



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

**Thursday, November 15, 2007 Meeting Minutes
(Joint Meeting with Faculty Representatives)**

Attendees:

Academic Staff Representatives:

Jennifer Brockpahler, UW-Eau Claire
Sherri Arendt, UW-Green Bay
Brenda Leahy, UW-LaCrosse
Susan Crowley, UW-Madison
Jon Lenichak, UW-Milwaukee
Lynn Freeman, UW-Oshkosh
Mark Marlaire, UW-Parkside
Scott Ringgenberg, UW-Platteville
Jason Neuhaus, UW-River Falls
Mike Pagel, UW-Stevens Point
Dennis Shaw, UW-Stout
Donna Dahlvang, UW-Superior
Michael Cohen, UW-Whitewater
Dave Carlson, UW Rock County
Tom Culviner, UW-Extension
Donna Silver, UW System Administration

Faculty Representatives:

Mary Wood, UW-Eau Claire
George Cravins, UW-LaCrosse
Robert Mathieu, UW-Madison
Erika Sander, UW-Milwaukee
Jim Simmons, UW-Oshkosh
Dennis Rome, UW-Parkside
Laura Anderson, UW-Platteville
Wes Chapin, UW-River Falls
Chris Sadler, UW-Stevens Point
Jerry Kapus, UW-Stout
Nicholas Sloboda, UW-Superior
Joseph Hogan, UW-Whitewater
Doug Hosler, UW-Marathon County
Rob Burke, UW-Extension

Other Attendees:

Regent Tom Loftus
Regent Michael Spector
Rebecca Martin, Senior Vice President, UWSA
Ron Singer, Associate Vice President, UWSA
Al Crist, Associate Vice President, UWSA
Freda Harris, Associate Vice President, UWSA
Bob Jokisch, Special Assistant, UWSA
Bill Steffenhagen, UW-Madison (ASPRO President)

The joint meeting with the Faculty Representatives, Regents Spector and Loftus, and staff from UW System Administration began at 10:30 following a discussion among Academic Staff Representatives. The joint meeting began with a discussion of the draft Shared Governance Principles and Guidelines. Regent Michael Spector, who chaired the Shared Governance Working Group, began the discussion by summarizing the process that led to the development of the draft Shared Governance Principles and Guidelines. He noted that faculty and academic staff governance was not formally involved in the committee that worked on UWS 7. Regent Spector also noted that the Shared Governance Working Group did not attempt to interpret Chapter 36, but rather worked to develop an inclusive process for better decision-making. The basic premise of the draft Shared Governance Guidelines is to have governance groups involved in the development of Regent and UW System policies early in the process. This means getting nominations from governance groups for systemwide policy committees and then having review of these policies by campus governance groups. There was concern about issues that have challenging time constraints and the document contains language about the important role of the Faculty and Academic Staff Reps and particularly the chairs of each of these groups in getting quick responses to the Board on behalf of governance where time is of the essence.

Senior Vice President reminded the group that the initial charge to the Working Group was to develop guidelines and send them to President Reilly. Jon Lenichek from the Shared Governance Committee noted that the purpose of the draft document was to bring governance into System policies because Chapter 36 only discusses campus policies.

Chris Sadler summarized the comments from the faculty representatives by noting that there was a lot of support for the document. They thought that “chair” should be replaced by “liaison” to better reflect how things operate presently. Chris also noted that not every campus has university committees. Some members of the Shared Governance Working Group noted that “chairs” denotes the important role in facilitating decision-making and communication with the President and members of the Board of Regents.

Dave Carlson summarized the comments from the academic staff representatives by noting that it is difficult for academic staff governance to get chairs to attend because of difficulty getting leave time and therefore academic staff governance splits the duties. The academic staff reps also suggested clarifying “minor issues” as perhaps procedural or non-policy. Dave also asked clarification of how the process would work for nominations to systemwide committees. Rebecca Martin explained that the process would be similar to how nominations to the Shared

Governance Working Group worked, where Rebecca discussed the final membership with Dave Carlson and Chris Sadler to insure a variety of campuses were represented and other factors were considered.

Other issues raised included the concern with creating a Super Senate at the System level, which is not the intent of these guidelines. The suggestion was also made to revisit these guidelines in one or two years.

It was decided that the Shared Governance Working Group will make changes to the draft based on today's conversation and request endorsement of the principles by the campus governance groups.

Senior Vice President Rebecca Martin next handed out a list of systemwide committees for the faculty and academic staff reps to review and discuss at a future meeting for application of the new guidelines.

Regent Tom Loftus and Associate Vice President Al Crist joined the meeting next to discuss Leave Reporting and the Response to the LAB Audit. Regent Loftus began the discussion by noting that the guiding principle in the discussions by the Special Regent Committee on Regent Response to the Legislative Audit Bureau Audit on UW System Personnel Policies and Practices was that if a person is sick, they should stay home and take a sick day. They should also report sick leave even if they get colleague coverage.

Chris Sadler noted that the majority of campus faculty governance groups want to maintain the current colleague coverage policy. Other faculty representatives noted the concern that faculty will be less likely to cover classes and that this is another step backwards and will further erode morale. Other comments included the importance of this change to protect sick leave conversion.

The question was also raised about who would decide on capping sick leave accrual for those who don't report their leave and concern about what happens if forms get lost. Al Crist noted that there will be opportunities to correct errors in reporting and there needs to be proper judgment in dealing with lost forms.

Al Crist also gave a brief update on Pay Plan and noted that the Joint Committee on Employee Relations (JCOER) will not meet until mid-December and therefore, pay plan will not take effect until after January 1.

Associate Vice President Freda Harris next summarized the 2007-09 biennial budget. Freda noted that this was a much better budget than previous biennia for the UW System with the funding received for Costs to Continue and the Growth Agenda. The budget does include a \$25 million lapse for the UW System over the biennium. For the Capital Budget, Freda listed the various UW System projects that were funded and that this list was mostly consistent with the State Building Commission recommendations, with the exception of the UW-Madison Memorial Union which will be in the 2009-11 biennium, the Lake Shore Dorms at UW-Madison, and All Agency Project funding which was decreased by \$40 million. For other agencies, WHEG

funding was increased to \$50 million in 2007-08 and \$55 million in 2008-09, while funding for Veterans' Remissions provides \$5 million in 2007-08 and \$6.5 million in 2008-09. Questions were raised by faculty and academic staff representatives about security costs, the Veterans' Remissions, and the Growth Agenda.

The meeting ended following further discussion among Academic Staff Representatives.