Minutes of the University Senate Academic Staff Personnel Committee
20 April 2021
Virtual Meeting via Microsoft Teams; 2:00pm

Members Present: Pam Baughman, Jasmine Case, Paula Collins, Mary Elger-Lonzarich, Stephanie Jamelske, Linda Pratt, Lori Snyder, Craig Ernst

Guest: Barb Hanson

1. Meeting called to order at 2:03pm
2. Minutes 13 April 2021 approved as submitted.
3. Review of deadlines for Instructional Academic Staff (IAS) and Administrative Professional Academic Staff (APAS).
   a. Review of the FARP language from last meeting.
   b. Lori Snyder
      i. Concerned with language changes on page 87 on 3 or 5 year contract as suggested.
      ii. Concerned with July 1 date for the deadline. Because faculty are not on campus in summer.
      iii. Part of the language discussed: Fixed long term IAS should be under fixed long term contract. Impacts job the job security of IAS employees.
      iv. Question from Lori’s perspective: Why are performance reviews now included in the reappointment section?
      v. Suggestion: If we are going to include date for IAS, it should be the same for all faculty.
   c. Barb Hanson
      i. Could go back to mailing out renewal letters annually.
      ii. Provost office et al (Jean Pratt and Mark Goulet) are working on a “BP Logic” form for notification of multiple year contracts.
   d. IAS Review Deadlines #2 – Reviewed optional language
      i. Discussion on how they give “meaningful” annual reviews with ALL contracts being automatically renewed….because contracts are no longer issued for IAS.
      ii. Performance review dates have not historically been followed. Trying to simplify and make it something everyone can follow.
      iii. If we do nothing by November 1, employees will use existing language as basis for appeal.
         1. David Miller feels this all needs to get updated as January 1 compensation plan updates continue.
   e. Stephanie Jamelske shared
      i. UW System Administrative Policy 1245 (formerly HR5)
      ii. Discussed taking annual review language from this document for the FARP.
      iii. Discussion: Suggestion that we revise the language on page 84 rather than adding language to page 87.
         1. Jasmine will follow up and with a proposed change.
         2. How does this tie into the UW language on “non-renewals”
a. Barb will share the UW system policy with David and assess how this impacts our document.

b. This is where the assessment that Mark and Jean are working on would come into play.

4. May 4 Meeting – Issue #3 will be discussed and voted on.

5. Adjourned – 2:56 pm.