

Annual Report 2001-2002

2001-2002 committee members: Laurey Martin-Berg, Distinguished Senior Lecturer, French & Italian Cathy Middlecamp, Distinguished Faculty Associate, Chemistry John Sarff, Associate Scientist, Physics Belinda Velazquez, Advisor, Cross-College Advising Service Bruno Browning, Associate Director, L&S Learning Support Services James Ferris, Associate Faculty Associate, Communication Arts Maggie Sullivan, L&S Dean's Office (staff, ex officio) Phil Certain, Dean and Chair of the committee

The accomplishments in the 2001-2002 academic year include:

1. Academic Staff Role in Governance Building on work from the previous year, we finalized a document entitled "L&S Guidelines for Academic staff participation in service and governance activities outside of the department, program or unit". Dean Phil Certain presented the document to L&S Chairs and Directors for comment.
2. Academic Staff Professorial Title Series We followed the development of this issue closely, both on campus and at the UW System level. Two members of the CASI met with Provost Peter Spear to discuss the issue; others attended Faculty Senate meetings. We prepared a draft L&S guidelines for the use of such titles that we will continue to work on in the coming academic year.
3. Academic Staff Awards The L&S Professional Development and Recognition Committee conducted the first round of L&S Academic Staff Awards. Five awards (one for Distinguished Service, three for Mid-Career Achievement, and one for Early Career Achievement) were granted, with funding provided by Dean Phil Certain. The Distinguished Service Award was subsequently renamed in honor of its first recipient, Associate Dean Emerita Judith S. Craig. We coordinated efforts with the committee to promote the new awards, including making a presentation to the L&S Chairs and Directors meeting in November 2001. This included information not only about the new awards, but also about existing awards such as those given to L&S advisors, the Academic Staff Excellence Awards, and the SPA awards. A list of previous L&S award winners is posted.
4. Academic Staff Merit Reviews We discussed how merit reviews are (or are not) conducted, and what can be done to help both Academic Staff members and departments to better understand their respective roles in the process. No actions were taken.
5. Academic Staff Job Security We discussed the need to keep encouraging departments to make more use of rolling-horizon and indefinite appointments for their Academic Staff members. Maggie Sullivan prepared a list of 57 long-term academic staff members with rolling-horizon appointments (15 or more years of service) who do not have indefinite appointments. Of these, 11 are currently being reviewed in their respective departments. Two indefinite appointments were granted in L&S in the 2001-2002 academic year, and none was granted the previous year. In addition, Ann Wallace, Chair of the Academic Staff Personnel Policies and Procedures Committee, spoke with us about the differences in job security for rolling horizon vs. indefinite. We intend to revisit the issue of indefinite appointments (at least) annually.

6. Campus Climate The Dean consulted with us on issues of campus climate, and how Academic Staff in the College are affected by - and participate in - campus climate. This was part of a larger campus climate discussion initiated by the Provost.
7. Workload and Teaching Loads for Academic Staff The CASI was asked by a member of the instructional staff in the foreign Languages to examine the difference in teaching load (typical percentage of appointment per course) of staff in the foreign languages compared to Staff in other areas, including non-foreign language departments in the Humanities. The typical percentage of appointment in the foreign languages is 33% per course (3/3 load for full-time staff); elsewhere it ranges from 40-50% per course (2/3 or 2/2 load for full-time). The dean asked the Department of French and Italian to serve as a test case and propose a model by which the teaching load some or all of its academic staff could be
8. Ongoing Meetings with other CASIs Laurey Martin-Berg and Bruno Browning attended two university-wide CASI meetings on October 25, 2001 and March 21, 2002. Cathy Middlecamp attended another inter-CASI meeting hosted by the School of Education CASI in April 2002.
9. Elections We solicited nominations and prepared the slate for the elections for vacancies on the L&S Academic Planning Council (APC) and the CASI. In Fall 2001, Jim Ferris was elected for a 3 year term to replace departing member Claire Rider, who was thanked for her service. In Fall 2001, Sandy Arfa also was elected to the L&S APC to replace departing member Laurey Martin-Berg. In Spring 2002, new members Jeff Peterson and Tori Richardson (both elected) joined the CASI, both with 3 year terms starting in Fall 2002. Departing members John Sarff and Belinda Velazquez were thanked for their years of service. Joan Hall was elected to the APC to replace Wilt Sanders (former CASI member)