

# Academic Staff Committee

Meeting Minutes – April 12, 2012

Cofrin Library, Room 750

**Members:** Leif Nelson Mary Simonsen (excused)  
David Kieper Kelly Kramp  
Linda Parins (Chairperson) Samantha Surowiec

**Guests:** Eileen Kolb

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## Meeting Called to order at 10:02 am.

1. Minutes of the February 23, 2012 and March 22, 2012 Academic Staff Committee (ASC) meetings were reviewed, spelling issues corrected, and approved.
2. University Personnel System (UPS) Update and Discussion. The ASC and Eileen Kolb had a discussion around the committees and progress of the new UPS. Early on in the meetings of the six working groups, there were major concerns with secrecy of their work, the scope of each working groups, the inability for the working groups to meet with other constituencies or working groups, and the short timeframe for work to be accomplished. However, as the working groups continued, these concerns seemed to be addressed. All members of all working groups had a common meeting in Stevens Point to review all of the groups' findings and reports. There remain several key questions that the working groups could not completely resolve. Current key recommendations include:
  - Three employee groups (faculty, academic staff, operational staff)
  - Maintaining current employee protections and benefits
  - Scope for applying seniority is reduced, but not eliminated
  - Address pay issues first in the next pay plan (compression, inversion, and disparities)
  - Merit will be a major part of future pay plans versus across the board increases
  - Allowing greater flexibility in work schedule
  - Grievances and arbitration final decisions would be by a board of campus employees and not campus administration
  - Improvements in life/work balance
  - Tuition reimbursement for employee, spouse, and possibly children
  - Mandatory, quarterly training for supervisors
  - Transparency in procedures and processes

Human Resources staff from across the UW-System will be working to meld the recommendations of the six working groups into a single plan for the new UPS. Human Resources and/or UW-System Human Resources staff will be doing forums/presentations in regards to the new UPS in May. Academic Staff members are encouraged to attend and voice their concerns and opinions. Any questions that persons may have before the forums can be directed to Eileen Kolb. The Academic Staff Committee thanked Eileen for her excellent efforts on behalf of campus academic staff.

3. Guidelines for AS Professional Development Allocations Committee were discussed. One issue involved funding multiple requests from one person in the same fiscal year which is currently not allowed. The ASC

felt that if funds remained for professional development after March 1 of the fiscal year, then multiple requests could be funded. For conferences, the cut-off for making the decisions would be related to the registration deadline for the conference.

4. Joint Governance Committees Project. The proposed language for joint Committees on Awards and Recognition and Library and Instructional Technology was reviewed. The language has been approved by the University Committee and Faculty Senate. The ASC agrees with the language. Since this is new language for the Academic Staff Handbook, the proposals will be voted on at the Spring Academic Staff Assembly on April 26.
5. The resolution from the Committee on Workload and Compensation was presented and discussed. This will be presented and discussed at the Spring Academic Staff Assembly on April 26.
6. The agenda for the Spring Academic Staff Assembly on April 26 was discussed and finalized.
7. Report: Committee on Workload and Compensation Update: No new information to share beyond the resolution discussed in item five above.
8. Report: University Committee. Last UC meeting was cancelled, so no report to present.
9. Report: Faculty Senate. Most items discussed at Faculty Senate were items discussed above (joint committees, CWC). Faculty Senate is looking to start to meet every three weeks rather than every four weeks for next year.
10. With no other business being brought forth, the Committee adjourned at 11:05 a.m.

*Respectfully Submitted David Kieper, Recording Secretary*