

ACADEMIC STAFF COMMITTEE MEETING MINUTES
February 27, 2008
12:30 p.m., CL825

Present: Sherri Arendt; Lisa DeLeeuw; Paula Ganyard, Dan McIver; Paul Pinkston
Excused: David Dettman, Eric Craver

1. Call to Order by Chair at 12:31

2. Approve minutes from February 13, 2008 meeting → Approved as amended.

3. New Business

- a. *Recommendation for Chancellor's 10% Discretionary Fund* → The committee discussed our recent meeting with Division Heads concerning this issue. Based on their suggestions, the Committee agreed that it would be useful to determine how much would be needed to bring all staff with five or more years of employment near the minimum to 5 percent above the minimum. If the money is not awarded to academic staff with five or more years due to performance issues, the money should "trickle down" to those with less than five years who are displaying excellent performance. Dan shared a spreadsheet detailing how much would be needed to accomplish this.

The Committee agreed that this is really the first step in addressing the problem of salary compression that results from consistent hiring at the minimum salary range.

The Committee agreed that a comprehensive market analysis should be conducted to provide a statistical basis for gauging salaries. It was agreed the Personnel Committee will undertake this task.

4. Old Business → **None**

5. Information Items

- a. *ASC Chair Update* → Dan informed the Committee that travel outside of the state is now being heavily restricted due to budget concerns. Highlights of the cabinet meeting he attended were shared. There was a discussion about how to best present the 2008-09 budget information to the campus community. An information session will be setup in the near future and all campus staff will be invited to attend to learn more about the 2008-09 budget.

- b. *Academic Staff committee updates, including System Academic Staff Reps report* → Sherri shared information concerning UWS 17 and 18 which deal with student conduct on and off campus. She commented that a discussion is taking place concerning “updating” conduct issues to include technology like e-mail, Facebook, and off-campus conduct.

Eric informed the group that the Orientation Committee has been successful in assigning mentors for all new academic staff that request to have one. Todd Sanders has been approved to replace a vacancy on the LITC. Eric will ask the Nominating Committee to get in touch with the people that nominated individuals for the Regents award to encourage them to nominate those individuals for the Founders Association Award.

- c. *General (Information of interest to academic staff is posted on the SOFAS website:*
<http://www.uwgb.edu/sofas/>)

All meetings are open unless otherwise stated.

Submitted by Dave Dettman