

## **CEBC Committee Annual Report Academic Staff Assembly 2017-2018**

### **Past Year's Activities**

CEBC Updated the Pay Tools documents and FAQs related to CEBC on the Academic Staff website. CEBC members participated in the ad-hoc committee on **Category B Academic Staff Salary Compression** which produced a report in January, and helped analyze the first WISELI survey for academic staff. CEBC members have also participated in a variety of committees related to the Title and Total Compensation Project.

### **Past Year's Committee Membership**

Russell Dimond, Sharon Gehl, Nancy Graff Schultz, Ilia Guzei, Jason Jankoski, Janet Newlands  
Carol Van Hulle, Emily Clark, Robert Glover

### **Future Issues/Plans for the Committee**

CEBC will continue to work with ASEC to determine specific measurable tasks that CEBC can work on from these areas. In particular CEBC intends to:

- a. Closely monitor the TTC study, identify issues and concerns, propose solutions where possible, and bring them to the attention of the Assembly, ASEC, and those carrying out the study.
- b. Review Rolling Horizons. Do a short survey specifically about this issue with academic staff. Is it important, do they know about it? How many people have multi-year contracts?
- c. Review Promotion practices across campus – Including getting data from past 5 years (How many people are promoted because of time vs change in duties? How many people are put forward but not promoted?) Restricted to titles that every department uses. Possibly sending a survey to all academic staff.

## **Communications Committee Annual Report Academic Staff Assembly 2017-18**

### **Past Year's Activities**

- Academic Staff Performance Review Survey
  - Drafted and disseminated second annual survey
  
- Academic Staff email newsletter
  - Published twice; Fall and Spring
  - Provided updates on AS Committees, including news on nominations, benefits, professional development, and more
  - Communications Committee members served as liaisons to peer committees
  
- Review of Academic Staff website
  - Drafted memo of recommendations for ideas to move to Campus theme, incorporate ideas from email newsletter.
  
- Reviewed Showcase Poster for any updates
  - Discussed possibilities of where to display.

### **Past Year's Committee Membership**

Matthew Call; Jennifer Farley; Jennifer Garrett; Yael Gen; Emily Kite; Jan Klawitter; Robyn Perrin; Diane Stojanovich; Lori Wilson

### **Future Issues/Plans for the Committee**

- Review of Academic Staff Performance Review Survey
  - Provide baseline comparisons across years for implementation concerns/issues
  
- Continued production of Academic Staff email newsletter
  - Featured content highlighting importance of governance

## **Districting and Representation Committee Annual Report FY 2017-18 Academic Staff Assembly**

### **Past Year's Activities**

- Monitored new districting rules for stability.
- Inventoried outstanding issues DRC will need to address in the long term.
  - Results of Titling and Total Compensation –districts will need adjustment once titles have changed and been finalized.
  - Planned for continuity of Districting systems with Gene Masters' retirement on the horizon.
- Developed a tool that allows SOAS to adjust districts easily and directly, tied to HRS data.

### **Past Year's Committee Membership**

Ian Benton (co-chair)  
Eileen Ewing  
Robin Kurtz  
Gene Masters (co-chair)  
Mary Possin  
Brady Minter

### **Future Issues/Plans for the Committee**

Holding pattern while we wait for progress on Titling and Total Compensation. DRC will meet semesterly to assess developing issues. Special attention paid to district updates prior to April elections.

## **Academic Staff Mentoring Committee Annual Report Academic Staff Assembly 2017-18**

### **Past Year's Activities**

- 2017-18 Academic Year Mentor/Mentee Match Program
- Provided monthly resource ideas to Program participants
- October 2017 Fall Kick-Off Event (Speakers, Panel, Goal Setting)
- November 2017 Dr. Pelin Kesebir from the Center for Healthy Minds presented her research at fall event
- Held monthly meetings and updates to Website, Facebook and LinkedIn
- February 2018 event on "Giving and Receiving Feedback" facilitated by Annette McDaniel, SoHE, and Wren Singer, OUA
- May 2018 Mentor Thank you Luncheon and Campus Cultural Tour for all participants

### **Past Year's Committee Membership**

Marty Gustafson, co-chair  
Ed Elder, co-chair  
Heather Weltin  
Jessica Solcz  
Sarah Sebrosky  
Mark Marohl  
Erica Gill  
Frank Rooney

### **Future Issues/Plans for the Committee**

- Continue the Academic Staff Mentor/Mentee Match Program for 2018-19 academic year
- Recruit and match mentor/mentees throughout academic year
- October Mentor/Mentee Match Kick Off Event
- Develop and promote 1 event for fall (Mindfulness Workshop) and 2 events for spring
- Expand resources for mentors/mentees on Website
- Promote resources and events on our LinkedIn and Facebook groups
- Strategic plan for committee: how to increase mentor participation and how to collaborate with other mentoring programs on campus

## Nominating Committee Annual Report 2017-2018 Academic Staff Assembly

### Summary of Activities

Overall, the Nominating Committee identified and forwarded the names of **95** academic staff for consideration for an estimated **85** University committee positions. The Nominating Committee met 10 times during the 2017-2018 academic year to coordinate efforts.

