



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

**Thursday, October 21, 2004
9:00 - 11:30 a.m.**

9:00 Legislative Update

Margaret Lewis, Associate Vice President for University Relations

Lewis suggested that academic staff continue to attend legislative and candidate forums to find out where elected officials stand on issues important to public higher education in Wisconsin. Additionally, she encouraged members to attend the public listening session with the Regents at UW-Oshkosh on October 25. More information may be found at:

http://www.uwosh.edu/news_bureau/bulletin/news/?module=displaystory&story_id=861&format=html

Also, Lewis encouraged members to discuss other issues affecting higher education, including the Taxpayers Bill of Rights (TABOR) to the UW System, concealed carry of weapons legislation and the importance of preserving the budget for the UW System.

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

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

9:30 Human Resource Issues

Al Crist, Assistant Vice President for Human Resources

- **UPG policymaking procedure**

ASRC members were concerned about the policymaking procedures for changes to Unclassified Personnel Guidelines (UPGs) and that academic staff were not able to comment, as they have been in past years. Crist indicated that he would run all pertinent UPG changes past the ASRC.

Additionally, UPG #4 was discussed on the call, and Crist noted the concerns and comments of ASRC members. Crist said he would clarify some of the provisions.

- **"CatchKeep-up" budget provisions**

To clarify some of the concerns of ASRC members, the Department of Administration (DOA) requested information on faculty and Instructional Academic Staff. UW System provided DOA with information on faculty and ALL academic staff.

There are currently two proposals: One is a "keep-up" provision that is included in the UW System biennial budget request. The other is a pay plan recommendation, which will be made public on the web on October 22 and taken up by the Board of Regents at the November 4-5, 2004, meeting. Members are encouraged to contact their legislators and candidates to emphasize the need for some updates to pay plan so that campuses can recruit and retain the best faculty and staff.

ASRC members suggested that UW System be more proactive in ensuring that faculty is not separated from academic staff and that academic staff is considered as a whole when state government considers any pay plan or "keep-up" recommendations.

Additional issues were raised to Crist concerning non-resident tax withholding and overtime regulations. Those documents will be sent and posted separately to the group.

10:00 Inclusivity Initiative

Christine Flynn Saulnier, Academic Planner

Flynn Saulnier began work on the initiative a year ago. The Board of Regents will discuss domestic partner benefits at the December meeting. Here is the website for the initiative:

<http://www.uwsa.edu/acadaff/inclusivity/index.htm>

The domestic partner benefits table is attached and posted.

The Inclusivity Initiative members also have concerns about the amendment to limit marriage to a man and a woman, as this could have negative effects on recruitment and retention of faculty, staff and students in the UW System.

10:30 Forum and Discussion among Academic Staff Representatives

Greg Wypiszynski, Convener