



Spring Update from your Academic Staff Committee

2013-14 ASC Members:
Kristy Aoki, Anne Buttke,
Emily Rogers, Mary
Simonsen, Katrina Hrivnak,
Jennifer Jones

March/April 2014

Academic Staff committee updates:

- **AS Professional Development Committee** has awarded over \$7,000 to more than 20 academic staff in support of their professional development needs this year.
Chair—Jamee Haslam
- **AS Programming Committee** sponsored a *Leading with Humor* workshop on Jan. 16th. They are planning a service day with Habitat for Humanity, and a spring workshop to be determined. They are helping support the April 11th Shared Governance Conference.
Chair—Diana Delbecchi
- **AS Personnel Committee** is working on updating a new and improved evaluation instrument to include progression and inclusivity aspects.
Chair—Josh Goldman
- **AS Leadership and Involvement Committee** has sent out the governance interest survey which will result in the ballots for 14-15 elections. They are also looking at an improved orientation or mentoring program for new staff.
Chair—Erin Van Daalwyk
- **Committee on Workload and Compensation** has established a list of questions to ask at the Chancellor S&S open forums. The committee is also encouraging participation in the HERI survey being conducted this semester. This survey will help provide insight into workload issues as well as work/life balances. A similar survey is being constructed for staff and should be distributed by April. CWC is also reviewing pieces of the compensation study conducted last year to continue working toward salaries closer to the designated market salary for faculty and staff.
AS rep—Emily Rogers

Ways to Engage in University Governance to Make a Difference

Some of the benefits of working in a higher education setting are the many opportunities to contribute to improvement of the university. Becoming engaged in university governance is one of those opportunities to make a positive difference. There are several ways in which to engage in governance yet this spring. We encourage you to get involved to ensure your ideas and voices are heard.

- Make sure to **vote in the Academic Staff elections** for 14-15. **April 7—21,**

2014. Elected and appointed colleagues represent **you** on many important decision-making committees!

- Attend **Building Community and Engaging Voices**—To learn more about shared governance attend this free, **on-campus conference on Friday, April 11** from 11 a.m. to 4:00 p.m. Lunch with keynote speaker provided. Registration required—watch your email.
- Attend Academic Staff professional development programs & the **Academic Staff**

Assembly on May 19th, 10—11:30 a.m.
Watch for agenda & location.

- Respond to surveys and volunteer to serve on committees and task forces that impact your area or your interests.
- Attend any governance meeting that is open to gain a better understanding of the opportunities and issues.



What's Happening with the Career Progression Survey Results?

In Fall 2013, the ASC conducted a survey to find out if there were real and/or perceived barriers to academic staff members' career progressions and/or promotions. The survey was sent to academic staff and supervisors of staff.

Several trends or themes emerged from the 167 responses received:

- ⇒ Seemingly inadequate or inequitable funding dependent on a unit's individual budget capacity.
- ⇒ In some cases, staff have not received support for the process.

- ⇒ Improved training and education is needed for staff and supervisors.
- ⇒ Some employees face limitations as they hit their range ceiling or their position is not in a progression series.
- ⇒ The timing and process needs to align with evaluation and the budget development timelines.

These results were shared at the December AS Assembly, and since then, ASC has also met with the Chancellor, Provost, Human Resources, and the Secretary of the Faculty and Staff.

Positive changes are now being considered and developed:

- * AS Personnel Committee is working on a new evaluation instrument to include discussion of and planning for career progression.
- * HR is working on an improved training session for staff and supervisors to be offered each spring.
- * The Chancellor and Provost will work to ensure that all staff who are eligible and meet the criteria will be considered fairly, will be communicated to, and will not be denied as long as university funding is available.