

**Academic Staff Assembly
1 April 2009 Agenda
12:00 – 1:00 p.m., Hyer 142**

1. Approval 25 February and 11 March Meeting Minutes
2. Academic Staff Committees and Liaisons
 - a. Academic Staff Awards [Miolo]
 - b. Academic Staff Economic Issues [Ehlen]
 - c. Academic Staff Elections/Balloting [Bowen]
 - d. Academic Staff Government [Mohan]
 - e. Academic Staff Organization [Miolo]
 - f. Academic Staff Professional Development [Ehlen]
 - g. Academic Staff Instructional Promotions [Farmer]
 - h. Academic Staff Review [Ogunsola]
 - i. Academic Staff Title Appeals [Unal]
 - j. Academic Staff Titling [Miolo]
 - k. Academic Staff Rewards and Recognition [Flanagan]
3. 2009 Academic Staff Leadership Conference [Ehlen]
4. Updates/Announcements
 - a. Council of Academic Staff Representatives [Ehlen]
 - b. Strategic Planning and Budget Committee [Ehlen]
 - c. Provost Search and Screen Committee [Ehlen]
 - d. Vice Chancellor of Student Affairs Search and Screen Committee [Ogunsola]
 - e. LGBT Taskforce [Ehlen]
 - f. Retirement Resolutions [Ehlen]
 - g. Academic Staff Personnel Matters and Correspondence [Ehlen]
 - h. Collective Bargaining [Clokey and Ehlen]
5. Other Business / Good News [All Members]

**Academic Staff Assembly Draft Minutes
25 February 2009, 12:00 – 1:30 p.m., UC 264**

Present: Deb Bowen, Freda Briscoe, Bridget Cohen (Governance Associate), George Clokey, Denise Ehlen (Chair), Nancy Farmer, Patty Fragola, Mike Flanagan, Giuliana Miolo (Vice Chair), Nadine Kriska, Elizabeth Ogunsola, Kim Simes, Cigdem Unal

Absent: Paula Mohan

The meeting was brought to order by Ehlen at 12:05 p.m.

- 1. Approval of 28 January and 11 February Meeting Minutes:** Flanagan/Miolo moved to approve the 28 January minutes. The motion was passed by unanimous vote. Simes/Ogunsola moved to approve the 11 February minutes. The motion was passed by unanimous vote.
- 2. Academic Staff Committee Reports**
 - a. Academic Staff Awards** –Miolo reported the deadline for the Academic Staff Awards has been extended. The committee will convene after 9 March 2009 to review all submitted applications. Miolo informed the Assembly that the information for the awards can be found online (<http://www.uww.edu/asa/awards.html>).
 - b. Academic Staff Economic Issues** –Ehlen, no updates
 - c. Academic Staff Elections/Balloting** –Bowen reported that a tentative Elections and Balloting Committee meeting has been schedule for 26 February 2009.
 - d. Academic Staff Government** –Mohan, no report
 - e. Academic Staff Organization** –Miolo, no updates
 - f. Academic Staff Professional Development** –Ehlen reported that all funds in this year’s budget have been spent.
 - g. Academic Staff Instructional Promotions** –Farmer reported that the names of the Promotions applicants have been sent to the Provost.
 - h. Academic Staff Review** –Ogunsola, no updates
 - i. Academic Staff Title Appeals** –Unal, no updates
 - j. Academic Staff Titling** –Miolo, no updates
 - k. Academic Staff Rewards and Recognition Committee** –Flanagan reported that two nominations were submitted in the February competition. The applications have been reviewed and recommended for full funding. Flanagan/Clokey moved that the recommendations be ratified. The Chair called for a vote: 11 members voted “aye” and Ehlen abstained. Flanagan also proposed that 2008 recipients receive mention in the campus awards ceremony.

3. **2009 Academic Staff Leadership Conference** –Ehlen reported to the Assembly that the logo for the website is on schedule to be completed in early March. A "save the date" email will also be sent. Miolo reported that the Personal and Professional Development work group convened 24 February 2009.
4. **Updates/Announcements**
 - a. **Council of Academic Staff Representatives**—Ehlen reported that correspondence and information regarding collective bargaining were sent to Assembly members via email.
 - b. **Strategic Planning and Budget Committee** –Ehlen, no updates
 - c. **Provost Search and Screen Committee** –Ehlen reported an additional finalist has been invited to visit UW-Whitewater.
 - d. **Vice Chancellor of Student Affairs Search and Screen Committees** –Ogunsola reported that finalists are scheduled to visit campus beginning 7 April 2009.
 - e. **Lesbian, Gay, Bisexual and Transgender Task Force** –Ehlen, for Hollar, presented the report from the 11 February LGBT Taskforce meeting. Ehlen reported that Safe Zone information can now be found on the UW-Whitewater webpage. The next Safe Zone training program will held 4 March 2009.
 - f. **Edlebeck Retirement Resolution** –Ehlen reported that the draft is still in progress. Updates will be provided at a later meeting
 - f. **Collective Bargaining/ State Budget** –Flanagan reported to the Assembly information on collective bargaining. The Assembly discussed the issue at great length. Clokey volunteered to take the lead in
5. **Other Business** –Flanagan announced the Annual Ceramic Exhibition is taking place in the Center of the arts. The exhibit is open from 6-8 Monday – Thursday and will be open through 19 March 2009. Flanagan encouraged Assembly members to attend. The next ASA meeting will be Wednesday 11 March 2009 in Hyer Hall 142.

