



2003-04 University of Wisconsin System Academic Staff Representatives Meeting Minutes

**Thursday, September 18, 2003
9:00 a.m. to 2:00 p.m.**

Legal Issues

Pat Brady, General Counsel

The General Counsel office is responsible for a number of issues including real property, intellectual property and personnel. There are a number of issues that the office will be watching for in the upcoming academic year:

1. Changes in State Open Records Law

The changes have led to a process where employees are notified when their personal records are sought. The employees will have a small window of time to sue to prevent disclosure by the UW of their records to third parties.

2. Layoffs and Program Closures

The current budget situation has led to a number of layoffs and program closures. The counsel office is involved in negotiations regarding these personnel issues.

3. Affirmative Action Case from University of Michigan

The Supreme Court sided with the University of Michigan that the diversity is a compelling interest in higher education and the law school admissions process was ruled constitutional. The questions on the case will stem from Justice Sandra Day O'Connor's opinion that affirmative action would have to end eventually. The UW is comfortable with the decision as it applies to admissions process, but will have to review policies regarding financial aid, pre-college programs and some mentoring programs.

Human Resources and Personnel Issues

George Brooks, Associate Vice President of Human Resources

Chuck McConnell, Assistant Vice President of Human Resources

The details of the Alternative Pay Plan, drafted by George Brooks at the request of President Katharine Lyall, were sent to Chancellors and the Compensation Advisory Committee for review. President Lyall asked all parties to forward recommendations by September 24 so that a decision could be made in time for the October 9-10 Board of Regents Meeting.

The state pay plan currently provides no increase for 2003-04 and a 1% increase in 2004-05. All state employees will be required to contribute to the cost of health insurance through a monthly deduction based on the "Tier" placement of the health plan selected, beginning with January 1, 2004, coverage.

Single Health Plan

Tier I Plan \$25/month or \$300/year

Tier II Plan \$50/month or \$600/year

Tier III Plan \$100/month or \$1200/year

Family Health Plan

Tier 1 Plan \$62.50/month or \$750/year

Tier 2 Plan \$125/month or \$1500/year

Tier 3 Plan \$250/month or \$3000/year

Details on the "Tier" plans may be found at:

<http://oser.state.wi.us/docview.asp?docid=1111>

"The alternative pay plan would provide a base pay increase of \$690 for satisfactory employees with additional funds available for a total base pay increase of 2% effective January 1, 2004, and a \$690 or 2% pay plan in 2004-05. The funding for this plan would come from additional health insurance premiums, anticipated savings accrued to the from (sic) lower than expected total health insurance premiums, and discontinuing our health insurance pre-payment practice for at least one month."

Single Health Plan

Tier 1 Plan \$30/month or \$360/year

Tier 2 Plan \$60/month or \$720/year

Tier 3 Plan \$120/month or \$1440/year

Family Health Plan

Tier 1 Plan \$120/month or \$1440/year

Tier 2 Plan \$240/month or \$2880/year

Tier 3 Plan \$480/month or \$5760/year

Bruce Beck, academic staff representative from UW-Madison raised concerns about the financing of the alternative pay plan. Additionally, there was concern from UW-Eau Claire representative Jean Wilcox about the fixed contribution into the pay plan and the percentage benefit out of the pay plan.

Academic Affairs

Cora Marrett, Senior Vice President for Academic Affairs

The Senior Vice President for Academic Affairs advances academic excellence throughout the University of Wisconsin System. Through the academic agenda, the university transforms the lives of students, enlarges scholarly and creative activities, and furthers the use of scholarship for the well-being of its citizenry. Marrett briefly discussed the participation of her office in the working groups on integration of Instruction and Research Academic Staff throughout the system.

Louise Root-Robbins, Coordinator of Women's Issues, began to describe the Sloan Foundation grant that the UW System received to study Work/Life issues. The presentation was interrupted by our annual fire drill. Louise will continue presenting at the November face-to-face meeting, and we may ask Cora back to describe her office in more detail.

Legislative Update

Linda Weimer, Vice President for University Relations

Weimer referenced the University Relations site, which is available at: http://www.uwsa.edu/univ_rel/index.htm. The site provides information on the government relations activities of the UW System and on news and events. Currently, liaisons are trying to get the "concealed carry" bill amended to exclude university campuses from areas where citizens are allowed to carry weapons. A weekly report of legislative activity is found at: http://www.uwsa.edu/univ_rel/govrel/lupdate/index.htm

Another important site is the one for the Board of Regent site: <http://www.uwsa.edu/bor/index.htm>. On this, you will find information on the "Charting a New Course for the UW System" Regent Study.

Economic Summit IV will take place October 27-28, 2003 at the Midwest Airlines Center in Milwaukee. The summit brings together state and federal government representatives, private industry leaders and the UW System in our joint effort to grow Wisconsin's economy. Information is found at <http://www.wisconsin.edu/summit/index.htm>

Weimer discussed the Board of Regents' move to alter the ranges which dictate executive salaries at the UW.