



2001-02 University of Wisconsin System Academic Staff Representatives Meeting

Thursday, March 14, 2002
Room 1820 Van Hise Hall, 1220 Linden Drive
Madison, Wisconsin

Human Resource Issues

George Brooks, Associate Vice President for Human Resources

The Assembly Republican Caucus in their budget deliberations discussed a number of personnel issues that could affect state employees. None of these provisions have passed into law. The Assembly will take up the budget on March 14, 2002 and it is expected to pass before the end of the week. We will keep you posted on the progress of budget deliberations.

Income Continuation Insurance

The Assembly Republican Caucus has considered suspending payments for ICI. The Department of Employee Trust Funds sent a strong letter to the leadership of Assembly Republicans asking them not to tamper with it.

Changes to Sick Leave Conversion

There was much press coverage in Milwaukee about payouts for sick leave conversion. There was never any danger for state employees, however, that the program to pay health insurance premiums upon retirement to go away. The proposal was for the state to defer its payment of the cost of that benefit to a later year.

Compensation Reserve

The Assembly Republicans are stripping money out of the compensation reserve in their budget proposals. When JCOER voted to fund pay plan, the first year increase comes from tuition, and the second year is paid partially through tuition, but some from compensation reserves. This means the pay plan will have to be absorbed at each campus. UW System continues to oppose a raid on compensation reserves.

Health Insurance Premium Contributions

The Assembly Republicans passed a \$10 minimum health insurance contribution for single employees and \$20 minimum contribution for families.

Early Retirement Window

The Senate Democrats have contracted with the actuary of Employee Trust Funds to look at various scenarios for early retirement. Suggestions made include changes to "years of service" or "years to age" to encourage retirement. The payout for early retirement will be quite costly. The UW System has 8800 faculty, staff and classified employees who could retire soon; this is one-third of the UW System workforce.

Hiring Freeze

UW System instituted a hiring freeze this week. The policy is intended to prevent campus layoffs. The Chancellors have the authority to decide how to proceed on their campus.

Legislative Update

David Miller, Assistant Vice President for University Relations

The notes are attached and will be available on the website:

<http://www.uwsa.edu/srvpadm/asreps/agendaminutes.htm>

The Senate 2001-2003 Biennial Budget Committee, chaired by Sen. Bob Jauch, will meet to discuss the budget recommended by the Joint Finance Committee and the Assembly. The hearings are:

- **10 am, Tuesday, March 19.** UW-Superior. Kathryn Ohman Theatre, McCaskill Hall, Belknap Street and Catlin Ave., Superior.
- **10 am, Wednesday, March 20.** UW-Eau Claire. Davies Center Ojibwa Room, 105 Garfield Ave., Eau Claire.
- **10 am, Thursday, March 21.** UW-Green Bay. Details forthcoming.
- **1 pm, Monday, March 25.** UW-Milwaukee. Student Union - Fireside Lounge, 2200 E. Kenwood Blvd., Milwaukee.
- **10 am, Tuesday, March 26.** UW-Madison. Details forthcoming.

Office of Policy Analysis and Research

Frank Goldberg, Associate Vice President for OPAR

OPAR is responsible for data collection, data recording and data analysis. The data collection is through the central data request (CDR) to the campuses. The Data Recording function producing annual reports like Informational Memoranda. A number of publications are available on the web: <http://www.uwsa.edu/opar/> OPAR also answers a number of ad-hoc questions with Occasional Research Briefs. An example would be the 1999 study on the Graying of the Faculty. Another example is the Accountability Reports, which were mandated by the state in the early 1990s. The Accountability Reports have developed into a useful tool for UW System to gauge its attainment of goals set by the Board of Regents.

Workload Issues

Patricia Brady, Acting General Counsel

A number of workload issues were discussed, including the differing expectations of academic staff versus faculty and the need for a position description to accurately reflect the responsibilities of a job.

General Comments

David Olien, Senior Vice President for Administration

Due to travel restrictions, the April and May meetings will be via conference call.

Academic Staff Leadership Conference

Information is posted on the website at:

<http://www.uwsa.edu/srvpadm/asreps/confer.htm>

Rooms will be \$23 the night of the event. \$18 each additional night. Accommodations will be in apartments in student housing. The apartments have four rooms with two bathrooms.

Attached is a call for proposals. The deadline is April 1st.