



# 2004-05 University of Wisconsin System Academic Staff Representatives Conference Call Minutes

**Thursday, November 18, 2004**

**9:00 Legislative Update**

*Linda Weimer*, Vice President for University Relations

Here is a WisPolitics link to the new legislative leaders:

<http://www.wispolitics.com/index.iml?Article=27029>

UW System submitted a plan to reduce all non-federally funded state administrative operations by ten percent, at the request of the Governor and DOA. The result was to decrease positions and to suggest that -- to maintain educational quality -- student enrollment for incoming freshman be capped.

Talk to the Governor about the exercise and the previous cuts to the budget.

President Kevin Reilly is speaking to groups around the state about the past cuts to the UW System.

University Relations and the President are working with members of the Joint Audit Committee to address the concerns raised in the audit of the UW System.

Alumni directors are planning events to make the UW more visible.

An advocacy website is in the works. The link to the site will be sent out.

For more information on the biennial budget, please refer to the University Relations website at:

<http://www.wisconsin.edu/budget/index.htm>

-more -

9:30

## **Human Resource Issues**

*George Brooks*, Associate Vice President for Human Resources

*Al Crist*, Assistant Vice President for Human Resources

Pay Plan Distribution Guidelines were sent to Chancellors and others this week. The guidelines are a follow-up to the Board of Regents' action to request market increases of 3% for faculty, academic staff and university leaders through the budget process. If the Governor and Legislature agree to the increases, UW System will utilize the pay plan process to request an additional 2% increase for the same employee groups.

If funds for market increases are less than 3% or not included in the budget process, UW System will instead request a proportional increase in the pay plan up to 5% annual increases for faculty, academic staff and university leaders through the pay plan process. For example, if a 2% market increase is funded in the budget, our pay plan request becomes 3%. If a 1% market increase is funded in the budget, our pay plan request becomes 4%. If there is no funding in the budget for a market increase, the pay plan request becomes 5%.

The steps in the budget process include introduction by the Governor, approval by the Joint Finance Committee, both houses of the Legislature and the Governor.

The steps in the pay plan process include a recommendation by the Board of Regents to the Director of the Office of State Employment Relations (OSER). The OSER Director considers our recommendation before submitting her pay plan recommendation to the Joint Committee on Employment Relations (JCOER) for final approval. The OSER Director is not obligated to forward the Regent's recommendation to JCOER.

The Board of Regents also endorsed domestic partner benefits for UW employees. Regents asked President Reilly to work with the Governor and the Legislature to make the statutory changes to allow these benefits to become active.

## **Forum and Discussion among Academic Staff Representatives**

Greg Wypiszynski, Convener