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 PPPC to discuss job security evaluation and appropriate standing committee placement

- o 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
    - o CEBC survey addressing titling and promotion
    - o Multiple roles policy change

- Recommendations from academic staff analysis of first round of CCF exercise were implemented. Almost all schools/colleges/divisions reach CCF target for salary increases in round 2.

Priority: Engagement in Governance

- Issues debated in ASA
    - o Critical Compensation Fund (ASA Document #502, 502A, 504)
    - o Academic Staff Governance Priorities (ASA Document #506, 509)
    - o Resolution Encouraging Academic Staff Participation in Governance (ASA Document #511)
    - o Bridge Funding Ad Hoc Committee (ASA Document #513)
    - o Professor of Practice (ASA Document #520A)
    - o Performance Management (ASA Document #522A)
    - o ASPP Changes (ASA Document #523, 525, 526)
    - o Diversity Framework (ASA Document #527, 528)
    - o Graduate School Reorganization (ASA Document #529)
    - o 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
            - o Joint ASEC/CSEC subcommittee
        - Faculty Supervision
            - o 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

- Created historical list of accomplishments

- Surveyed academic staff
  - Governance Priorities

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