Meeting Minutes

Meeting called to order by Joy Landis at 11:36 am.

Ex Officio: Terry Curry, Donna Zischke
Absent: Ronald Calhoun, Robert Brown, Lucy Maillette, and Donna Ullrich

Motion to accept the agenda by Sarah Handspike, seconded by Kristy Dumont: carried unanimously.

Motion to approve September minutes: The minutes were amended to include the attachment of the handout on Big Ten and job cohort tuition waiver comparisons. Motion to approve the minutes as amended by Mike Rich, seconded by Sandra Eagan-Hall: carried unanimously.

Update by Chair Joy Landis:
- Robyn Mace from the Faculty Organizational Development Advisory Board, contacted Joy to identify ways that ASAC can interact with and provide input to the FODA.
- We will begin to form an election committee at the November ASAC meeting. Election must occur by April 1st; first term begins middle of August.

Update by Terry Curry:
- The EBS “Roadshow” meetings with college and department administrators are being scheduled (first one at College of Education on October 24th); they will talk about concerns, responses to those concerns, and augmentation plans.
- One-on-one consulting service is available to help staff work through the EBS system; not many people are aware of this service.

Old Business:
- Francoise Bigelow and other members of the professional development subcommittee provided an update on case development for a tuition waiver for academic specialists:
  - The subcommittee met to develop a proposal for the Provost, which we would like to run by Terry Curry and Donna Zischke before sending the letter. A report was made to the larger committee, and we have discussed requesting the reinstatement of the prior professional development program ($100,000), rather than asking for a tuition waiver, a compromise that recognizes the difficult budget times. Data was shared from a review
of MSU academic specialist compensation to place the $100k investment into perspective.

- The reasoning for this reinstatement of funds is that it’s an investment in specialists, for whom the achievement of terminal degrees would ultimately benefit the university. The comparison with peers at the Big Ten universities showed that MSU specialists do not have comparable benefits; MSU is thus at disadvantage in a trying to recruit specialists. Based on the track record since the program was begun in 2003, it has been utilized effectively. Specifically, the subcommittee noted this rational for why funds should be restored:
  - The Academic Specialists Professional Development Support Fund was created with Specialists in dialog with MSU Administration and implemented in 2003; revoked by Administration 2010.
  - PD funding was fully utilized by Specialists: 90% for credit courses and 10% for non-credit enrichment
  - Specialists differ from faculty:
    - Faculty have terminal degree, while only 20% of Specialist have terminal degree
    - Lower wage level is more burdensome for Specialists to pursue PD
    - Not all Specialists have access to PD support from Unit
    - PD result in institutional benefits such as vested interest, commitment of Specialist to University’s mission and goal, and better skilled employees
    - PD is offered to other groups on campus: CT, APSA, AP, etc…
    - PD is offered to employees at all other Big 10 Universities
    - Restoring $100k is 0.19% of Specialist total compensation

- Terry offered to raise these issues from the ASAC committee with the Provost, and will share a corrected version of the PowerPoint slides with him (see attached). At our November meeting, Terry hopes to be able to share with us a result of that meeting.

- We considered inviting the Provost to one ASAC meeting annually; he usually meets with UCFA around the time they receive their budget (later spring). Joy suggested the January 2012 meeting as an opportune time, after receiving some initial feedback on our professional development program request.

**New Business:**
- Barbara Kolar provided an update from brown bag professional development planning subcommittee:
  - The subcommittee (including Barbara and Donna Ullrich) has reviewed the brownbag schedule from 2009-2010 and 2010-2011. Understanding benefits is always beneficial, but “Communications” is also of interest.
Sue Halsey suggested the possibility of having a follow up on the social media program, which was so successful last year. Joy suggested that this session, and others that might draw a larger crowd, could be held separately from the usual monthly ASAC meetings. Kristy Dumont knows of a potential meeting space for larger groups that would meet our needs.

**Motion to adjourn** by Sandra, seconded by Barbara: carried unanimously.

**Meeting adjourned:** 12:00pm

No **Brown Bag Learning Session** this month.