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**ACADEMIC STAFF ASSEMBLY MEETING MINUTES**

**272 Bascom Hall**

**Monday, April 9, 2018**

**3:30 to 5:00 p.m.**

Provost Sarah Mangelsdorf called the meeting to order at 3:32 p.m.

**Automatic Consent**

The Academic Staff Assembly minutes of Monday, March 12, 2018, were approved.

**Recognition of 2017-18 Academic Staff Excellence Award Winners**

Nick Ewoldt, chair of the Professional Development and Recognition Committee, introduced the 2018 Academic Staff Excellence Award Winners. They are: Araceli Alonso, Chancellor’s Hilldale Award for Excellence in Teaching; Jim Maynard, Chancellor’s Award for Excellence in Service to the University; Michael Shortreed, Chancellor’s Award for Excellence in Research: Independent Investigator; Gay Thomas, Chancellor’s Award for Excellence in Research: Critical Research Support; Mike Kinderman, WAA Award for Excellence in Leadership: Individual Unit Level; Binnu Palta Hill, WAA Award for Excellence in Leadership: College, School or the Larger University Community Level; Margaret Mooney, Robert and Carroll Heideman Award for Excellence in Public Service and Outreach; John Heim, Martha Casey Award for Dedication to Excellence; and Jim Delehanty, Ann Wallace Career Achievement Award.

**ASEC and Academic Staff Assembly Standing Committees Election Results**

Heather Daniels, Secretary of the Academic Staff, announced the election results. Donna Cole, Deb Shapiro, and Lindsey Stoddard Cameron were elected to three-year terms on ASEC. Aaron Crandall was elected to a one-year term. Linda Endlich, Jennifer Garrett, and Ashley Voss were elected to the Communications Committee. Steven Anderson and Elizabeth Tuschen were elected to the Compensation and Economic Benefits Committee. Ian Benton and Max Coller were elected to the Districting and Representation Committee. Ellie Feitlinger, Michelle Holland and Teri Stratton were elected to the Mentoring Committee. Rebecca Beebe, Sharon Kahn, and Alison Rice were elected to the Nominating Committee. Pamela Garcia-Rivera, Anita Herrick, and Shirin Malekpour were elected to the Personnel Policies and Procedures Committee. Mary Lewitzke, Ken Niemeyer, Mary Russell, and Brad Schantz were elected to the Professional Development and Recognition Committee.

**Reports**

Kevin Niemi, ASEC chair, reminded the Assembly that the Office of Human Resources will be holding Job Description Orientations. There will be in-person sessions during the week of April 23. There will also be an online version. He encouraged those present to attend one of these sessions to learn about the next steps in the Title and Total Compensation study.

A grant competition will be announced this week regarding free Division of Continuing Studies (DCS) courses. A total of up to $12,500 will be awarded this year to academic staff for DCS courses either happening this summer or next year. Applicants will need to apply for a specific course. The grant application is very similar to the application for the Executive Education grants.

Kevin updated the Assembly on the research professor titles. The Office of Human Resources will be forming a committee to examine all reports regarding professor titles and make recommendations to OHR regarding titles to consider in the Title and Total Compensation study.

Nick Ewoldt, chair of the Profession Development and Recognition Committee, reported that Brad Schantz and Martha Reck are co-chairs of the Professional Development grants this year. The amount of money available for grants has increased by $12,000 for the next fiscal year. They typically receive 50-70 applications for each deadline.

**Guest: Rebecca Blank, Chancellor**

In regards to the UW-Extension transition, there are a total of 4 units that are moving to campus: Cooperative Extension, which will be a new division that will report to the Provost; Public Media, which will be in the same new division; Department of Labor Education that will become part of the Division of Continuing Studies; and Auxiliary Services, which will become part of the office of the Vice Chancellor for Finance and Administration. Public Media and Cooperative Extension were originally part of UW-Madison. There are many problems to be worked out. Leadership will move to UW-Madison on July 1, but it will take more time to move all employees.