Consensus to adjourn at 1:02 p.m.

Respectfully Submitted,
Bridget Cohen
Governance Program Associate

**Academic Staff Assembly Draft Minutes
11 March 2009, 12:00 – 1:00 p.m., 264 UC**

Present: Deb Bowen, Freda Briscoe, Bridget Cohen (Assembly Program Associate), George Clokey, Denise Ehlen (Chair), Patty Fragola, Mike Flanagan, Giuliana Miolo (Vice Chair), Paula Mohan, Nadine Kriska, Elizabeth Ogunsola, Kim Simes

Absent: Nancy Farmer (schedule conflict – notified chair), Cigdem Unal (schedule conflict-notified chair)

The meeting was brought to order by Ehlen at 12:05 p.m.

1. **Approval of 25 February Meeting Minutes:** Approval of the minutes was tabled until the next meeting.
2. **Academic Staff Committee Reports**
 - a. **Academic Staff Awards** –Miolo reported the deadline for the Academic Staff Awards was last Monday. Two non-instructional and four instructional staff were nominated. A decision will be made next Monday and a request for ratification will be sent to Assembly members via email.
 - b. **Academic Staff Economic Issues** –Ehlen , no updates
 - c. **Academic Staff Elections/Balloting** –Clokey, for Bowen, reported that half of the Assembly members are up for reelection. Clokey included all members to seek reelection. Clokey also reported the timeline for the elections process has been finalized and can be found at the ASA website (<http://www.uww.edu/asa/elections.html>). The notice of election will be sent out via email 16 March 2009 and the deadline for nominations/applications will be 30 March 2009.
 - d. **Academic Staff Government** –Mohan reported the legislators' breakfast and visit to campus will occur on Friday 3 April 2009. A small program will be organized to highlight the Campus's.
 - e. **Academic Staff Organization** –Miolo reported that Jan Bilgen has accepted the nomination for the Regents' Excellence Award.
 - f. **Academic Staff Professional Development** –Ehlen, no updates
 - g. **Academic Staff Instructional Promotions** –Farmer, no report
 - h. **Academic Staff Review** –Ogunsola, no updates
 - i. **Academic Staff Title Appeals** –Unal, no report
 - j. **Academic Staff Titling** –Miolo reported that the Committee has met once since the last Assembly meeting. A nomination in review at the meeting was tabled pending

receipt of additional information. Committee members voted via email.

k. Academic Staff Rewards and Recognition Committee –Flanagan reported that the deadline for the next round of awards is Friday 13 March 2009. The Committee will convene to review and report recommendations at the next meeting. Flanagan encouraged Assembly members to nominate a non-instructional staff member. The next deadline will be 13 April 2009.

3. 2009 Academic Staff Leadership Conference –Ehlen reported to the Assembly that the Planning Committee will meet Wednesday 18 March 2009. The minutes and a report will be distributed/presented at that meeting.

4. Updates/Announcements

a. Council of Academic Staff Representatives—Ehlen, no updates

b. Strategic Planning and Budget Committee –Ehlen, no updates

c. Provost Search and Screen Committee –Ehlen reported an additional finalist has been invited to visit campus.

d. Vice Chancellor of Student Affairs Search and Screen Committees –Ogunsola reported that the four finalists will visit campus in early April. An open forum will be held for each finalist and Assembly members are encouraged to attend.

e. 2011-12 and 2012-13 Calendar Proposals –Simes/Mohan moved to approve the 2011-12 and 2012-13 calendar proposals. The vote passed with 9 ayes and 1 abstention.

Other Business –The wheelchair basketball championships will be held in the Williams Center starting Thursday 12 March 2009 with finals on Saturday 14 March 2009.

Consensus to adjourn at 1:02 p.m.

Respectfully Submitted,
Bridget Cohen
Governance Program Associate

March 19, 2009

Kevin P. Reilly, President
UW-System Administration
1720 Van Hise Hall
1220 Linden Drive
Madison, WI 53706

President Reilly:

This letter is in support of the Memo from the Academic Staff Representatives, dated March 10, 2009, regarding Ongoing Concerns in Personnel Matters. At UW-Superior, Academic Staff have experienced some of the struggles outlined in that memo, and would like to share our experience with you.

In August of 2007, UW-Superior Academic Staff Senate sent a memo to our Human Resources Director, requesting an annual review of appointments to consider the feasibility of indefinite or multiple-year appointments with increased job security. After receiving no response, we requested a meeting with our HR director, which occurred on February 28, 2008 to discuss the topic. After much open discussion, which was encouraging, we subsequently sent a memo on May 12, 2008 with additional ideas for implementation for the 2008-2009 academic year. These ideas included hosting information sessions for Academic Staff regarding the promotion process, providing supervisor training, and clarifying the promotion process guidelines. These have occurred, or are in progress this year, with the exception of supervisor training.

