Academic Staff Governance Priorities 2015-16

This document outlines the priorities for the 2015-16 academic year. The priorities were drafted by a group of Assembly Representatives, members of ASEC, and the Chairs of the Assembly Standing Committees. Following the original drafting, committees were able to review the priorities and remove priorities that could not be accomplished during the coming year. In addition to these priorities, ASEC and the Assembly Standing Committees continue to be responsible for duties outlined in Chapter 14 of ASPP.

Goal Matrix					
Category	**Goal**	**Measurement**	**Steps**	**Deadline**	**Owner(s)**
New HR System	Draft survey for academic staff on implementation of performance review policy to be disseminated late in 2016-17.	Online portal is active	online portal to gather stories, feedback, etc. during the initial year prior to full implementation; conduct survey next year when policy is fully implemented	Jan-16	Communication Comm SOAS CASIs
New HR System	Form an ad-hoc committee to formulate academic staff recommendations on titling and compensation. Recommendations should go to the Assembly for consideration and then to the consulting firm.	Report/white paper to Assembly	form committee (With members from ASEC, CEBC, and PPPC) and charge it; report back to Assembly	late Jan 16	ASEC CEBC PPPC Ad Hoc Committee
New HR System	Promote current tuition reimbursement policies	Policies are included in SOAS website or KB.	draft language about policy and add it to the kb page on professional development opportunities	Now	PDRC
New HR System	Draft and send current academic staff information regarding benefits changes beginning in January.	Email is sent with information to academic staff	draft a simple summary document; need to work with HR to verify accuracy	Sept or Oct 2015	CEBC
New HR System	PPPC should determine whether merit-based raises should be added to ASPP.	Report or resolution by PPPC to the Assembly	look at the policies of other institutions; consult with legal	Spring 2016	PPPC

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Communication	Provide 2 updates per year regarding academic staff governance as an email newsletter.	Email is sent to academic staff	contact ASEC and committee chairs for information to be included or possibly have standing Qualtrics survey for committee input; active subscription vs. everyone automatically subscribed	mid-semester Fall and Spring	Communication Comm
Communication	Put together a poster regarding academic staff shared governance for Showcase.	Poster is made and presented	answer the question why governace is relevant; community ways to participate in governance, accomplishments	Apr-16	Communications Com
Shared Governance	Work with other shared governance partners and UW-Madison administration to develop a written policy regarding shared governance on campus	A written policy is approved	form ad hoc committee from all shared governance groups; draft policy; run policy by executive committees; governance bodies approve; UW-Madison admin approve	Spring 2016 for committee in place	ASEC
Recruitment	Working with other shared governance partners and UW-Madison administration, develop a process and advocate for equity in numbers of faculty, academic staff, classified staff, and students on search and screen committees.	recommendations provided	current ad hoc committee will consider this in their review of chapter 6	Fall 2016	Ad Hoc Committee on FPP Chapter 6

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Salary/ Compensation	Work with Office of Human Resources to adjust the Category A maxima utilizing the cost of living increases from the past 10 years (merit has moved the maxima 12.3% over last 10 years; COLA has been 24%). Adjustment should include Jan 2016 in the calculation.	maxima have been moved	renew data on who is impacted; work with OHR to implement	Spring 2016	CEBC ASEC
Salary/ Compensation	Work with Office of Human Resources to look at compression of academic staff salaries within Category B. Best practices should be developed that can be used going forward.	white paper/report from committee	create ad hoc committee regarding issues with Category B appointments; collect data and identify category B issues	Spring 2016	ASEC CEBC
CASIs	Plan half-day retreat for CASIs to continue sharing best practices and creating community.	retreat is held	in lieu of one CASI lunch plan a half-day retreat for CASI leaders and members as well as academic staff not represented by CASIs; share information and resources. Information collected can also be used for outreach to Deans.	Fall 2015	SOAS