

# Academic Staff Assembly

Assembly Minutes – April 26, 2012

University Union, 1965 Room

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## 1. Call to Order & Welcome

Meeting was called to order at 3:03 pm. All members and guests introduced themselves.

## 2. Committee on Workload and Compensation

The Committee on Workload and Compensation is a joint committee of Faculty and Academic Staff members. The current chair, Dr. Andrew Kersten gave a report on the status of the Committee on Workload and Compensation. Key items in the report included:

- The Committee has met approximately ten times over the past five months.
- They have worked to frame the issues around workload and compensation for external as well as internal parties.
- With the multiple processes occurring across the UW System, including the new University Personnel System (UPS), the Committee did not want to replicate work being done by those groups.
- The Committee has recommended that an external consultant be hired by the campus to study workload and compensation issues on the campus. This has the support of the campus senior administration.
- Several other UW campuses are doing similar work with external consultants.
- The Committees want the study to be clear, fair, and reviewable by outside and inside entities to enable an agreement and support from all parties on the end product
- The consultant would be selected in cooperation and agreement of the campus senior administration and campus governance groups.

## 3. University Personnel System

Sheryl Van Gruensven from Human Resources presented a summary of the progress on the new University Personnel System (UPS). The new UPS was authorized by Wisconsin Act 36.115 with an implementation date of July 1, 2013. This Act authorizes two systems—one for UW-Madison and one for the remainder of the UW campuses and UW-System. Sheryl reviewed the steps that have occurred to date and will occur in the future regarding the new UPS:

- Fall, 2011 – Feedback on current processes and procedures was collected from all campuses
- January – March, 2012 – Six working groups were formed to look at various aspects of UPS
- April, 2012 – Six working groups met together to review recommendations from each. Work to combine the reports into a single summary of recommendations is begun.

- May 15/16, 2012 – Three open forums are scheduled on campus with UW-System HR staff (Jason Beyers) to collect feedback on the recommendations. Similar sessions are occurring at all UW campuses.
- Summer, 2012 – Recommendations for new UPS will be finalized.
- Fall, 2012 – UW-Regents review/approval new UPS
- Winter, 2013 – JCOER review/approval of new UPS
- Spring, 2013 – Implementation of new UPS begins with effective date of July 1, 2013

Sheryl encouraged all academic staff members to attend one of the forums on May 15 and 16.

#### **4. Remarks from Provost Julia Wallace**

Provost Wallace began her remarks with thanks to all academic staff for their contributions to the University. She then presented Linda Parins with a gift in appreciation for her efforts as Chair of the Academic Staff Committee for this past year. Provost Wallace then went on to discuss several items:

- Reorganization of the Provost Office – Provost Wallace noted how she had split responsibilities to create two positions – Associate Provost for Academic Affairs/Director of Graduate Studies (currently held by Tim Sewall) and Assistant Vice Chancellor for Academic Administration (currently held by Michael Marinetti). Andrew Kersten will replace Tim Sewall on July 1, 2012. Search and screen for Michael Marinetti's replacement is currently underway with on campus interviews scheduled for May 1 to 4, 2012.
- The need to expand the graduate program for place-bound students and employees. Provost Wallace stated our campus is behind other UW campuses in our graduate program.
- Provost Wallace noted the impending retirement of CIO Kathy Pletcher on June 30, 2012. Search and screen is underway with on campus interviews scheduled for May 15 to 18, 2012.
- The Weidner Center for the Performing Arts will launch a season in May, 2012 with 16 or 17 performances in the next year. One of the goals of this is to increase the connection of the campus to the community. A large gift by the Cofrin family and the 1923 Fund will help to sustain the Weidner for the next four to five years.
- The reaccreditation for the campus in 2017/2018 was presented. This reaccreditation is different from those in the past and will be more than just a report on our status. The current student debt load (estimated at over one trillion dollars for the nation) and the default rate on these loans adds scrutiny to the reaccreditation. Provost Wallace noted that the student loan default rate for our campus is approximately two to three percent, which is far better than the Wisconsin average of five percent and the national rate of eight percent. In the new reaccreditation process, the campus will be required to do a Quality Improvement Initiative (QII) in advance of the reaccreditation date. This initiative will be two to three year creative/ risky project to be completed by 2016. The initiative summary will include the goals, benchmarks, assessments, good results, and bad results for the project. To date, eleven proposals for the initiative have been submitted from the campus. These have been summarized/merged to four potential proposals. Focus groups will be used in fall, 2012 to discuss the proposals with a final decision hopefully in January, 2013. The four potential proposal areas are:
  - Internships – formalize and track internship opportunities and results.

- High impact practices – combinations of study abroad, teaching practices, first year seminars, internships, research, sophomore seminars, and/or ambassadors.
- Quality Matters™ - rubric for reviewing the learning outcomes and content design for distance education and online learning which may also be tailored for and applied to face to face courses.
- Skills Initiative– for the campus to assess and students to demonstrate such “skills” as problem solving, critical thinking, and information literacy which we hold special in our mission.

Any costs associated with reaccreditation and the Quality Improvement Initiative are the responsibility of the University and are not an excuse for not doing a QII. The Provost has appointed a special assistant to the Provost to track and follow the campus progress on the QII. This person is Dr. Angela Bauer-Dantoin.

## **5. Committee Reports**

Current members and reports on the activities of the following Academic Staff committees were delivered:

- Professional Development Allocation Committee
- Legislative Committee
- Professional Development Programming Committee
- Leadership & Involvement Committee
- Personnel Committee

Please see the reports attached to these minutes for the activities of these committees.

## **6. Announcement of elected committee rosters**

Chair Linda Parins announced the results of the recent academic staff elections. Academic staff members who are being appointed to non-elected positions on committees will be notified via email shortly. Please refer to the attached committee summary for these elected and non-elected committee members.

## **7. New Business**

Under the topic of new business, four items were presented:

- Chair Linda Parins read the Resolution from Committee on Workload and Compensation prepared by the Academic Staff Committee. The resolution is attached to these minutes and will be forwarded to the campus senior administration.
- Chair Linda Parins presented the Academic Staff Handbook revision proposal to eliminate the Academic Staff Legislative Committee and create a Joint Committee on Legislative Affairs. No discussion in regards to the proposal was made. Vote to approve the revision was 31 in favor, 0 opposed, 0 abstentions. Proposal passed. Approved proposal is attached to these minutes.

- Chair Linda Parins presented the Academic Staff Handbook revision proposal to create a new Joint Committee on Library and Instructional Technology. Some discussion on the makeup of the committee ensued. Vote to approve the revision was 12 in favor, 2 opposed, 13 abstentions. Proposal passed. Approved proposal is attached to these minutes.
- Chair Linda Parins presented the Academic Staff Handbook revision proposal to create a new Joint Committee on Awards and Recognition Committee. No discussion in regards to the proposal was made. Vote to approve the revision was 28 in favor, 0 opposed, 2 abstentions. Proposal passed. Approved proposal is attached to these minutes.

## **8. Chair Report**

With nothing else specific to report beyond what had been conveyed in the Assembly, the Chair elected to not provide a report at this time.

## **9. Other discussion**

None.

## **10. Adjournment**

With no other business being brought forward, the Assembly was adjourned at 4:17 pm.

*Respectfully Submitted David Kieper, Recording Secretary*