To recruit Academic Staff members to the candidate pool we:

- Distributed a survey (Committee Tracker) for Academic Staff to enter their information and committee interests via the Secretary of Academic Staff
- Included article regarding serving on campus committees in Work@UW email to all academic staff on campus

During the 2017-2018 term, the Nominating Committee identified individuals for appointment to 7 slots left open due to new committees, staff resignation, retirement or departure from the UW-Madison.

- Personnel Policies and Procedures Committee - 1
- Mentoring – 1
- Retirement Issues – 1
- Rec Sports Board – 1
- CEBC - 1
- Information Technology– 1
- ARC-ASSL - 1

The Nominating Committee identified and forwarded the names of **36 candidates** for the Academic Staff Assembly **standing committee election slates**. Of the candidates, 10 were current committee members who agreed to run again and **26** were identified using the survey/candidate pool.

- Academic Staff Executive Committee – 3
- Communications Committee –4
- Compensation and Economic Benefits Committee – 5
- Districting and Representation Committee –3
- Mentoring Committee - 4
- Professional Development and Recognition Committee – 3
- Personnel Policies and Procedures Committee – 4

The Nominating Committee identified and forwarded the names of 4 candidates for appointment to the Distinguished Prefix Committee and 13 candidates for Academic Staff **Area Review Committees (ARC)**.

- ARC – Admin/Stud serv Libr – 3
- ARC – Bio/Med – 3
- ARC – Humanities/Soc Sci – 3
- ARC – Physical Sci/Engr – 3
- ARC – ASSL - 1

The Nominating Committee identified and forwarded the names of **32** candidates for appointment to campus shared governance committees. Of the candidates, 9 were current committee members who agreed to serve an additional term and the remainder were identified using the survey/candidate pool.

- Academic Staff Appeals Committee – 4
- Athletic Board – 1
- Archives – 1

- Campus Diversity and Climate – 2
- Campus Transportation – 1
- GLBTQ – 1
- Health Care – 1
- Information Tech – 1
- Labor Codes & Licensing – 1
- Lakeshore Nature Preserve – 1
- Lectures – 1
- Library – 1
- Retirement Issues – 1
- Student Panels – 5
- Undergrad Rec, Admis, & Fin Aid – 1
- Univ Bookstore Board of Trustees – 1
- Univ Curriculum Com – 1
- Com on Women – 2
- Wisconsin Union Council – 1
- Disability Access & Inclusion Instructional – 1

**2017-2018 Nominating Committee Membership**

Dan Barnish (L&S), Rebecca Beebe (co-chair PHAR), Jacob Hahn (WU), Josh Hansen (ENRL), Benjamin Heidke (LAW), Jenny Heintz (co-chair SMOH), Sharon Kahn (co-chair BUS), Karyn Matchey (SMOH), Alissa Oleck (DCS)

**Future Issues/Plans for the Committee**

- Implementation of new committee interest database to more efficiently track and contact academic staff members interested in serving on committees

**PPPC Committee Annual Report  
Academic Staff Assembly  
2017-18**

**Past Year's Activities**

- Drafting a new chapter 16 to Academic Staff Policies and Procedures in response to new federal, campus, and UW System policies on sexual harassment and sexual violence
- Liaising with task force harmonizing academic-staff policies between UW Extension and UW-Madison in preparation for merger
- Performing rolling review of Academic Staff Policies and Procedures

**Past Year's Committee Membership**

Deb Brauer  
Caitlin Clery  
Pam Garcia-Rivera  
Anna Lewis  
Carlos Lozano  
Shirin Malekpour  
Dorothea Salo  
Meredith Smith  
Jonathan Thorn

**Future Issues/Plans for the Committee**

- Working through the impacts of the new Personnel File and Reference Check Policies
- Following the Title and Total Compensation Project – keeping up to date on issues and the process and offering input where needed
- Completing draft of ASPP Chapter 16 and bringing it forward for review and finalization
- Continuing ASPP rolling review

**Professional Development and Recognition Committee Annual Report  
Academic Staff Assembly  
2017-18**

**Past Year's Activities**

In 2017-2018 the Professional Development and Recognition Committee reviewed 112 applications for professional development grants and awarded 59 grants averaging \$962 for Fall 2018 activities and \$1170 for Spring 2018 activities. The committee selected winners for nine Excellence Awards that were awarded at the annual awards ceremony in April. In addition, the committee chose grant recipients to participate in Executive Education Courses and Division of Continuing Studies Courses.

**Past Year's Committee Membership**

Nicholas Ewoldt (Chair)  
Kim Bruksch-Meck  
Steven Catania  
Adam Huffman  
Stephanie Kutz  
Jim Lacy  
Mary Lewitzke  
Jennifer Meier  
Martha Reck  
Eva Rakasz  
Brad Schantz  
Christine Schultz

**Future Issues/Plans for the Committee**

In addition to awarding Professional Development, Executive Education, and Division of Continuing Studies grants and selecting award winners during this year the committee will be reviewing the criteria used for the Professional Development Grants and considering the eligibility requirements for the future cycles of the Executive Education and Division of Continuing Studies Grants.