

ACADEMIC STAFF COUNCIL MEETING

Tuesday, May 3, 2016

10:30am-1pm

Pyle Center, Madison

Attendees: Erik Ernst, Ryan Anderson, Stephen Beers, Lori Skelton, Shelle Michalak, Mike Parsen, Bill Klase, Aaron Brower, Judy Ballweg, Greg Hutchins, Jason Beier,

Call to Order at 10:30am and Certification of Open Meeting Notice Compliance – Erik Ernst

Approval of April 5 meeting minutes

Minutes approved.

Election of Stephen Beers, CEOEL, to fill the vacancy and serve the remainder of Tom Culviner's term (through 6/30/2017)

- Motion by Ryan Anderson for Stephen Beers to fill the vacancy and serve the remainder of Tom Culviner's term (through 6/30/2017), seconded by Lori Skelton. Motion carried.

Welcome and Introductions – all

2015-2016 Vision List Topic: Work with the Provost and other Governance Groups on Responding to the Request for an Option for Awarding Merit Pay Increases

- Continue to check in with Aaron Brower on merit philosophy.
- The UW System Funds Released for Base Salary Increase for Faculty and Staff – money has been divided out by divisions for the Dean/Directors to distribute as appropriate. Some Council members have not yet heard how these dollars are being distributed within their division. Questions should be directed to your divisional Dean or Director.

Program Managers progression series revised document and next steps – Erik Ernst

- Erik Ernst and Jason Beier delayed meeting with the Deans/Directors due to the start of the Title and Total Compensation Structure Review Process. The Program Managers progression series will need to fit within this Review Process. Revisit this topic in June.

2016 Out of Madison Meeting with Board of Regents Member – all

- Scheduled for July 27-28, Eau Claire, showcasing the work of WPR Eau Claire bureau lead by Dean Kallenbach, Regional Manager with dialogue around next generation broadcasters/performers. Lori Skelton has confirmed Dean Kallenbach's participation and will work with him on securing a meeting space for the BOR dialogue (May 27) as well as the Council meeting (May 28). Shelle is unable to attend.
- Erik will contact Molly Vidal for assistance in inviting John Behling and/or Edmund Manydeeds.
- Judy will contact the Hampton Inn-Eau Claire for lodging availability.

Chair Report – Erik Ernst

- Reviewed the proposed 2016-2017 meeting schedule and all agreed to continue meeting on Tuesdays. Judy will proceed in securing meeting space.
- Erik will be unable to attend the June meeting. All agreed to still meet on June 7 with Bill Klase, Vice Chair, serving in the role of Chair. Mike Parsen is also unable to attend the June meeting. Erik will attend the Out of Madison meeting, July 27-28.
- Briefly discussed the April 29 email sent by Chancellor Sandeen letting us know that President Ray Cross has announced savings on fringe benefit and utility costs that yielded funds that might be directed toward compensation or other purposes. Additional details will be shared when available.

Human Resources Update – Jason Beier

- Program Managers progression series draft document and next steps – Erik and Jason delayed sharing the revised document with the Deans/Directors due to the launching of the Title and Total Compensation Structure Review Process. It's unclear how the progression series will tie into the Titling Review Process. Revisit this topic in June.
- Title and Total Compensation Structure Review Process and next steps – There will be a full review of all job titles and compensation structure for all employment groups enhancing our ability to recruit, develop and retain a highly qualified workforce. This review will primarily focus on Academic Staff, University Staff and Limited Term Staff. An advisory council has been set up and Steve Wildeck, UW-Ext CBO, is our institutional representative. Workgroups will be formed so be looking for an opportunity to serve. It was suggested that we invite Steve Wildeck to our June meeting.
- Institutional Compensation Philosophy/Guidelines – talking with Aaron and plans are to work on this during the summer months.
- Chancellor's Annual Awards – Jason will be coordinating and has asked Erik Ernst to Chair the 5 member selection committee. A call out for nominations has been sent with a deadline date of June 1.
- Fair Labor Standards Act is being reviewed. More details to be shared when available. Revisit this topic in June.

Committee on Academic Staff Issues (CASI) Update – Bill Klase

- No report

nEXT Generation Steering Committee Update – Bill Klase

- The Joint Meeting today, 1:30-4, will have the entire nEXT Generation Team providing an update. The most recent work has been to populate the workgroups.
- Representation from the nEXT Generation Team will be at all future governance group meetings.

Committee Reports:

Nominations Committee – Bill Klase, Chair

- Nominations are still being sought:
 - We must fill at least one seat from BAMI, and can fill a maximum of three seats from BAMI. **Currently one candidate from BAMI.**
 - We can fill one seat from CEOEL. **Currently five candidates from CEOEL.**
 - We can fill a maximum of two seats from COOP. **Currently no candidates from COOP.**
 - We can fill a maximum of two seats from GEA/DEED **Currently no candidates from GEA/DEED.**
- Judy will send this information to the divisional HR directors for their help in identifying good candidates.
- Aaron will be asked to send a message similar to the message Greg Lampe sent to UW Colleges.
- Aaron will be asked to discuss at an upcoming Deans and Directors meeting, May 20, or send them a personal email asking for their help in identifying good candidates.

Distinguished Prefix – Lori Skelton, Chair

- No report

Communications Committee – Ryan Anderson, Chair

- The “Big 3” from this meeting –
 - (1) Discussed next item on the 2015-2016 ASC Visioning List: Merit Pay

Action: For more information, contact a Council member or your divisional Dean/Director

- (2) Planning for Academic Staff Council Summer Retreat to include a Council meeting (visioning for 2016-2017) and a meeting with a Board of Regent Member.

Action: Contact a Council member to share your ideas for important topics to be focused on in the next year.

- (3) Filling open seats on the Academic Staff Council

Action: Be looking for additional information/communication related to serving in this role in addition to discussing this opportunity with a Council member if you have any questions about serving.

Future agenda topics:

- Institutional Philosophy / Guidelines update (ASC subcommittee?) – Jason Beier, Aaron Brower
- 2015-2016 Vision List Topic: Explore mechanisms for rewarding long-term employees or showing how they are valued for their continuing great work
- July 27-28, 2016 summer retreat in Eau Claire with Board of Regent Member
- Revisit the April 29 email sent by Chancellor Sandeen letting us know that President Ray Cross has announced savings on fringe benefit and utility costs that yielded funds that might be directed toward compensation or other purposes.
- Title and Total Compensation Structure Review Process and next steps – invite Steve Wildeck
- Fair Labor Standards Act – Jason Beier

Meeting adjourned at 1pm

~minutes submitted by Judy Ballweg~