

MEETING NOTES OF THE UWSA ACADEMIC STAFF COMMITTEE

March 17, 2009

Members Present: Jennifer Moore, Eileen Norby, Donna Silver, Sal Carranza

[Note: Quorum achieved – Four committee members is the minimum to reach quorum based on 7 permanent voting members in the committee.]

Guests: David Carlson, ASPRO President (by phone), Chris Ashley

Members Absent: Todd Bailey, Anne Bilder, Cynthia Graham, Andy Taylor (alternate)

Agenda Discussion Items

1. Discussed legislative proposals relating to collective bargaining by UW System faculty and academic staff

- Dave Carlson, President of ASPRO, joined the group by telephone to provide information and answer questions.
- In Dave's view, for those who believe that university employees who teach should be compensated more than employees who don't work directly in the classroom, it is still advisable to support the bargaining coupling of academic staff and faculty for these reasons:
 - Being in favor of keeping faculty and academic staff bargaining coupled doesn't mean faculty and academic staff will make the same amount of money; it simply means that the (unequal) salaries should continue to go up at the same (modest) rate.
 - If you are an advocate for good faculty salaries, you might want to keep academic staff and faculty together because that would mean greater numbers and greater bargaining power.
 - If decoupling occurs, the salary gap between faculty and academic staff will widen because the percentage of salary increase will no longer be required to be the same. Even now, with the same across-the-board percentage increase, those receiving higher compensation receive larger raises than those receiving lower compensation because the percentage of a larger salary is more than the same percentage of a smaller salary.
- Committee action: Donna will draft a brief statement opposing decoupling of faculty and staff in collective bargaining to be sent to the Systemwide academic staff representatives group, with a copy to ASPRO and the ASC.

2. Discussion of systemwide Academic Staff Council letter to Pres. Reilly about personnel matters:

- Committee action: Donna Silver will draft and send a short memo of support of the letter's intent on behalf of the committee.

3. Other business

- Eileen will contact Diane Lund to arrange committee input on the UWSA academic staff promotion procedures, preferably before they go to Cabinet for review.
- Donna will begin drafting updated language for Chapter 2 of the existing policies.

submitted by Jennifer Moore, Secretary