institutions are using this survey).
- A sub-committee is currently working out the logistics for conducting in depth interviews.

ASPRO – Nik Hawkins

ASPRO is monitoring the UW-Madison and UW System HR redesign projects, and is working to ensure that academic staff as an employee category is maintained through this process.

Optional Retirement Plan Proposal:

- Legislative proposal for an optional, alternative retirement plan for state and university employees.
- The proposed legislation authorizes the Regents to establish an optional retirement plan for new UW System employees through an alternate vendor, such as TIAA-CREF.
- Background: some faculty/staff may come to the UW from other universities that have this TIAA-CREF optional retirement plan. This would allow them to continue to contribute once employed here. Those in favor, say that it also helps when recruiting NEW faculty and staff who do not intend to stay within the UW System for their entire career.
- Current law stipulates five years of service in WRS before being considered vested.
- Proposal has been referred to the Assembly Colleges and Universities Committee.
- This bill is not likely to pass this session.
- ASPRO will refrain from taking a position on the proposal until a hearing takes place.

Rehired Annuitants (double-dipping) Legislation

- Senate Bill 318, has been amended and will go before the Assembly to vote March 13, 2012. The Senate companion Senate Bill 439, had a Committee hearing at the end of February, however, the Committee has not voted.
- It is unclear as to whether this business will be culminated by March 15, 2012—the last day the Senate meets for this year.

NEW BUSINESS

Resolution – Year of the Wisconsin Idea – for vote (ASA # 480)

- Motion made by ASEC to accept this resolution.
- MOTION: passed unanimously by voice vote.

Resolution In Support of Course Materials as Intellectual Property – for vote (ASA #482)

- Motion to postpone until May 14, 2012 Assembly Meeting
- Discussion:
 - Concern raised that language of the resolution fails to mention the protection of electronic media and recorded lectures.
 - Provost commented that after discussion with attorneys, the resolution as written does include protection of electronic media.
- MOTION: to postpone vote until May passed unanimously by voice vote.

ASEC Election – for vote (ASA # 481)

Motion to elect Robert Newsom for vacant ASEC slot made by Consuelo Lopez Springfield, from the Nominating Committee.

Motion was seconded and passed unanimously by voice vote.

Review of Election Slate for the Nominating Committee – (ASA #478b)

Daña Alder, vice-chair, ASEC introduced the Nominating Committee Slate:

Stephen Devoti, 452, DOIT
Barbara Gerloff, 463 EDUC/ACADEMIC SVCS
Tamara Kuhn Martin, 458 ENGR/RESEARCH ADMIN
Jim Rogers, 499 WU/SOC ED /PROG

Review of Election Slate for CEBC and MC – (ASA #483)

Consuelo Lopez Springfield, Nominating Committee updated the Assembly on the following standing committee slates:

Compensation and Economic Benefits Committee

Jason Jankoski, 489, BUS/SCH OF BUSINESS/HR&PAYROLL
Maya Holtzman, 497, GRAD/ADMIN/DIVERSITY RESOURCES
Erin Silva, 111, CALS/AGRONOMY
TBA

Mentoring Committee

Bryan Bowen, 311, CALS/AG RES STA
Scott J Ferguson, 229, SMPH/MEDICINE/PULMON MED
Leslie Abadie, 460, L&S/HISTORY/HISTORY
Amy Kuehn, 415, VET M/ANIMAL RESOURCE CENTER

Review of Election Slate for ASEC – (ASA # 477b)

Consuelo Lopez Springfield, of the Nominating Committee updated the Assembly on Academic Staff Executive Committee Slate:

Ricardo Court, 498, L&S/INTL STUDIES/MAJOR-GENLTBA
Marwa Bassiuni, 440, SMPH/ADMIN/EXTRAMURAL SUPP
Denny Hackel, 459, GRAD/SPACE SCI/SPACE SCI
Nicholas Hawkins, 463, EDUC/CTR ADVANCEMENT/WISCAPE
Heather Mc Fadden, 497, GRAD/ADMIN/RESEARCH COMPLIANCE
Robert Newsom, 155, ENGR/CHSRA
TBA

Academic Staff Branding/Identity Discussion – Greg Iaccarino, Alice Pulvermacher,

Lindsey Steffes, Blair Brophy

Co-chairs of the Communications Committee and student interns describe Showcase poster and asked for feedback. Assembly Reps should send additional suggestions to Greg Iaccarino: gjiaccar@wisc.edu.

Provost's Remarks

The Provost discussed his interview with the press regarding budget lapses, reductions and challenges.

Adjourned at 5: 00 p.m.

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