

MEETING NOTES OF THE ACADEMIC STAFF COMMITTEE

March 11, 2008

Members Present: Todd Bailey (Chair), Donna Silver, Yufeng Duan, Lisa Kornetsky, Jennifer Moore, Jan Sheppard, Sal Carranza,

Members Absent: Eileen Norby, Anne Bilder

Agenda Discussion Items

1. Update on operating procedure for meetings.

- Anne consulted with Ed Alschuler on this issue, who said that unless specified in the Academic Staff Committee's bylaws or operating procedures, there is no requirement to follow Robert's Rules, although many committees elect to do so.

2. “Distinguished” title review and promotion process.

Todd and Donna’s update from speaking with Jenny Hanewall, director of System Administration Human Resources and Workforce Diversity:

- Use of the distinguished title for UWSA academic staff is being studied by a working group composed of Jenny Hanewall, Ron Singer, and Lisa Kornetsky. The group is looking at campus practice, discussing the purpose of the title, and setting criteria and a process for its use. It will not be a progressive title and its use will be rare. The working group plans to bring the topic to the Academic Staff Committee and Cabinet for discussion in the near future. The title, which will require documentation, may be considered in the current annual review process.
- As part of the same discussion, Jenny reported that promotion consideration for academic staff is part of the annual review process. Pay increases can be granted for change in duties and special responsibilities. Staff can get promoted through the progressions of titles: associate, no prefix (no- prefix titles after three years of employment), and senior, which is based on length of employment and responsibilities. Current academic staff appointment categories are fixed term, rolling horizon, and indefinite appointments. It is unlikely indefinite appointments will continue to be an option; three-year rolling horizon is likely the maximum amount of job security to be granted to academic staff. The HRWD office is aware of the need for transparency in the promotion process and this was a topic worked on by the Efficiencies Group. Written guidelines will be forthcoming.

3. Elections Update.

- Anne, Eileen, and Jennifer will run again for the committee. They will be joined by Alan Foley.
- Option to consider: The committee may decide in the future to reduce the number of committee members (if the total number of UWSA academic staff continues to drop). The process involves sending a request to the HRWD office; seven members may be sufficient in the future. Committee took no action at this meeting.

4. ASPRO Update

- Senate passed the Collective Bargaining bill, but it was held up in the Assembly and not voted on. ASPRO’s concern continues to be the language that decouples academic staff and faculty. As written, faculty would have to vote to accept academic staff in bargaining and there is no incentive for them to do so. Discussion about the distinction of teaching and non-teaching academic staff and how the possibility of collective bargaining affects shared governance.

- At this time, ASPRO supports enabling legislation but is against current wording for these reasons:
 - Doesn't allow Systemwide bargaining (it would pit campuses against each other, faculty at larger campuses would be at an advantage)
 - Language doesn't allow for striking

5. Grant Proposals

- Four proposals were approved: Chris Ashley's (with amount of money adjusted), Donna Silver, Anne Bilder, and Ed Alschuler
- Lisa Beckstrand's proposal pending travel approval
- Agreed to fund up to three people to attend/present at the Academic Staff Conference (\$500)

6. Additional items

- Spring Brown Bag with Rob Sepich on achieving balance was well-received. The committee expressed interest in bringing him, or another individual, back to present on similar topics.
- Eileen will create a spreadsheet of grant recipients & funding amount from past five years. Check on status.
- Lisa will draft new language for some of the Academic Staff Professional Development Guidelines (III. B., p.4 No. 7). Check on status.

submitted by Jennifer Moore