However, even with those attempts at educating staff, we still find our campus unwilling to discuss the idea of using probationary to indefinite appointments, stating that “we just don’t do that here.” Also, we have only eight Academic Staff that have multiple-year rolling appointments, with the last one offered in 2003. This continues to be of great concern.

We urge you to call UPG 3.05 to the attention of the UW-System Chancellors, requesting they follow the guidelines outlined, and ask that they make any necessary Academic Staff personnel decisions in the spirit of UPG 3.05.

Thank you for your attention to this matter.

Sincerely,

UW-Superior Academic Staff Senate
Tom Fennessey, chair




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March 26, 2009

To: Dennis Shaw

From: Kevin P. Reilly, President 

Subject: Ongoing Concerns in Personnel Matters

I write to respond to your memo of March 10, 2009. It is understandable, especially in this time of unprecedented economic uncertainty, that issues of job security and the resulting stress this uncertainty causes are continuing concerns for academic staff.

In my memorandum to you dated December 21, 2007, however, I thought that I clearly responded to your concerns with regard to the job security protections addressed in UPG 3.05 (3). In that memo, I asked the members of the Council to take any specifically identified problems with institutions "ignoring" UPG 3.05(3) or UWS 10.03 and bring them to the attention of appropriate institutional governance groups, administrative offices, and the Chancellor for any action that might be needed. I also asked that following any such institutional based reviews, any unresolved issues or questions be brought to Associate Vice President Crist's attention so that he could follow up as appropriate. I understand from Dr. Crist that there have been no such contacts. We remain interested in learning of any barriers that you might be encountering in the pursuit of the appropriate governance channels at your respective institutions.

I responded to you as I did in my December 21, 2007 memorandum because I strongly believe that we have governance avenues available to academic staff in the University of Wisconsin System that must be honored. I sense that you would prefer that I take unilateral action and direct your institutional leadership to do something different with regard to job security for academic staff. I believe my doing so would be counter to the shared governance system that we value and wish to maintain. Shared governance is not the easy or expeditious solution, but it is the best process we have to develop and maintain high quality learning and working environments at each of our UW System institutions.

The UPG's are guidelines often developed as the result of a directive from the UW System President. This was the case with UPG 3.05, established by a memo from then President Kenneth Shaw to Chancellors, dated May 31, 1989, some 20 years ago. Therefore, so that it will be clear henceforth on how to proceed with concerns in this area, I have directed Dr. Crist to draft modifications of UPG 3.05 (4) to conform with the process I have set forth above and in my previous correspondence with you for addressing any concerns in this area. We will consult with you and the other academic

staff representatives on this draft prior to finalizing these changes. The Board of Regents policy on academic staff job security is articulated in ch. UWS 10, Wis. Adm. Code. The protections provided in UWS 10, especially in the area of notice, in ch. s. UWS 10.05, generally exceed what is typical at other institutions of higher education and in the private sector, to which we are being increasingly compared for purposes of accountability, efficiency, and effectiveness now, two decades after UPG 3.05 was developed.

As to your concern with regard to the Hayes-Hill study and the market comparisons of our unclassified staff salaries, I understand that Dr. Crist met with you on March 6, 2009 and reviewed the status of the review his office is undertaking of Category 'A' unclassified staff to assess market competitiveness of salaries. This is a continuation of a study that was mentioned at the November 2008 Board of Regents' meeting. The Board meeting materials included more details on this study – see website:

[<http://www.uwsa.edu/bor/agenda/2008/November.pdf>]

Dr. Crist has advised me that the bulk of this study will be completed by early Fall 2009, and that he will be engaging the Academic Staff Representatives in a consideration of the findings of the review and possible next steps. We will then have a more current analysis upon which to base our pay plan recommendations, and to use on a continuing basis to assist us in advocating for competitive compensation packages for unclassified staff.

Finally, the concerns you raised about the findings of the Climate Studies on campuses are intertwined with the issues of job security and the need to update our analysis of the competitiveness of our unclassified staff salaries. Efforts to improve campus climate and faculty and staff morale will be undertaken by the institutions, with support available from System Administration. We are in the early stages of developing the workforce diversity aspects of our Inclusive Excellence initiative that will include following up on, and following through on, what we are learning from campus climate studies. The UW System Human Resources Directors, Academic Personnel Officers, and Affirmative Action Officers will be meeting jointly on April 2 in Madison to begin to take the next steps in understanding what Inclusive Excellence means for all our employees and students. We look forward to working with you to shape these efforts in the best interests of our educational mission and all the residents of Wisconsin whom we serve.

Please follow up with Associate Vice President Crist if you have questions or need additional clarification on my response to your continuing concerns.

Copy: Chancellors
Academic Staff Representatives Council
Provosts
Human Resource Directors
Academic Personnel Officers
Affirmative Action Officers
Cabinet