



2004-05 University of Wisconsin System Council of Academic Staff Representatives

Thursday, April 21, 2005 Meeting Minutes

Senior Vice President for Academic Affairs Cora Marrett began the discussion on campus climate with a presentation by Jan Sheppard, Academic Planner for the UW System Office of Academic and Student Services. Sheppard presented information on the statutory reporting requirements for UW System employees. Wisconsin State Statute 36.11 (22) requires the Board of Regents to direct each institution to incorporate sexual assault and sexual harassment information in orientation materials. Additionally, “any person employed at an institutions who witnesses a sexual assault on campus or receives a report from a student enrolled in the institutions that student has been sexually assaulted shall report to the dean of students of the institution. The dean of students shall compile reports for the purpose of disseminating statistical information.” Note that this information does not name victims, nor is the purpose of this requirement to trigger investigations and prosecution. The purpose is to educate the students and collect data to find out if the education effort works. An additional report dubbed “the Clery Report” is a federally-required compilation of crime statistics for the campus and contiguous areas for the purpose of alerting students and their parents to security on and near the institutions.

Marrett surveyed the Academic Staff Representatives on campus surveys that are underway and asked their thoughts on campus climate. Some representatives indicated that there were numerous surveys and warned not to over-survey the students and employees. Additionally, some representatives asked for clarification whether these were climate studies, attitudinal studies or satisfaction studies, due to the low morale on campuses due to staff cuts and budget reductions. Concerns were raised in regard to these studies from many institutions, including whether comparisons would or should be made between campuses, confusion over what to do with the results and whether there was enough commonality across campuses to merit a systemwide climate study.

Action item for Academic Staff Representatives: Please provide feedback to include in the letter to legislators that will accompany the sexual assault/harassment statistics report.

Ron Singer, Associate Vice President for Academic and Student Services, returned to the group to update them on the status of the Provosts/CBOs group. The group is working to identify administrative efficiencies is undergoing restructuring. The four questions that need to be addressed by the group include:

1. What functions provided by the campuses and UW System Administration do not add value?
2. What functions provided by the campuses and UW System Administration are useful, but need improvement?
3. What UWSA functions should be decentralized?
4. What campus functions should be centralized?

The two main areas of recommendations proposed for examinations by the group fell naturally into academic and administrative divisions. Areas for study within those two divisions include the academic components of Program Review, Grants Management, and Faculty Development, and the administrative components of Operations Review and Audit; Procurement; Federal Relations; and Hiring Process and

Procedures.

A charge for the study group needs to be created that addresses the guidelines, framework and timetable.

An academic staff representative suggested broadening the questions to include “What does the state bring to us that does not add value?” Marrett and Singer mentioned that the UW System has to balance efficiencies which are good for us but detrimental to the state.

Action item for academic staff representatives: Give Marrett and Singer feedback on the process.

Kerry Niemcek-Druecke led a brief discussion on the tools that are provided to Academic Staff -- such as the Legislative Update – to help them understand where legislative and budget proposals are in the process. Many representatives indicated they didn’t know who their legislative liaisons and Public Information Officers (PIOs) were. Other representatives have asked their legislative liaisons and PIOs to update the academic staff governance body on campus on legislative and budget action. A list of the legislative liaisons and PIOs was circulated to the group.

At the request of Council members, a discussion on the reaction to campus budget submissions that were due April 15 was led by Freda Harris, Associate Vice President for Budget and Planning. The Office of State Employee Relations (OSER) Secretary Karen Timberlake indicated that the compensation reserves has enough funding to provide faculty, academic staff and classified staff a 2% pay increase on July 1, 2005; another 2% increase July 1, 2006; and a 1% increase in April, 2007. Additionally, state employees may not be asked to increase health insurance contributions the first year of the biennium, but may be asked to do so in the second. Pay plan specifics as outlined by the Board of Regents is found in the Business and Finance Minutes of the November 5, 2004, meeting.

UW System is requesting the Legislature allow the 200 FTE reduction to move from the first year of the biennium to the second, allowing for more time to plan for cuts. In May of 2006, UW System has to report to the Department of Administration (DOA) which positions were reduced, and that jobs that focus on instruction should not be cut. Academic staff representatives indicated that their colleagues are the ones being cut – both through layoffs and nonrenewal – and that the parameters set by both Governor Doyle and by the Legislative Audit Bureau on the definition of “administration” is frustrating.

The utility shortfall for UW System continues. For the current year, we are \$30 million short due to poor utility use and rate cost estimates by DOA.

The campus budget reduction exercises that were due in to UW System have caused great concern on campuses. The comprehensive plans were due April 15 and Madison, Milwaukee, Colleges and Extension plans are due April 30.