ACADEMIC STAFF ASSEMBLY MEETING
272 Bascom Hall
Monday, May 13 2013
3:30 to 5:00 p.m.

Minutes

Provost Paul Deluca called the meeting to order at 3:35 p.m.

Jeff Shokler moved that the agenda be amended to address new business prior to the presentation of committee reports. The motion was seconded and approved unanimously.

Guest: David Ward, Interim Chancellor: Chancellor Ward Interim Chancellor David Ward reviewed the potential impact of the budget balance controversy on the University's budget prospects and the importance of budget flexibilities as we work in an environment in which states no longer support universities to the extent needed to be national entities. He also highlighted the HR Strategic Design Plan, the Critical Compensation Fund, and Educational Innovation as demonstrating the value of greater flexibilities. Members of the Assembly posed questions to the Chancellor regarding considerations to move back to a sum sufficient budgeting model, the university’s compensation strategy, and limiting increased costs to employees for services. The Chancellor responded that the next chancellor will need to evaluate the consequences of what happens in this budget cycle before considering a change in the budgeting model, that compensation needs to balance meritocratic and broad needs, and that state funding is unrelated to the ability of self-funded operations like parking to cover their costs. ASE Chair Jeff Shokler presented a certificate of appreciation to Chancellor Ward for his service to UW Madison and for his leadership over the past two years.

Automatic Consent: The Academic Staff Assembly minutes of Monday, April 8, 2013 were approved as distributed.

Guest: Kathi Kilgore ASPRO: Kathi indicated that they are watching the UW and ETF proposals very closely as part of the 2013-2015 budget bill. ASPRO is also monitoring potential changes to statutes regarding rehired annuitants and criteria for retirement. In response to an inquiry about sick leave conversion, Kathi indicated there been no discussion regarding changing this program. Another Assembly member asked if the UW is doing more to set priorities and to negotiate for increased flexibility. The Provost indicated that these points were part of the new Badger partnership that did not move forward in the last biennium.

Guest: Patrick Kass, Transportation Services: Patrick outlined changes in parking and bus pass costs as well as expansion of permits provided to car pool participants. A member of the Assembly asked about the status of UW Hospital RV Rental space for patients in lot 60. Patrick responded that the hospital is evaluating the need for these spaces in light of their purchase of the InnTowner. Patrick and the Provost also responded to questions regarding the use of parking revenue by the Athletic Department. In response to other questions, Patrick indicated that the Transportation Services budget includes funds to purchase electric charging stations in the next year and that no changes are planned for nighttime parking.

New Business
Deb Brauer, Co-Chair of the Personnel Policies and Procedures Committee, presented proposed changes to chapters 2, 7, 12, and 14 of the Academic Staff Policy and Procedures Committee on behalf of the committee.

Chapter 2.07.A.2: Change the pre-review notification period from 20 working days to 10 working days. Jim Maynard, ASEC Member, moved that this proposed change be approved. Motion seconded and approved by vote taken by a show of hands.

Chapter 12: Update the reference cited for financial Conflict of Interest (COI) policies to say “...should consult the UW-Madison Office of Research Policy Financial Conflict of Interest Policy and Procedures: Guidance Document for additional details...” and remove the URL for this policy. Jeanne Hendricks, District 458, moved that this change be approved. Motion seconded and approved by vote taken by a show of hands.

Chapter 14.01.F: Amend to remove the requirement for approval of new standing committees in two consecutive Assembly meetings and provide for approval in one meeting. Jeanne Hendricks, District 458, moved that this change be approved. Motion seconded and approved by vote taken by a show of hands.

Scott Mellor, district 262, moved approval of Assembly Document 439 that establishes the Mentoring Committee as a Standing Committee of the Assembly. Motion seconded and approved by vote taken by a show of hands.

Chapter 7.01-7.03: Provide editorial changes and an amended timeline for informal resolution and grievance procedures as detailed in Assembly Document 500. Moved by Jim Rogers, District 499. Seconded.

Jim Rogers moved to amend the motion as shown in strikeout (deletions) and italics (additions) below:

7.01.A.5: University Resources for Advice and Information: “Members of the Academic Staff Assembly, the Office of the Secretary of the Academic Staff, or the Academic Staff Executive Committee are available to assist individuals with the process including in determining where to go for help.

7.02.B: Access to Evidence: “An academic staff member who appeals a grievance to the Academic Staff Appeals Committee shall have the right to review all evidence the employer used to make the decision. All additional information the employer uses or plans to use to support the decision shall also be provided to the appellant - grievant in a reasonable time prior to a review or hearing. Likewise the employer shall have the right to review all materials the appellant - grievant uses or plans to use to support the appeal. The exchange shall take place within a reasonable time prior to a review of hearing, with an opportunity to add material upon seeing what has been submitted...” [Note: final phrase in italics and strikethrough was withdrawn by Jim Rogers with the agreement of the member who seconded the motion.]

7.02.D: Notification and Disposition: The Academic Staff Appeals Committee shall forward its findings of fact with a recommendation to the chancellor or designee and shall send a copy to the Secretary of the Academic Staff, the appropriate dean or director, department chair or unit head, and the grievant. Within 30 working days of receipt of the Committee’s recommendation, the chancellor or designee shall implement the recommendation or give the grievant and the Committee written reasons for any decision to modify the recommendation based on his/her review of the appeals material and the Academic Staff Appeals Committee hearing. The employee, department chair or unit head, dean or director, Secretary of the Academic Staff, and the Committee shall be notified of the decision of the chancellor or designee, which is final. If the decision of the chancellor or designee has not been issued within 30 working days, the recommendation of the Academic Staff Appeals Committee becomes final. The use of this grievance
procedure shall not prevent the grievant from seeking redress through another administrative or legal process.

The motion to amend the motion on Chapter 7 was approved by vote taken by a show of hands.

Jim Rogers moved approval of the amended motion. Motion seconded and approved by vote taken by a show of hands.

**Standing Committee and Other Reports**

- ASEC – ASEC Chair Jeff Shokler presented a certificate of appreciation to Jo Ann Carr for her contributions as Interim Secretary of the Academic Staff. Jeff also indicated that he will not be a candidate for reelection as ASEC chair.

Provost Paul Deluca adjourned the meeting at 5:11 p.m.

*Submitted by Jo Ann Carr, Interim Secretary of the Academic Staff.*