Minutes of the University Senate Academic Staff Personnel Committee
4 November, 2014
Mohican Room; 2:00pm

Members Present: Katie Wilson (Chair), Cathy Berry, Linda Carlson, Holly Hassemer, Heather Pearson, April Pierson, Nicole Rindone, Lori Snyder

Guests: Stephanie Jamelske, Barb Hanson

1) Minute recorder selected

2) Committee minutes of 7 October and 21 October approved as amended

3) Search and Screen Committee Member Consultations (for Directors and Deans of Students)
   - the appropriate committee to consult for positions is unclear
   - should the consultation be with the committee who represents the voting status of the position or the committee who represents the personnel whom the position will supervise? For example, the director of CETL holds a faculty position (consultation with Faculty Personnel Committee?) but supervises primarily Academic Staff (consultation with the Academic Staff Personnel Committee?)
   - the goal and contents of the consultation may need to be better defined or made more specific
   - a major concern of the committee is the timing of the consultation. It should happen prior to the formation of the Search and Screen Committee, which has not always occurred in the past
   - the definition of a position that has ‘University-Wide Influence’ seems unclear
   - a request for immediate consultation for the position of Director of Facilities Planning was denied because it was not listed on the agenda for today’s meeting, but the committee agreed in principle to a consultation prior to the next scheduled Committee meeting if requested
   - the item was tabled to give the Chair time to consult with the Faculty Personnel Committee, the Classified/University Staff Council and the University Senate Chair

4) Motion regarding APAS promotion timeline
   - Faculty and Academic Staff Rules and Procedures guidelines are not consistent between IAS and APAS in terms of promotion eligibility
   - the APAS promotion language is unclear regarding the length of experience necessary to apply for a promotion (in the seventh year or after the seventh year)
   - the timeline for IAS is based on FTE years of service, while the APAS does not mention FTE
   - discussion about if these should or should not be consistent between IAS and APAS
   - Committee members Hassemer and Pearson will look more into some issues of uncertainty such as System Guidelines (UPG) on Academic Staff Promotion and the pros and cons of using FTE or years of service as criteria. They will report back to the Committee on their findings.
   - draft motion was tabled until sub-committee report

5) Academic Staff Representatives Meeting in Madison on November 7th
   - ask other Reps how their Search and Screen Committee Consultations are designed and implemented
   - send other questions for the Academic Staff Reps to Katie Wilson

6) Update on Review Process for Academic Staff
   - at the request of the Academic Staff Personnel Committee, the Compensation Committee has formed a sub-committee to discuss the merits of a process similar to ‘post-tenure review’ for Academic Staff who have reached the highest status category in their positions.

7) No other business

8) Meeting adjourned at 3:00pm. Next scheduled meeting is Tuesday, November 18th at 2:00pm.

Respectfully Submitted,
Lori D. Snyder