Academic Staff Personnel Committee - Meeting Minutes 4-1-14

Present: Cathy Berry, Holly Hassemer, Teresa O’Halloran, Bonnie Isaacson, Linda Carlson, Kathleen Sahlhoff, Katie Wilson

Guests: Stephanie Jamelske, Barb Hanson

Approval of the 3.4.14 minutes was postponed until next meeting.

The ASPC previously had a 10-minute open forum at the beginning of meetings. How to let AS know that this exists?

Report on Professional Development Day
- A few supervisors of AS attended
- One classified person left once he/she realized it was just for AS
- Confusion over categories was expressed (APAS vs IAS)
- Some good questions confirmed it is not uncommon to know their role
- Questions about contract renewal lengths (in the handbook) – 5 yrs: 2 yr appointment & 7 yrs: 3 yr appointment - HR keeps an eye on this also.

Discussion about unit AS meetings as outlined in the FASRP, page 74.

There’s currently no push toward a unified employee performance evaluation; still up to the individual departments. But, a common timeline and the existence of a yearly review are being promoted by the chancellor. Reviews weren’t always completed when there were no pay plans; ratings were demoralizing. ASPC discussed being supportive of yearly employee evaluations, regardless of whether or not pay plans exist in any given year.

Discussion about how to hold supervisors accountable for yearly reviews; no major conclusions.

Discussion about “no intent to rehire” - demoralizing wording – can it be changed? It is a UW System wording decision with implications relating to how much notice employees receive when their jobs are ending. Classified is very different. People with no intent to rehire contracts still should get a performance evaluation.

APSC elections are coming up. 2 positions open – one IAS and one APAS

Compensation committee report was shared. Discussion about tuition reimbursement for employees’ children.

Discussion of the distinguished classification for academic staff – not part of the normal job progression, used sometimes for “superstar” lecturers and other random positions. Madison has the most distinguished positions. We are typical of other UW institutions.

Meeting adjourned.

Submitted by April Pierson