



2002-03 University of Wisconsin System Academic Staff Representatives Conference Call Minutes

**Thursday, December 19, 2002
9:00 a.m. to 10:00 a.m.**

Human Resources and Personnel Issues

George Brooks, Associate Vice President of Human Resources
Chuck McConnell, Assistant Vice President of Human Resources

Bargaining agreement update

The bargaining agreement between the state and classified staff was ratified by the union and sent to the legislative Joint Committee on Employment Relations for approval. JCOER will not take up the agreement before the end of the year, thereby nullifying the contract. The unions and the state will have to return to the bargaining table for an agreement for the upcoming legislative session. As the Legislature has moved to all Republican leadership, the committee membership for next session will change.

Pay distribution guidelines

The Board of Regents approved pay distribution guidelines at the December meetings. The campuses are required to submit institution guidelines to Chuck McConnell before March 1, 2003.

Pay Plan

Phase Two of the unclassified pay plan will become effective on January 1, 2003, and be reflected in the February paychecks. Thus far, there is no recommendation for pay plan for the 2003-05 biennium.

Human Resource Reforms

President Lyall has endorsed a number of reforms in the Human Resource department to allow the UW System more efficient hiring practices.

1. Move non-represented professional employees to academic staff.
2. Allow UW System to go directly to JCOER with pay plan, eliminating the need to go through the DEF.
3. Install our own search and screen procedures for classified staff.

Change in political landscape

Governor-elect Jim Doyle appointed Karen Timberlake the Department of Employee Relations Secretary. She is currently on the Group Insurance Board as an appointee of the Attorney General. We may see new policy changes in the way that the state works with the UW System on Human Resource issues.

National Guardian Life

University Insurance Association continues to look for insurance brokers to fill this future void.

Legislative Update

Margaret Lewis, Associate Vice President for University Relations
Cabinet members named

Governor-elect Doyle named a number of cabinet members last week and is expected to name more this week.

The majority of Senate and Assembly committee memberships have also been designated. The chair of the Assembly Colleges and Universities Committee continues to be Rep. Rob Kreibich (R-Eau Claire). The new Senate Higher Education and Tourism Committee chair is Sen. Sheila Harsdorf (R-River Falls).

Office moves within the Capitol

Due to the change in power in the State Senate, a number of offices will be changing. University Relations will keep you posted on these changes.

Governor-elect Doyle listening sessions

Every listening session included university representatives. The message was clear: UW System is one of the top five largest state appropriations and over the past two years, it has taken a disproportionate share of cuts. In fact, UW System is 9% of the state budget and took 23% of the cuts). Everything needs to be on the table this time and everyone will need to take their fair share. UW System's goal is to preserve quality and access. We can't afford to take more than our fair share because it will affect future admissions opportunities for students and because quality can't be sacrificed.