

2013-2014 Academic Staff Governance Priorities and Accomplishments

Priority: Morale

- Increase recognition opportunities for academic staff
 - Critical Compensation Fund (CCF)
 - Increased CCF eligibility for academic staff who could not be promoted and were within 3% of their salary cap to receive a CCF adjustment
 - Pay tools portfolio document
 - ASEC met with CEBC, Steve Lund, Steve Stern, Chancellor Blank, Provost DeLuca and Darrell Bazzell to discuss the document and the dissemination of this to campus leaders.
 - Ensure academic staff were mentioned in appropriate press releases
 - Increase in Distinguished Prefix promotion and doubled the number of applications

- Promote value of academic staff with campus leaders and others
 - ASEC and University Committee (UC) joint meetings (3)
 - ASEC met with deans and members of the administration
 - Increased CCF eligibility for academic staff who could not be promoted and were within 3% of their salary cap to receive a CCF adjustment
 - Attend weekly UC meetings to advocate for academic staff participation on subcommittees
 - Committee on Classified Research
 - University Research Committee (the University Committee Recommendations Regarding the Research Enterprise and Graduate Education)
 - Participation in weekly shared governance chairs meetings.
 - Academic staff participation in phase 1 and 2 Budget Model Committees

- Promote/partner with others (MASA/Ombuds/OHRD, etc.) to support collegial relationships
 - Academic Staff Institute
 - Changes to 6.01.B of ASPP (def. of misconduct)
 - Ad Hoc Faculty Committee on Civility in the Academic Workplace
 - Ad Hoc Bullying Committee

Priority: Compensation

- Collect peer data on bridge funding
 - Charged Ad Hoc Committee on Bridge Funding (ASA Document #513)

- Re-evaluate Compensation and Economic Benefits Committee (size and scope)
 - Met with CEBC to discuss possible changes
 - Met with CEBC and PPC to discuss job security evaluation and appropriate standing committee placement

- PPPC will review data on job security and then send to CEBC for analysis if needed
- Charge evaluated CEBC to work on Compensation Portfolio and HR Design Opportunities
 - CEBC survey addressing titling and promotion
 - Multiple roles policy change
- Recommendations from academic staff analysis of first round of CCF exercise were implemented

Priority: Engagement in Governance

- Issues debated in ASA
 - Critical Compensation Fund (ASA Document #502, 502A, 504)
 - Academic Staff Governance Priorities (ASA Document #506, 509)
 - Resolution Encouraging Academic Staff Participation in Governance (ASA Document #511)
 - Bridge Funding Ad Hoc Committee (ASA Document #513)
 - Professor of Practice (ASA Document #520A)
 - Performance Management (ASA Document #522A)
 - ASPP Changes (ASA Document #523, 525, 526)
 - Diversity Framework (ASA Document #527, 528)
 - Graduate School Reorganization (ASA Document #529)
 - Classified Staff Representation on Joint Governance Committees and Meaning of “In Conjunction” (ASA Document #531)
- Create a list of accomplishments for Academic Staff Governance
 - CCF
 - Category A Maximum
 - HR Design
 - Performance Management
 - Joint ASEC/CSEC subcommittee
 - Faculty Supervision
 - Joint ASEC/UC committee
 - Search and Screen Committee Nominations
 - Vice Provost for Teaching and Learning (Kevin Niemi)
 - Vice Provost for Faculty and Staff (Jeff Shokler)
 - Provost (Dawn Crim, Mo Bischof)
 - Director of Housing (Kelly Ignatoski, Greg Smith)
 - Dean of Pharmacy (Edward Elder, Sarah Kuba, Chris Sorkness)
 - Dean/Vice Provost for International Studies (Susan Miller, Masarah Van Eyck)
 - UW System President (Robin Kurtz)
 - Purchasing Services (Joie Schoonover, William Robus)
 - Vice Provost for Enrollment Management (Emily Tarter)

- Secretary of Classified Staff (Heather Daniels)
 - Ad Hoc Committee Nominations and Appointments
 - Classified Research Committee (James Kupsch)
 - Athletic Board Selection Committee (Trish Iaccarino, Kevin Niemi, Heather McFadden, Laura Van Toll, Barb Simons)
 - Ad Hoc Faculty Committee on Civility in the Workplace (Heather McFadden)
 - HR Design Shared Governance Advisory Committee (Donna Cole)
 - Ad Hoc Campus-Wide Bullying Committee (Heather McFadden)
 - Educational Innovation Steering Committee (Erin Silva, Jim Maynard, Bruno Browning)
 - Ad Hoc Committee on Fossil Fuel Use and Climate Change (Margaret Mooney)
 - Budget Model Development Committee (Ken Mount, Anne Gunther, Tony Grieg, and Noel Radomski)
 - Budget Model Review Committee (Anne Gunther, Noel Radomski, Russell Dimond)
 - Selection Committee for Administrative Improvement (Donna Cole)
 - Graduate School Research Enterprise Reorganization
 - ASEC met with the UC and working group to discuss proposed changes.
 - Ensure CASI language was included in the University Committee Recommendations Regarding the Research Enterprise and Graduate Education.
 - Worked with UC on changes to FP&P Ch. 6 that impacted academic staff
 - Committee on Women in the University
 - Bicycle/Pedestrian Subcommittee
 - Research, Safety and Compliance Oversight Committee
 - Worked with UC to address multiple roles issue
 - Memo sent by the UC encouraging multiple year exemptions
 - Educational Innovations
 - Memorial Roll Call for Academic Staff
 - Athletic Board Selection Subcommittee
 - CCF Evaluation
 - Engagement/Collaboration between ASEC and Other Governance Groups
 - 3 Joint Meetings with UC; 1 with CSEC
 - SMPH CASI
 - CEBC created pay tool portfolio for academic staff
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- Created historical list of accomplishments

 - Surveyed academic staff
 - Governance Priorities
 - Titling and Compensation

- Create strategy to bring more people into governance
 - Meeting with academic staff reps on campus-wide governance committees
 - Governance Priorities survey sent on behalf of ASEC
 - Created ASEC liaisons for standing committees and CASIs
 - Addition of academic staff representative on CALS APC
 - Appearances by Chancellor Blank at Academic Staff Assembly
 - Launch of new academic staff website (<http://acstaff.wisc.edu>)