Meeting Minutes

Academic Staff Personnel Committee
May 5, 2015
2:00-3:00pm
Mohican Room, Davies Center (310)

Members present: Holly Hassemer, Stephanie Jamelske, April Pierson, Julie Aminpour, Heather Pearson, Linda Carlson, Nicole Rindone, and Katie Wilson
Guest: Barb Hanson

1) Select minute-taker
   Katie Wilson

2) Approve April 21 minutes (handout)
   Minutes were amended slightly and approved as amended.

3) Update on lactation support policy and compensation plan motion
   The lactation support policy and compensation plan motions both passed the University Senate as last week’s meeting with no amendments.

4) Update on post-progression review of academic staff
   Stephanie Jamelske reported that she has received recent data from Human Resources and is going to analyze the numbers. There is a meeting scheduled for next week. The ad hoc committee will be analyzing the information to determine the dollar amount or range for adjustments associated with the post-progression reviews.

5) Discuss review of administrators motion (handout)
   Committee discussed the issue of anonymous surveys as a possible part of the 360 degree review process. Committee discussed how that is only one piece of the 360 review; as such, it will be more useful than the current review system in which the survey is the entirety of the review. The committee also discussed the issue of who will be included as upper level administrators in the 360 review process; the committee determined that the current language in the Faculty and Academic Staff Rules and Procedures should be considered as a starting point.
6) Discuss information from Academic Staff Reps’ Meeting
Julie Aminpour attended last week’s meeting of the Academic Staff Reps in Katie’s place. She reported that 8 campuses are offering early separation incentives but most campuses are not as far along in the process as UW-Eau Claire. Stevens Point is considering eliminating their Advising and Career Services Center. Tax revenue report will be coming out soon; the administrators at System estimated that it would come out yesterday or today but it has not yet come out. The tax revenue report will be important in determining whether or not the cut to UW System is reduced. Jerry Addie from UW-Stout (chair of the Academic Staff Reps Council) announced his retirement.

7) Discuss university budget issues
Chancellor Schmidt held a retreat over the weekend to discuss the budget and task force ideas to determine how the campus should move forward. Members of his administrative/leadership team and leaders from shared governance (University Senate, Student Senate, Classified Staff Council) were involved. There will be an announcement from Chancellor Schmidt soon regarding how the campus is moving forward with budget and other initiatives.

8) Announcements, miscellaneous business and thank you
A committee member brought up the concern that language in the Faculty and Academic Staff Rules and Procedures (FASRP) does not specify that Department Personnel Committees (DPC) are responsible for Instructional Academic Staff promotion procedures. In the FASRP under the promotion of IAS, it indicates that the DPC is responsible for promotion of IAS but in the section that discusses the charge of the DPC, promotion responsibilities are absent from the language. Another concern was that some Department Evaluation Plans (DEP) are outdated. Stephanie Jamelske indicated that Mike Wick (Associate Vice Chancellor for Academic Affairs) should be contacted for information on DEPs, as he knows a lot about them. The committee agreed that the FASRP language should be revised to reflect the DPC’s responsibility for promotion procedures of IAS. This will be put on the agenda for next fall’s committee.
Chair Wilson thanked the committee for their contributions this year.

9) Adjourn
The committee adjourned at 2:40pm.

Respectfully submitted by Katie Wilson