Academic Staff Council Meeting Minutes  
Tuesday, February 5, 2013  
12noon – 1:30pm  
Pyle Center, Madison

Attendees (in person): Krystal Wambold, Bill Klase, Shelly King-Curry, Greg Hutchins, David Prucha, Emily Johnson, Dan Hill, Judy Ballweg, Ray Cross, Steve Wildeck; (on the phone): John Munson, Erik Ernst

Call to Order
- Krystal called the meeting to order at 12:04pm and Greg certified open meetings law compliance.

Approval of January 8 meeting minutes
- John motioned to approve minutes, seconded by Bill, minutes approved.

Committee Reports

Nominations Committee
Two new members of the Academic Staff Hearings Committee: Kristine Zaballos of Cooperative Extension and Lisa Nielsen Agnew of CEOEL. Both will serve a term from November 2012 through June 30, 2015.

Communications Committee
Met in December. We had a discussion about exploring the purpose of an Academic Staff Survey. We would like to follow-up on the Climate Survey findings and use that to develop an Academic Staff Survey. There will be a further discussion about the Climate Survey at the Faculty Senate/Academic Staff Council meeting later in the day.

Chapter 15
- Work is completed and submitted to the Regents, who have the option to challenge it.

Academic Staff Council offsite meeting
- No further discussion until more members of the council were available. Later in the meeting we held further discussion. Bill suggested a Doodle poll to discover availability. The suggested dates are all Fridays, historically, off-site meetings are held on Fridays. Erik will work with Judy to create a Doodle poll to discern date. Location will be in Wausau.

Chapter 10 Proposed Amendments/Recap
- David Prucha had a conversation with UW-System legal counsel Tom Stafford. The language in Chapter 10 comes from UW-System Administrative Code
  o UWS 10.02, par. 2: Terms of appointment
  o UWS 10.03, par. 1: Fixed term
  o UWS 10.05, par. 1 (a): Fixed term
- Understanding the intent of fixed-term terminal appointment
- Inconsistency asking employees to look ahead when their employment isn’t guaranteed beyond June 30
  o Puts into question the annual review process in January; Need to have review done before July 1 – if a pay plan is in place then the review should be done before a pay plan can be awarded
• Equity issue: some in Extension are doing the same job, but getting a different letter. Offers some difficulty with recruiting
• Ray: We do want to make some kind of change and make sure it’s appropriate, but don’t want to get swamped in legalese (find a happy medium)
  o After a few years, there needs to be a transition
  o “Soft money” that is sure to come around again and “Soft money” that really is soft.
  o When someone has been working for many years, but still gets a fixed-term terminal letter, that seems inappropriate
  o I think you’ve been heard, don’t really know where to go, bring some language back to Council before the next meeting
• Erik: having a hard time getting a clear answer about Fixed-term Renewable letter plus Chapter 12; is Fixed-term Terminal just easier? Does Fixed-term Renewable plus Chapter 12 offer as much flexibility as Fixed-term Terminal?
• Ray: 1. Something David Prucha is trying to investigate with legal; 2. No question that some Deans & Directors prefer maximum flexibility; 3. State [and System] don’t like to use the word “lay-off” – brings unwanted publicity & political notice
• Ray: different/new letters & guidelines for usage with new letters/language
  o Challenge us [me] if there are extremes in following guidelines or outright ignoring the guidelines
• Timeline: 30-45 days – before April 1

Chair report
• Dialogue with UW-Extension Deans & Directors upcoming dates
  o March 5, 11:30-1pm with Rick Klemme (Coop Ext)
  o May 7, 11:30-1pm with David Schejbal (CEOEL)

Additional topics for future meetings
• Communications committee/climate survey

Meeting adjourned, 1:30pm.

~minutes submitted by Emily Johnson~