



## **2005-06 University of Wisconsin System Council of Academic Staff Representatives**

**Thursday, December 15, 2005 Meeting Minutes**

### Attendees:

Judith Blackstone, UW-Eau Claire  
Samantha Surowiec, UW-Green Bay  
Deborah Veglahn, UW-LaCrosse  
Frank Kooistra, UW-Madison  
Mathew Sirinek, UW-Milwaukee  
Bryan Bain, UW-Oshkosh  
Rick Haskey, UW-Parkside  
Cyndi Reuter, UW-Platteville  
Julie Schneider, UW-Stevens Point  
Vi Jones, UW-Stout  
Donna Dahlvang, UW-Superior  
Michael Cohen, UW-Whitewater  
Dave Carlson, UW Rock County  
Mary Jane Ederer, UW-Extension  
Bill Steffenhagen, UW-Madison (ASPRO President)  
David Blough, UW System Administration  
Bob Jokisch, UW System Administration  
Pat Brady, UW System Administration  
Margaret Lewis, UW System Administration  
Freda Harris, UW System Administration  
Vicki Washington, UW System Administration  
Larry Rubin, UW System Administration

### Absent:

Kimberly Gould Speckman, UW-River Falls

After introductions, the teleconference began with a question about what happens to limited appointments when they move back to faculty or academic staff positions. Pat Brady, General Counsel, explained that in these situations, staff revert back to their old status, but not necessarily their old position.

Pat Brady also provided the Council of Academic Staff Reps with an update on Board of Regents Personnel Policies. In December, the Board considered the option of detailed contracts for senior executives (including Chancellors and Provosts) similar to what is used for coaches. The Board asked the Chancellors to review this model and give the Board feedback.

Pat also provided an update on the Board of Regents Committee Regarding Faculty/Academic Staff Disciplinary Process. The Committee has met three times and has drafted policies that will

define groups of crimes that will be immediate cause for dismissal, put burden on faculty to report criminal charges, and insure speedy trials.

Bill Steffenhagen, ASPRO President, updated the Committee on ASPRO activities. He stated that everyone should have received the memo on the student differential tuition proposal at UW-Eau Claire. In addition, ASPRO had a positive meeting with Regent Davis. The Board of Regents priorities for the budget include salaries and financial aid. Bill also provided background information on SB452, which was introduced by Sen. Schultz. The bill would allow collective bargaining units on each UW campus for faculty and academic staff. Bill noted that SB452 was probably unlikely to pass. Margaret Lewis, Associate Vice President for Government Relations, followed up that the bill authorizes up to 30 new unions as collective bargaining units. Issues include how shared governance would be affected and separating faculty and academic staff in pay plan. The Board of Regents has not yet taken a position on the bill.

Freda Harris, Associate Vice President for Budget Planning, noted on the UW-Eau Claire differential tuition proposal for faculty salary increases, that the proposal had not yet gone to the Chancellor. Freda also provided the Committee with an update on the Tuition and Financial Aid presentation to the Board of Regents. This presentation was an update to the discussions with the Board two years ago as part of the Charting the Course Study. For the 2005-07 Biennial Budget, the UW System asked for funding to hold harmless students in the two lowest income quartiles (for tuition increases). The final budget included significant financial aid to address this area. For 2007-09, the Board is looking at a number of tuition and financial aid models to deal with the decline in college attendance by low income students. Options in financial aid include need guarantees, loan repayment, and large state grants. Options in tuition include higher tuition supporting increased financial aid and two-tiered tuition.

Vicki Washington, Interim Assistant Vice President for Academic Diversity and Development, provided an update for the Committee on the Equity Scorecard. Seven institutions are participating in the pilot: UW-Parkside, UW-Whitewater, UW-Milwaukee, UW-Oshkosh, UW-LaCrosse, UW Colleges, and UW-Green Bay. The pilot project involves thoroughly analyzing what is happening with underrepresented students regarding academic success. The Equity Scorecard project is related to progress towards the Plan 2008 goals.

Larry Rubin, Assistant Vice President for Academic and Student Services, provided the committee with an update on Holistic Admissions. Larry noted that one of the lessons learned from the Michigan Supreme Court case was that institutions may use race if it is part of an individualized holistic review of admissions. The President established a committee last spring with four subgroups:

- Holistic Process (common definition and how done elsewhere)
- Application
- Race/ethnic ID categories on application
- Communications

In the spring semester the President will be sending a report and charge to institutions. UW System institutions will then be making modifications with an impact on the 2008-09 academic year.

Larry Rubin also updated the committee on a committee established by the President to look at RA roles in organizing activities and their relationships with student residents. The study results from a case at UW-Eau Claire where an RA led a bible studies meeting in his room and was told that such activities by RAs were not allowed. The RA is suing the university, and this issue has been picked up nationally as a violation of the RA's 1<sup>st</sup> amendment rights. The President asked the committee to report back to him by January 9.