

College of Agricultural and Life Sciences
COMMITTEE ON ACADEMIC STAFF ISSUES

March 11, 2015
1:00 p.m.-2:00 p.m.
250 Agricultural Hall

Attending: Vince Borleske, Nicholas Bero, Cristiana Carusi, Christopher Day, Dustin Eilert, Patrick Flannery, Janet Hedtcke, Carol Hillmer, John Klatt, Dick Straub, Laura Ward Good, Rick Wayne, Deb Wendorf Boyke

Absent: Nicole Miller

Minutes: Laura Van Toll

AGENDA

No additions to the agenda

Approval of Minutes from February meeting

Extra “e” on the in first bullet of budget; Rick motioned to approve the minutes with the change, Laura second; minutes accepted with change.

CASI and classified staff

Pat reports that Engineering is adding classified staff to their CASI as ex-officio instead of changing the bylaws. Dick commented that ex-officio members have no voting rights and suggest we if we are going to add classified staff to our CASI we pursue changing our by-laws to give voting rights. Pat will continue efforts to reach out to those who are serving on the classified congress for their input and to offer assistance.

Seniority guidelines during layoffs

Vince reports seniority is based on the date you assumed your academic staff title on campus. Previous service outside of AS or at another campus does not count towards seniority. Another consideration in seniority is the employment start date in the unit. Skill set is considered during layoffs. The unit will determine what skills are needed to maintain core functions in operational areas and those with the identified skills are given priority. A breaks of 3+ years in service has a bearing on your seniority. There are many factors that go into layoff decisions; it is not a straight forward formula. Each situation is case by case.

Priorities for the website

- Deb reported on changes the communications group would like to make to the website:
- Landing page will be “What is CASI” and “what do we do” with a link to committee members
- Move the committee members to the “Contact” page and add a column with ward # and a sentence about the background of each CASI rep
- Add a place for staff to search for their ward # (Contol f)
- Governance link: add a sentence about what each governance group does and a paragraph on shared governance and why it matters
- Meetings: list only current academic year and move previous years to an archives page
- Add a resources page as a quick reference to annual events such as showcase, teaching and learning symposium; Add a link to active page on campus website

- Awards tab for CALS AS awards with past recipients and for prof development scholarships given by campus
- “Annual Reports” tab change to “Reports” and add any type of survey done
- Under “Contact” add subcommittee groups

Strategies for strengthening ties between CASI and APC

No report

Budget update

Dick gave a budget update, but noted that much is still unknown and it could be June before we have final budget numbers from the State.

A budget cut target amount of 4% has been given to the College from Campus. This amount must come from our GPR (101) funds in the form of salary. The cuts to salary will help campus save on fringe benefits. If units take the cut to something besides salary, they will need to make a larger cut to compensate for the fringe benefits savings.

The dean plans to cut a number of positions in central administrations by not filling current vacancies. There will still be some layoffs, but the intent is to minimize the impact on current employees.

Departments have received cuts ranging from 1.0-4.5%. Besides the cut, departments will bear other costs such as an increase of \$2,000 in year one and an additional \$2,000 in year two for tuition remission, 7% fee to 136 accounts, and a 10% in first year / 20% second year fee to 133 accounts.

There will be additional budget cuts next year, we have been asked to plan for 2% with another possible 2% if campus is not able to raise the number of out of state students and raise grad school and prof tuition.

We don't know the details of public authority, it will be some time before they work that out. Savings will come from public authority in areas of construction, contracting, services, etc. We may also potentially be able to set our own tuition.

Subcommittee reports

Recognition

Vince reported that CALS AS award finalists have been submitted to dean's office. The committee received 4 nominations in leadership, 6 in service, and 3 in research. In reviewing the nominations, the committee noted that choosing a winner was difficult, there was minimal difference between the winner and the rest in the category.

Scholarship applications for campus professional development awards are due to the college on March 20.

Ron Russell from Animal Science won a campus teaching award, the department has been told but it is not public yet, expected 2nd week of April.

Curriculum

Chris reported the Curriculum Committee is finalizing a document called “Vital Signs” that uses 9 indicators to describe student academic “health”. The committee purposely chose to use metrics that are already being generated and are readily available. It was noted that sometimes this is not the most accurate measure of progress. One example is the advisor metric being based on the use of Adviser Notes. Many advisors don't use the program or use it only to document problems, so it does not give an accurate picture of the advisor/student interaction. The Committee still needs to set standards for what they consider acceptable outcomes. Without a threshold to define success it will be impossible to know if we are on track.