

**2011 - 2012
Academic Staff Assemblyⁱ
9 November 2011 Agenda**

**12:00 – 1:45 p.m.
University Center 262**

- 1. *Approval of 26 October 2011 Minutes***
- 2. Academic Staff Committee Reports**
 - a. Awards [Weber]
 - b. Economic Issues [Ehlen]
 - c. Elections/Balloting [Clokey]
 - d. Government [Kriska/Flanagan]
 - e. Organization [Fragola]
 - f. Professional Development [Ehlen]
 - g. Instructional Promotions [Farmer]
 - h. Review [Ogunsola]
 - i. Title Appeals [Ehlen]
 - j. Titling [Naff]
 - k. Rewards and Recognition [Simes]
- 3. Updates/Announcements**
 - a. Assembly Priorities [Ehlen]
 - b. University Handbook Working Group Updates [Weber]
- 4. Other Business**
 - a. *UW System Personnel System Objectives and Resolution [Ehlen]*
 - b. *Retirement Resolution for Constance Wiersma [Ehlen]*
 - c. Campus Kudos [Assembly Staff]
 - d. Miscellaneous/Round Robin [Assembly Staff]

ⁱ *Italicized items include attachments for review/discussion.*

**2011 - 2012
Academic Staff Assembly
26 October 2011 Minutes**

**12:00 – 1:45 p.m.
University Center 262**

PRESENT: Freda Briscoe, George Clokey, Denise Ehlen [Chair], Mike Flanagan, Patty Fragola [Vice Chair], Nadine Kriska, Kyle Naff, Elizabeth Ogunsola, David Reinhart, Kim Simes, and Curt Weber

ABSENT: Nancy Farmer and Giuliana Miolo

GUEST: Judi Trampf

- 1. Discussion with Judi Trampf regarding new personnel systems:** Judi Trampf spoke with the Assembly regarding new personnel systems.
- 2. Approval of 12 October 2011 and 28 September 2011 Minutes:** Simes/Fragola moved to approve the minutes. The Assembly discussed/reviewed the minutes. Approved by unanimous vote.
- 3. Academic Staff Committee Reports**
 - a. Awards [Weber]: No report
 - b. Economic Issues [Ehlen]: No report
 - c. Elections/Balloting [Clokey]: No report
 - d. Government [Kriska/Flanagan]: No report
 - e. Organization [Fragola]: Fragola has reported that emails have been sent to members of Assembly Committees and she will be sending out emails to members of University Committees within the next week.
 - f. Professional Development [Ehlen]: Ehlen reported that one application was received for the October round. The Committee recommended full funding for the applicant. Ogunsola/Weber moved to approve the recommendation. Approved by a majority: 7 aye, 0 nay, and 3 Abstain (Briscoe, Clokey, and Kriska).
 - g. Instructional Promotions [Farmer]: Farmer reported that promotions information has been posted to the announcement board and sent to the Chairs of each department. Applications are due to Ehlen's office by 4:30 p.m. on 14 December 2011.
 - h. Review [Ogunsola]: No updates
 - i. Title Appeals [Ehlen]: No updates
 - j. Titling [Naff]: Naff reported that he will follow up with McCann regarding her feedback on titling updates that the Committee made.
 - k. Rewards and Recognition [Simes]: Simes reported that the deadline for applications is 1 November 2011.

4. Updates/Announcements

- a. Director of FUN [Naff]: Naff reported that the taskforce met on 25 October 2011 and more meetings are to follow. Effective immediately, this item of business will be included with the Organization Committee report.
- b. Assembly Priorities [Ehlen]: Ehlen presented the Assembly with the list of priorities. Updating the handbook will be the first priority. Determining other priorities will happen at the next meeting.
- c. University Handbook Working Group Updates [Weber]: No updates

5. Other Business

- a. Essential Learning & Assessment Review Committee (ELARC) Assessments [Ehlen]: Ehlen announced that Greg Cook will be speaking with the Assembly on 14 December 2011 regarding ELARC.
- b. Assessment of the Current Personnel System [Ehlen]: Ehlen reviewed the memo and timeline from UW System.
- c. Academic Staff Representatives Council Meeting [Naff]: Naff highlighted discussion topics from the ASRC meeting he attended.

Consensus to adjourn at 1:45 p.m.

Respectfully submitted,
Casey Pellien, Governance Associate

UW Personnel System for Academic Staff

List of Concerns

November 2011

The following list of concerns and recommendations was reviewed and agreed upon by the UW System Academic Staff Representatives Council. Governance leaders from multiple campuses submitted ideas for consideration. This list is the culmination of discussion and debate among Governance Leaders from multiple campuses.

