

**Academic Staff Council
UW-Fond du Lac
March 5, 2010**

Council Members Present: Erik Ernst, Lynne Blinkenberg, Greg Hutchins, Bev Phillips, Michael Maguire, Tom Culviner, Jerry Clark

Excused: Allisanne Apple, Lisa Nielsen Agnew

1. Bev called the meeting to order at 12:46 p.m. and certified that open meeting requirements were met.

2. Approval of Minutes of February 9 Meeting

The language in the Chair Report was modified slightly. Jerry moved that the minutes be approved as amended. Erik seconded. The motion passed.

[The last two sentences of the second bullet point were changed to read thus:

It was suggested that there be a review of the nomination process for allowing broader input and the roles and responsibilities. Allisanne will plan to meet with Greg, Judy, Lynne, and Christine to determine next steps.]

3. UW Colleges and UW-Extension Joint Governance Meeting Recap/Feedback

We like having this meeting once a year. The distance education topic was good. Jerry wants to hear more about broadband, as his manager is moving operations from paper to electronic, and broadband coverage in his area is spotty.

Bev pointed out that the eXtension Web site has resources online that in the past people had to go to an office to obtain. To that Lynne added that we should see what others have already made available before we work on the same things ourselves.

Mike said that we need to reach out to the majority of Wisconsinites for whom getting a college degree is not "on their radar."

Lynne said that the PBS program "Digital Nation" explored the "digital gap."

Tom said that there are two approaches to putting courses online: One keeps material largely text based so that it is accessible for people with dialup or slow Internet connections. The other capitalizes on broadband to create attractive courses with all the features enabled by the third-generation Web.

Jerry said that many rural areas can't take advantage of Internet delivery of materials.

Bev shifted the conversation to the discussion with President Reilly of what we want in the new Chancellor.

Mike said that it was helpful to see the many layers of the job, especially how important fund raising has become.

Lynne would like the new Chancellor to take further advantage of the merger by eliminating

more duplications.

Mike said that we need to meet together more often to become a truly merged institution, to which Bev added that these joint meetings should include more than just “governance people.”

We discussed merging of the governance bodies, noting there could be an obstacle in that Extension has separate faculty and academic staff bodies, whereas they are merged in Colleges.

4. Secretary of the Faculty/Academic Staff Update

Greg said that we need to fill a vacancy in the Systemwide Extension Council. We agreed that Greg should canvass people who ran for the ASC to see whether anyone is interested in filling in.

Greg introduced the new Secretary of the Faculty and Academic Staff Web site. It will include pages devoted to title progression, awards, and scholarship.

Christine has signed the new Chapter 10.06, it's now going to the Chancellor, and it will have to go to the Regents.

5. Need for Clarification of Who Is “Management” When Discussing Collective Bargaining

Bev said that she had been instructed to “leave the room” when people who report to her talk about collective bargaining. Lynne said the same. Mike said that System needs to clarify how far down the hierarchy the “be neutral” directive applies and how it applies to governance groups. Bev said that she would invite Chris Ashley to our next meeting to address this issue.

6. Committee Discussions

- Nominations

Lynne reported that before the next ASC meeting, the call for nominees would go out. Mike said that he wanted the ASC to continue to have a voice in award nominations.

- Communications

Nothing to report.

- Distinguished Prefix

Nothing to report.

- Ad Hoc Committee on Chapter 10.06

Erik reported that nowhere in the Academic Staff Personnel Policies is there a discussion of the language of fixed-term letters and that across the divisions letters are used different ways. The committee is asking the HR departments about the types of letters, numbers of recipients of the different types, and the rationale for the differences.

Erik said that Chapter 10 should cover all types of letters. Mike warned that codifying the language for “hire and fire” letters would make it more difficult to change policy to eliminate such letters in the future.

Bev pointed out the contradiction that length of service is not taken into account for fixed-term terminal appointments, whereas it is taken into account for title progression. She suggested that we look for other areas of the policies that deal with length of service.

7. UPG 15, Continue Reviewing

Erik pointed out that we still need to review the language for program managers and directors.

We decided to make 15.02 (2) and 15.04 (2) consistent. Both will begin thus:

Criteria a. through e. are required. Provide documentation for all of these.

Before (f) in both cases, the line will read thus:

Documentation of performance indicators showing high quality of work in the majority of these areas:

We discussed whether we should approve the UPG language worked out thus far before taking up managers and directors language. Lynne moved that we accept the revisions to 15.02 and 15.04 prior to approving the whole of UPG 15. Mike seconded. The motion passed.

Mike will contact Darlene Kramer to see whether she wants to work on 15.05 and the “Attachment.”

8. Scholarship

Jerry said that the document “Scholarship in UW-Extension-Cooperative Extension: The Role of Academic Staff” was created to help academic staff strengthen the materials presented for title progression and to counter the belief some faculty have that academic staff don’t do scholarly work. The document adapts faculty’s definition of scholarship to the work that academic staff do, and provides examples and rubrics. We decided to use the document not to formulate some policy about scholarship, but to foster conversation. (*Item for agenda of next meeting*)

9. Discussion of Institutional Issues and Opportunities Appropriate for Academic Staff Governance, including Academic Staff Leadership Conference experience.

Lynne said that she is going to the sustainability conference and is interested in seeing whether there is a role for academic staff in sustainability.

10. Adjourn

At 3:16 p.m. Lynne moved to adjourn. Mike seconded. The motion passed.

Submitted by Tom Culviner