The legislature has finished their current session. UW-Madison ran its biggest advocacy campaign during the last budget cycle. There are no budget cuts in the coming year for the first time in at least a decade. UW-Madison employees will receive 2% raise in July and another 2% raise in January. UW-Madison expects to do merit and equity increases again in the coming year.

In regards to the capital budget, funds for the Veterinary Medicine parking lot as well as utilities projects were provided. Maintenance funds were also restored.

Legislation allowing doctors who travel with sports teams to practice medicine in the state has passed. This is allowed by 38 other states. Legislation regarding fetal tissue research and affecting the accreditation of the Obstetrics and Gynecology residency program did not pass.

The increase in revenue for UW-Madison has begun to show some payoffs. These include Bucky’s tuition promise (UW-Madison will cover tuition and fees if household income is below WI average income), cluster hire program, and the Discretionary Compensation Fund.

The Title and Total Compensation study is moving forward. The study will provide UW-Madison with new titles consistent with peers and will provide market compensation data.

The first ever campus climate survey for students was released in November. They are analyzing the results and engaging with shared governance groups. Students from historically under-represented groups rate the climate slightly less favorably. UW-Madison will be naming Campus Diversity Liaisons, who are faculty and instructional academic staff that will address diversity/inclusion issues at a local level.

The Ku Klux Klan study group will be reporting their findings on April 19. There were two groups on the UW-Madison campus in the early 1900’s calling themselves the KKK. This study group was asked to consider how campus should think about this history and respond to it.

There are three finalists for the Vice Chancellor for Student Affairs that will be visiting campus in late April and early May. The Chancellor encouraged everyone to attend the public presentations. The CIO finalists will be named on April 10.

In regards to building projects, the Dairy Research Center, Meat Science building, and Chemistry addition will go to the Board of Regents meeting for approval for cost overruns. The music performance building will be completed by the end of the year.

**Business**

**Motion to Count Years of Service for UW-Extension Academic Staff Moving to UW-Madison Academic Staff**

Bruno Browning, ASEC, led the discussion for this first reading. ASEC has been discussing this issue for the past several meetings. They received a resolution from the UW-Extension Academic Staff Council asking that UW-Madison count UW-Extension academic staff service.

Years of service is important for layoff and non-renewal notice as well as if a decision needs to be made regarding which academic staff member to layoff or non-renew in the same operational unit.

For academic staff, UW-Extension currently counts all years of service at any UW System institution as any type of employee. UW-Madison considers only UW-Madison years of service as academic staff.

If the Assembly takes no action, then academic staff would move over with 0 years of service. The proposal is to apply the UW-Madison policy to UW-Extension employees moving here on July 1.

**ASPP Chapter 7 Changes**

Kevin Niemi (ASEC) moved to approve the changes to ASPP Chapter 7. Seconded. Approved.

**Provost Report**

Provost Sarah Mangelsdorf encouraged everyone interested to attend public presentations for campus-wide leadership positions. The sessions are videotaped and can be watched online if necessary. She encouraged everyone to submit comments regardless of how many presentations they are able to attend.

A group made up of shared governance appointees and administration called the Protest and Demonstration Response Group will be meeting for the first time. The UW Police Department and Dean of Students office is working on drafting guidelines. Once guidelines are finalized, the Provost will share them. Given our decentralized scheduling system, it is a challenge knowing who is coming to speak on campus.

The Board of Regents passed a new sexual harassment policy as well as an updated policy on consensual relationships. The administration is working on a revised consensual relationship policy that will fit the UW-Madison campus. The Board of Regents policy doesn’t take into consideration graduate students teaching in the classroom as instructors, for instance. There will be one policy for all of campus.

The UW-Extension transition to UW-Madison is extremely complicated. It is taking two different organizations with different cultures and making them into one organization. UW System recently publically stated that the process wouldn’t be completed by July 1, 2018.

Adjourned at 4:37 pm.

*Minutes submitted by Heather Daniels, Secretary of the Academic Staff*