

**2007-2008 Academic Staff Assembly
Academic Staff Assembly Minutes
December 12, 2007**

Present: Deborah Bowen, George Clokey, Mike Cohen (Chair), Denise Ehlen (Vice), Nancy Farmer, Michael Flanagan, Amy Margulies, Giuliana Miolo, Eric Roche, Wayne Youngquist, Becky Pechous(Program Associate, Secretary)

Excused/Absent: Gail Fox, Paula Mohan

The meeting was brought to order by Michael Cohen at 12:07 p.m.

Approval of Minutes: Minutes of the November 14, 2007 meeting were reviewed and approved unanimously as modified on a Flanagan/Clokey motion. Minutes of the November 28, 2007 meeting were approved unanimously on a Margulies/Clokey motion.

1. Update on Search and Screen for the Chancellor's Position

The Chancellor's Search and Screen Web has been posted (see <http://www.uww.edu/chancellorsearch/>). The Committee plans to select five "Chancellor" finalists for campus interviews in April with a final selection to be announced in May.

Ehlen, Scott-Duex, Flanagan, and Cohen attended the most recent Chancellor Search and Screen Committee Meeting representing the Academic Staff Assembly. Assembly members shared feedback from members unable to attend as well as individual perspectives. Feedback included preferred experience/knowledge (i.e., collective bargaining, legislation, shared governance). Key challenges identified by academic staff were also discussed (multi-year contracts, fundraising, etc.)

Youngquist suggested that the Search and Screen Committee focus first on what is needed in terms of the social system and then select a candidate who meets these needs. Cohen suggested Assembly members refer to the Chancellor Search and Screen website for more information.

2. Sick Leave Negotiations

Flanagan asked the Assembly to continue to support the ability to convert sick leave into insurance post retirement as a vital academic staff benefit. While instructional academic staff will no longer be able to use the formal colleague coverage mechanism if when ill (faculty and instructional academic staff must use sick leave when missing classes due to illness under the Board of Regents policy), the conversion benefit remains.

3. UW System Administration Liaison to Academic Staff Visit Planned

Cohen reported that Ron Singer and Al Crist are tentatively planning to visit campus on February 22, 2008 to discuss academic staff issues. Topics may include the next pay plan, shared governance, collective bargaining, and background checks. Cohen will request an afternoon meeting for academic staff (separate from faculty)

4. Reinstatement of the Reward Recognition Program

Flanagan provided an update on the Reward and Recognition Program. Randy Marnocha has called for suspension of the program while processes and award mechanisms are reviewed. Michael Flanagan reported that the first round of nominations have been sent to the Interim Chancellor for processing.

Flanagan also reported that he has had an initial meeting with Randy Marnocha, who requested additional information regarding the program's review criteria. Flanagan/Ehlen provided these data. Flanagan/Cohen reminded the Committee that we are no longer able to offer awards as direct payment or as Purple Points. All funds must be processed through payroll.

Ehlen, Flanagan, and former Assembly Chair Therese Kennedy will reconvene with Marnocha. The group thanked Michael Flanagan for his work on this issue.

5. Academic Staff Committees and Liaisons

- a. **Academic Staff Awards Committee** - Miolo, no report
- b. **Academic Staff Economic Issues Committee** - Cohen reported that UW System President Reilly will advocate for pay increases for all unclassified employees. In February 2008, the Economic Issues Committee will review the UW System pay raise plan, which is as follows:
 0. 2% retroactive to July 1, 2007
 - i. 2% in July 1 of 2008
 - ii. 1% in April of 2009
- c. **Academic Staff Elections/Balloting** - Bowen/Cohen reported that Kim Simes has agreed to serve out the remainder of Scott-Duex's term on the Assembly. The group unanimously approved the Bowen/Margulies motion to formally nominate Simes to fill the Vacancy.
- d. **Academic Staff Government** — Mohan, no report
- e. **Academic Staff Organization** — Ehlen reported that one vacancy remains on the Instructional Academic Staff Promotions Committee. She will attempt to fill the vacancy prior to the Spring 2008 review of applications. Clokey volunteered to serve, if needed. Farmer and Thompson will return to the Committee in 2008-2009.
- f. **Academic Staff Professional Development** — Ehlen reported that the Academic Staff Professional Development Committee meeting scheduled for Tuesday 11 December 2007 to review November/December proposals was postponed due to inclement weather. The Committee will convene prior to the end of the semester. Ehlen will forward grant recommendations via email for ratification.
- g. **Academic Staff Instructional Promotions** — Ehlen, no report (see Academic Staff Organization). Progression/promotion through levels discussed.
- h. **Academic Staff Review** — Cohen, no report.
- i. **Academic Staff Title Appeals** — Margulies, no report.
- j. **Academic Staff Titling Committee** — Youngquist, no report.
- k. **Academic Staff Rewards and Recognition Committee** — Flanagan, no additional report (see discussion during agenda item 4).

Announcements:

Cohen announced that the Academic Staff Representative Council will convene via teleconference on Thursday 13 December 2007. Agenda items include discussion of shared governance and policy review/communication issues.

Cohen reminded the Committee that he and Joe Hogan (Chair of the Faculty Senate), on behalf of the governance bodies, forwarded comments to President Reilly regarding background checks and policy issues. Copies of the letters were distributed to all Assembly members via email.

Cohen appointed an ad hoc committee to review the history of non-instructional academic staff advancement, the campus' current lack of an advancement mechanism, and systems in place at other System institutions. Margulies, Roche, and Ehlen agreed to serve on the Committee. Consultation will be sought from the new Director of Human Resources when appointed.

Future Agenda Items

- a. System UPGs (University Policy Guidelines)

Meeting Adjourned at 1:25 p.m. on a Farmer/Ehlen motion.

Respectfully submitted,

Rebecca Pechous

Assembly Program Associate/Secretary