



2007-08 University of Wisconsin System Council of Academic Staff Representatives

Thursday, January 17, 2008 Meeting Minutes

Attendees:

Jennifer Brockpahler, UW-Eau Claire
Sherri Arendt, UW-Green Bay
Breanda Leahy, UW-LaCrosse
Susan Crowley, UW-Madison
Jon Lenichak, UW-Milwaukee
Lynn Freeman, UW-Oshkosh
Scott Ringgenberg, UW-Platteville
Jason Neuhaus, UW-River Falls
Donna Dahlvang, UW-Superior
Michael Cohen, UW-Whitewater
Dave Carlson, UW Rock County
Tom Culviner, UW-Extension
Donna Silver, UW System Administration
Ron Singer, Associate Vice President, UWSA Academic Affairs
Al Crist, Associate Vice President, UWSA Human Resources
Grant Huber, Special Assistant, UWSA Communications and External Relations
Bob Jokisch, Special Assistant, UWSA Academic Affairs
Bill Steffenhagen, UW-Madison (ASPRO President)

Absent:

Mark Marlaire, UW-Parkside
Mike Pagel, UW-Stevens Point
Dennis Shaw, UW-Stout

Ron Singer, Al Crist, Grant Huber and Bob Jokisch from UW System Administration joined the teleconference at 10:30 following discussion among Academic Staff Representatives. The minutes were approved from the December 13, 2007 teleconference.

The next item discussed was the Shared Governance Guidelines. Campus Governance Groups were asked to respond by February 15 on the request for endorsement of the Guidelines. Thus far, the responses from campus governance groups have been split in terms of endorsement of the guidelines. UW-Milwaukee academic staff endorsed the guidelines and suggested the following edit to the "Process" section to help clarify an area of concern: "In normal situations, matters will be brought to the full Faculty and Academic Staff Representatives Councils at their regularly scheduled meetings." In regards to next steps if the responses remain mixed, Associate Vice President Ron Singer noted that perhaps System Administration could go ahead with this in the absence of a policy. He also noted that this was not intended to be a formal document, but

instead a protocol or shared understanding on how to collaborate. He suggested that the Committee that prepared the draft would consider next steps after the February 15th deadline. One approach that would be considered is sharing the protocol with campus governance groups as one that will be tested as new Board and System policy development is needed. A cover memo could make clear that this protocol fills a gap; that we currently have no process for collaborative development of Board and UWS policy so we will try this, and assess its effectiveness as it is utilized. There were expressions of support for such an approach.

Associate Vice President Al Crist next discussed HR issues with the Academic Staff Reps. The first item discussed was the response by President Reilly to the Academic Staff Reps on their concerns regarding campus compliance with UPG 3.05(3). The Academic Staff Reps had asked for a compliance audit at every UW System institution on this matter. After a lengthy discussion on this issue, Al Crist and Ron Singer reiterated President Reilly's request that institutional governance groups first work with the Chancellor and campus administration regarding problems with UPG 3.05(3). Following institutional review, unresolved issues or questions should be brought to Associate Vice President Al Crist for his followup.

Al Crist next provided a further update on the Office of State employee Relations (OSER) Plan for Additional Compensation for UW faculty and academic staff. Al reminded the Council that President Reilly and Regent President Bradley have made the UW System position clear, that is, the UW System has asked for an additional pay plan increase for all unclassified staff. Al informed the Academic Staff Reps that OSER has been providing additional information to Joint Committee on Employment Relations (JCOER) members before the OSER proposal for additional compensation goes forward in a few weeks. Al noted that the OSER proposal may only address faculty and instructional and research academic staff. However, he is hopeful that there will be a commitment for additional market study of all unclassified staff for use for future pay plans. The Academic Staff Reps are considering sending a note to the Governor and OSER to express their concern about excluding some academic staff from the additional compensation. The Academic Staff Reps asked for further clarification on how they can respond to the Governor and OSER.

Grant Huber from the UWSA Communications & External Relations Team next provided an update on legislative issues. Senate Bill 353 on Collective Bargaining had a hearing in Eau Claire and was passed by the Higher Education Committee. The bill has also been introduced in the Assembly. On January 23, the Governor will give his State of the State speech, which will include his economic development proposal.

The Academic Staff Reps also requested further information on the policy for leave reporting. They asked for clarification on whether the leave reporting in half day increments affects all leave or just sick leave. (Al Crist later clarified that this is for all leave.)

Finally, Ron Singer noted that Rebecca Martin was unable to attend the teleconference because of a meeting today of the Provosts, Multicultural and Disadvantaged Coordinators, and Pre-College Directors on the future of UW System Diversity planning after Plan 2008. This issue will be brought to the Academic Staff Reps at a future meeting.

The teleconference ended following further discussion among Academic Staff Representatives.