

COMMITTEE ON ACADEMIC STAFF ISSUES

May 14, 2014, 1:00 p.m.-2:00 p.m.

250 Agricultural Hall

Present: John Klatt, Patrick Flannery, Deb Wendorf Boyke, Robert Mitchell, Dick Straub, Laura Ward Good, Carol Hillmer, Christopher Day, Rick Wayne, Dustin Eilert

Absent: Vince Borleske, Tom Schwab, Sevie Kenyon, Mack Naber, Jason Pursian,

Review Agenda

Motion to accept agenda (Deb); motion passed

Approval of Minutes – April 9, 2014

Motion to accept (Patrick); motion passed

College Announcements

Budget model committee is meeting through the summer, it is doubtful they will have anything to report out before the fall semester begins. Faculty position hires will be lower this year, we will do 2-3 new hires as opposed to the 8 we did last year. There were 11 proposals; chairs were informed there would be fewer positions available this year.

Strategic Planning open house is tomorrow in the Biochemical Sciences atrium.

All campus graduation on Saturday with CALS reception following.

CASI will again appoint a representative to the APC. The proposed changes will go to a fall all-college faculty vote.

CASI Input on Indefinite Status for AS

Since 2002 the College has not moved AS forward for indefinite appointments because of budget issues, instead rolling horizons were given. Recently the dean's office has had inquiries about granting indefinite status. AS rules allow for indefinite appointments, but when layoffs must occur the indefinite status limits what we can do to reassign staff. If disciplinary issues are raised later, the status limits our options. However, some positions and people merit the status. We currently have 12 AS with indefinite status, 2 proposals are pending. Either the employee or department must put someone forward. The department must sign-on since they are providing the funding.

Indefinite status is permanent status in a specific area, similar to tenure for faculty. It is the greatest job security for AS. For departments their long-range program and funding needs make it difficult to put people forward. This can be a funding commitment for 20 years. This makes it harder for some departments than others. One area with greater concentration of indefinite status is in the Ag Research Stations.

There are 485 AS in the College, 21% have a rolling horizon of some kind, but none over 3 years; this is on par with other units on campus. The remainder of staff are on one year appointments, renewed automatically. About 60% of AS are on soft money. Classified are more state funded because they cannot go on grants.

Tenure has public policies that outline the need for it, related to academic freedom. How would the public view AS having indefinite appointments, if they are even aware it exists? There are clear guidelines for what the indefinite status package must contain, but we must also confirm resources will be available indefinitely. If a faculty member is new/old, they may not

be able to go after the grants needed to fund a position indefinitely. Nothing is guaranteed when you work for industry, in hard budget times layoffs take place in every industry.

This should not be seen as a reward, but a need. Need to use this to protect a critical person or skill set. It would be helpful if we could create other options, beyond rolling horizons and indefinite status. Think broadly about what we might offer as alternatives to award merit or recognize staff accomplishments in other ways. The larger climate issue for AS is probably 9-month appointments, especially with instructional staff, they work 12 months no matter what the appointment says.

There is a mechanism through the Provost office to provide bridge funding for AS who are on grants, but those may not be available. This type of funding is more attractive than indefinite status but requires us to carry reserve funds that are under scrutiny from the state. This discussion is ongoing and will change as state policy becomes clearer.

There is a public misperception of how much the state funds of our enterprise. Soft money buys most of what is on campus (vehicles, phones, offices) but the perception is that is all paid for by state money.

Letter to budget review committee

Bob will draft a letter outlining the committees concerns about the new budget model process, but the message needs to be discussed. Want to be sure the correspondence addresses outreach, student services, small class sizes (capstone) and that we value to these activities in the new model.

Think carefully about the effects a budget model will have on different classes of employees. This should not drive the model but needs to be a consideration. Look at the effect of budget changes on staff. How will they count AS activity? If it comes down to activity, small departments will be hurt. There is a minimum of staff needed to run a department; they will have fewer resources than the minimum number. How will affect research centers and units that are not departments?

Committee Reports

- Academic Staff Awards and PD Borleske
 - The academic staff awards ceremony went very well.
 - We also made the recommendations for the academic staff scholarships, but I am unsure whether the CALS submissions were funded at this time.
- Nominations and Mentoring Flannery
- Communications, Website & Districting Mitchell
- Personnel Procedures, Compensation & Governance Ward Good

Adjourn