

MEETING NOTES OF THE UWSA ACADEMIC STAFF COMMITTEE

October 5, 2011

Members present: Todd Bailey, Sal Carranza, Anne Bilder, Eileen Norby and Jennifer Moore.

Absent member: Craig Morris

Discussion Items

Systemwide Revision to Personnel Policies

In response to ASPRO's request for comments, Sal Carranza presented a draft to the committee. The committee reviewed the draft and will present the following recommendations to ASPRO:

a. Anything that your campus feels should be protected in the current personnel system.

Answer: We want current policies and guidelines for UW System Administration Academic Staff to remain the same. It is our understanding that this will be the case. As far as the structure of the new Personnel System, we recommend the following:

- 1) A review of current titles, maximum salary ranges for each title and a review of existing barriers to career progression for academic staff.
- 2) Objective and clear criteria for assigning Academic Staff to a title and transparent and systematic review of staff's current titles to determine if they are eligible for re-titling to higher titles, ranks or pre-fixes.

b. Anything that your campus feels could be eliminated.

Answer: Titles which have the same definitions and criteria but have different ranks in the personnel system (e.g. Institutional Planner and Academic Planner sequences).

c. Anything that your campus feels could be improved upon.

Answer:

- 1) More objective, systematic, equitable and straightforward system for reviewing Academic Staff eligibility for promotion and re-titling in UWSA.
- 2) More consistent evaluation procedures throughout UW System Administration departments.
- 3) Equity in benefits between Unclassified and Classified staff.

d. Anything that your campus feels should be added.

Answer: An objective, routine, systematic, and transparent process to review academic staff's eligibility for promotion to higher titles, ranks or pre-fixes that is automatically triggered as staff reach specified criteria (e.g. years of service in a particular position or title).