Minutes
Academic Staff Personnel Committee Meeting
October 15, 2013, 2:00 pm
UW-Eau Claire Davies Center, Mohican Room

Present: Katie Wilson, Cathy Berry, Holly Hassemer, Bonnie Isaacson, April Pearson, Julie Eklund

The Minutes of Sept 17 and October 1 were approved.

The Senate Chair charged all senate committees with reviewing the membership and function. There has never been a problem filling the seats on this committee, so the total size is not an issue at this point. We need to gather more information on the proscribed representation on the committee. Current policy calls for 3 IAS members and 6 APAS members on the committee. Is this proportional to the total number of IAS and APAS employed at our University? Katie Wilson agreed to check on that matter, and will make a recommendation for change if the committee make-up is not proportional to the number of respective groups employed.

There was general discussion regarding IAS positions, and their functional overlap with both APAS and Faculty. The question was raised as to whether IAS with faculty status can serve on the Faculty personnel committee. Committee service, however, is not written into IAS contracts.

Regarding the Function of the APAS Committee, are they appropriate? By hosting informational sessions on employment policies, are we taking on duties that should be performed by HR? Discussion continued; it is good that the APAS Committee schedules and organizes these sessions; we always call on HR to be present to answer questions.

The section in the Handbook on function of this committee are much more detailed than that of the Faculty Personnel Committee. Questions were raised about #6, #8 in regard to fixed vs. probationary or temporary status; neither mentions NITR per se, but that is equivalent to fixed term.

Katie Wilson described her role as the academic staff representative to System, as well as being a member of the chancellor’s cabinet and the executive committee. Her job is to relay important information back to the committee, but we are all charged with keeping abreast of news and relevant situations.

Our committee also reviews of Administrator search and screen committees at the director level and above -- should that be included in our functional list? We list charges; faculty personnel committee does not; should both be more similar to one another?

Katie will get history on how it became so different (faculty one paragraph; we have an itemized list). Is the list too specific? Katie will speak with Geoff Peterson.

There was an informal review of the recent promotional workshop – It went well; attendees had lots of questions; good partnership with HR; well-attended.

Future discussion -- No opportunity for IAS to have post-promotion review (Sr. lecturer -- nowhere else to go). Faculty can have post-tenure review; but IAS is eligible for nothing more than a merit raise.

Cathy Berry agreed to lead the Committee meetings while Katie is on maternity leave. Mitch Freymiller will attend the System Academic Staff meetings in her absence. Possibly January she will telecommute.

The meeting adjourned 2:55 p.m.

Minutes submitted by Julie Aminpour.