

**College of Agricultural and Life Sciences
COMMITTEE ON ACADEMIC STAFF ISSUES**

January 13, 2016
1:00 p.m.-2:00 p.m.
250 Agricultural Hall

Present: Vince Borleske, Cristiana Carusi, Dustin Eilert, Carol Hillmer, Nicole Miller, Janet Newlands, Joan Parrish, Mark Seeger, Dick Straub, Deb Wendorf Boyke

Absent: Nicholas Bero, Chris Day, Pat Flannery, Janet Hedtcke, Robin Mittenthal

Guest: Heather Daniels, Secretary of the Academic Staff

Minutes: Dawn Wagner

MINUTES

Additions to agenda

- None

Approval of meeting minutes from December 2015

Cris motioned to approve the minutes, Janet second; all voted in favor of accepting the minutes as written.

Guest Heather Daniels, Secretary of the Academic Staff

Heather Daniels was invited to discuss the issue of AS engagement through shared governance. Heather shared a handout summarizing recent governance issues at the campus level and reasons for AS to become involved in governance.

HR Design Titling and Compensation Study: There is an ad hoc committee preparing a short report on academic staff issues in regards to the upcoming titling and compensation study. The advisory committee will consist of 50% staff from UW-Madison and 50% staff from other campuses. Comparisons are difficult because UW-Madison titles differ from other campuses. We tend to hire people in the middle range of titles because the minimum pay ranges no longer equate to the current market. The committee will report out to the AS Assembly in March.

Instructional Titles: There is another ad hoc committee that will report to the AS Assembly in February regarding recommendations for instructional titles.

Tenure Task Force: UW-System document did not include language to include AS consultation regarding program discontinuance – rather the decision would be made solely by faculty and students. ASEC passed amended language to remedy this oversight. It is expected that the ASEC amendments will be included in the final UW-System document.

Category A Maxima: Academic staff governance worked with the campus Office of Human Resources to increase the pay range maxima by 10% for Category A titles.

Pending Legislative Bills: ASEC is keeping track of pending legislative bills including concealed carry and dangerous weapons in campus buildings as well as fetal tissue research. The lobbyists who represent campus issues generally agree on general higher education issues although have varying priorities.

Update on governance at the campus level – it should not be a busy year because it is not a budget year.

There was discussion on increasing academic staff engagement in shared governance - the following points could be shared with AS:

- Make a difference for academic staff, other employees and students
- See and understand the University from a variety of perspectives
- Increase your network on campus by meeting new people across campus
- Gain professional development experience by participating on or leading committees
- Give back to the University and its employees and students

Heather cited that the above points originated with a recent excellence award winner.

Additional reasons for involvement were discussed by the committee:

- Looking through a different lens from your own. – there are variety of perspectives and concrete evidence within the campus community to share
- Increasing your professional network is beneficial
- Opportunity for present and future problem-solving with colleagues
- Great reason to get out of your office
- Good leadership experience if an AS position does not provide many opportunities
- Helping to keep policies strong and in good balance between administration and employees

It was agreed that CALS has shown fairly good participation overall on the campus level.

Other points were noted for committee follow-up:

- We do have a number of AS who have represented CALS at the campus level - keeping track of who they are is difficult
- Recruiting and motivating people to get involved – personal contact is a good method
- Some personalities lend themselves towards more or less involvement so a personal connection can assist
- Ad hoc committees can be an entry level way for people to acquaint themselves with committee involvement
- Events that are meaningful and increase visibility for CASI should be considered
- College leadership could promote shared governance for those who may feel participation may be viewed unfavorably
- Addressing effort or position requirements (which can be obstacles to involvement)
- Could this issue be brought to the Dept Chairs meeting or to college faculty meetings?
- ASEC sponsors chairs chats, which are informal discussions for AS – a safe space to discuss issues with peers and problem solve
- CASI could use this model for college AS issues, which could include topics such as college-level regulations, discussions for instructional staff, effort, the process for becoming a PI and promotions
- CASI could consider partnering with ASEC or another college on some issues

Sub-Committee reports

CALS AS award nomination forms are due February 12 to Vince Borleske. The last round of ASPD grants were awarded to all three of CALS nominees. The updated CASI welcome letter had been finalized. Each ward should send out to constituents this month. Instructions for sending were sent to CASI members via email. Additional email communications from CASI members to their respective wards are being considered. The website has undergone numerous updates. The communications subcommittee provided a list of analytics from the site and will follow-up with CALS IT to determine additional types of analytics that could be pulled from the site for future updates. We will have additional subcommittee updates next month.

CALS Updates

Finalized budget situation - cuts for departments were halved last year but this year will remain at 2%. We were asked to plan for 2% and then a potential second 2% for this year. The final cut is only the first 2%, which is better than anticipated. The administration allocated cuts in departments according to the metrics and algorithm, so percentages will vary across CALS. The Dairy Sheep Spooner program will close, which will affect one AS member and a few University Staff members. Spooner will remain active for crops and horticulture research. The status of the IP Director search is that four candidates have been interviewed. Kate is in the process of following up with the candidates.

Performance management module: CALS was moving toward adopting the tool that the College of Engineering developed. Campus recently bought Page Up for managing open recruitments. Page Up has a component that can be used for performance management. At this time, sending out the standard letter reminding of the need for performance reviews and the policy meets college requirements. It is uncertain whether Page Up will be required by campus for monitoring performance management in the future. It is recommended that we wait to see what unfolds before adopting a new performance management module for the college.

Adjourned at 2:12

Next meeting: February 10, 2016, 1:00 p.m.-2:00 p.m., 250 Agricultural Hall