1. Given the current Personnel System, what needs to be protected?

- a. Wisconsin Statutes Chapter 36 defining Academic Staff and outlining their governance rights.
- b. Academic Staff Governance, especially its statutory authority to initiate, establish, and revise personnel policies affecting academic staff.
- c. Academic freedom.
- d. Sick leave conversion as a benefit of employment.
- e. Indefinite appointments, rolling horizon and multiple year contracts.

2. Given the current Personnel System, which existing components need to be improved upon?

- a. Career progression structure and process including titles, and salary ranges. Add career progression to the program manager series.
- b. Enhanced job security for academic staff by establishing widespread implementation of indefinite appointments, and rolling horizon and multiple year contracts.
- c. Modify pay ranges by eliminating maxima to address the concerns of long-term employees who remain in one position or title series for a majority of their careers.
- d. Annually adjust pay range minima based on changes in cost of living indices rather than depending on pay plan increases.
- e. Conduct a thorough review of all position titles.

3. What policies/procedures need to be added to a new personnel system?

- a. Increase number of sick days and vacation days available to academic staff and relate these increases to length of service.
- b. Establish minimum standards that must be included in all contracts offered to academic staff.
- c. Establish a way to grant performance pay to academic staff.
- d. Establish 12-month payroll and health insurance deduction option for academic staff with 9-month appointments.
- e. Establish a retention fund for academic staff to assist in retaining the best academic staff talent on all campuses.
- f. Conduct equity reviews of academic staff positions every four years.
- g. To promote career development, provide a tuition benefit to academic staff.



OFFICE OF THE ACADEMIC STAFF ASSEMBLY

UW System Personnel System Resolution

WHEREAS, academic staff are a vital and important contributor to the University of Wisconsin mission and vision and the economic growth of the state as educators, researchers, administrators, and support personnel,

WHEREAS, recent legislation presents a unique opportunity for the University of Wisconsin System to revisit and revise the personnel system to ensure equity and fairness,

WHEREAS, governance groups throughout System have collaborated to author a shared list of concerns to inform the development of a new system,

THEREFORE be it resolved that the Academic Staff Assembly of the University of Wisconsin-Whitewater hereby endorses the November 2011 List of Concerns related to the University of Wisconsin Personnel System for Academic Staff developed by ASPRO in collaboration with representatives of governance System wide.



OFFICE OF THE ACADEMIC STAFF ASSEMBLY

**The University of Wisconsin-Whitewater
Academic Staff Assembly
RECOGNIZES THE RETIREMENT OF
Constance Wiersma**

- WHEREAS, Constance Wiersma has faithfully served the University of Wisconsin-Whitewater for 24 years; and
- WHEREAS, Constance Wiersma has served as Assistant Director for the Center for Students with Disabilities; and
- WHEREAS, Constance Wiersma collaborated on an Inclusive Excellence grant to assist science majors with disabilities engage fully in field experience in 2011; and
- WHEREAS, Constance Wiersma served as liaison and advisor to the Authentic Voices of America Camp for over 10 years; and
- WHEREAS, Constance Wiersma, with dedication and heart, served over 300 students with complex disabilities; and
- WHEREAS, Constance Wiersma collaborated with academic departments to enhance and create access to academic degrees for students with disabilities; and
- WHEREAS, Constance Wiersma contributed to the implementation of unique and creative technological solutions for students with disabilities and the University; and
- WHEREAS, Constance Wiersma enhanced the working relationships across the campus to introduce and integrate universal design to UW-Whitewater campus; and
- WHEREAS, Constance Wiersma was a dedicated member of the Chancellor's Advisory Committee on Disability Issues for over 10 years; and
- WHEREAS, Constance Wiersma was a dedicated member of the Universal Design Committee for over 10 years; and
- WHEREAS, Constance Wiersma was a dedicated member of the Campus Safety Committee for over 20 years; and
- WHEREAS, Constance Wiersma served as advisor to the student group, Disability Awareness and Advocacy Collation for over 15 years; and

WHEREAS, Constance Wiersma contributed to the design of campus buildings focusing on access for students with disabilities; and

WHEREAS, Constance Wiersma chaired the Snow Removal Committee for 5 years; and

WHEREAS, Constance Wiersma served on the UW-Whitewater Technology and Web Accessibility Committee; and

WHEREAS, Constance Wiersma demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater; and

THEREFORE BE IT RESOLVED that the Academic Staff Assembly acknowledges Constance Wiersma's years of distinguished service with appreciation and gratitude; and

BE IT FURTHER RESOLVED that the Academic Staff Assembly recommends emeritus status for our honored colleague and extends to Constance Wiersma our best wishes for a long, fulfilling, and well-deserved retirement.