



## 2006-07 University of Wisconsin System Council of Academic Staff Representatives

Thursday, December 14, 2006 Meeting Minutes

### Attendees:

Judy Blackstone & Jen Brockpahler, UW-Eau Claire  
Sheri Arendt, UW-Green Bay  
Read Gilgen, UW-Madison  
Jon Lenichek, UW-Milwaukee  
Ann Marie Johnson, UW-Oshkosh  
Rebecca Ferguson, UW-Parkside  
Kimberly Gould Speckman, UW-River Falls  
Mike Pagel, UW-Stevens Point  
Dennis Shaw, UW-Stout  
Donna Dahlvang, UW-Superior  
Michael Cohen, UW-Whitewater  
Dave Carlson, UW Rock County  
Heather Boyd, UW-Extension  
Donna Silver, UW System Administration  
Ron Singer, UW System Administration  
Al Crist, UW System Administration  
Bob Jokisch, UW System Administration  
Bill Steffenhagen, UW-Madison (ASPRO President)

### Absent:

Deborah Veglahn, UW-LaCrosse  
Carlos Wiley, UW-Platteville

Senior Vice President Cora Marrett and Bob Jokisch joined the meeting at 10:30 following a discussion among Academic Staff Representatives. The session began with the approval of the minutes from the November 16 meeting, with some minor edits. There was further clarification of the discussion of the Faculty/Academic Staff Development funds, reiterating the concern that these funds could be cut if transferred to the campuses.

Cora Marrett then discussed the importance of shared governance with the Academic Staff Representatives. She also thanked the Academic Staff Reps for their kind thoughts in the card they presented to her last meeting and for the support she has received from the group. She also explained that she is not leaving the UW System and will continue her commitment to excellence in higher education.

Dave Carlson then summarized the Academic Staff Reps' earlier discussion. He noted that they discussed the compensation package, the LAB audit, and legislative committee assignments.

Regarding the Search and Screen for the Senior Vice President for Academic Affairs, the Academic Staff Reps noted their hope that at least one of the recommended academic staff will be part of the committee, while also noting the importance of diversity in naming the committee. After this discussion, the Academic Staff Reps decided to send a letter to President Reilly on this issue and overall governance issues.

Cora Marrett then further summarized the Board of Regents meeting. On Freshman Admissions, the Board of Regents was asked to approve clarification of the Board policy on Admissions. The discussion by the Board went well beyond that, with Regents stating that they felt the need for further clarity and statewide discussions on admissions practices. Cora noted that this issue is about diversity, and the Supreme Court decision that admissions practices should use a non-mechanical review to include diversity. The Board decided to postpone the resolution until further conversations with legislators, the public, and governance groups can occur.

On the Guidelines and Criteria for proposed Wisconsin Technical College System Liberal Arts and Pre-Professional Offerings, Cora Marrett noted that the goal here is to have both Boards on the same page with proposals to avoid disagreements. We also hope to insure that collaboration is explored to best serve students.

On the Shared Governance issue, Associate Vice President Ron Singer explained that there was agreement with the Board of Regents to form a committee to establish a protocol for shared governance in developing policy on issues such as UWS 7 and 11. Ron noted that they have had discussions with the Faculty Reps and asked the Academic Staff Reps whether there should be one committee for all governance groups or separate committees. The Academic Staff Reps decided that a joint approach was better.

On Peer Comparison Gaps, Cora Marrett noted that with tight budgets, the UW System does not want to separate faculty and academic staff in pay plan. Ron Singer also discussed the Recruitment and Retention Fund and how to better explain the need for additional resources in this area. Overall, Cora and Ron discussed the need to develop systemwide data on the problems campuses are facing and how they are losing people, both present staff and in searches. Jon Lenicheck noted that there are two key categories of staff that should be addressed with the Recruitment and Retention funds, the high profile researchers and staff that have a tremendous impact on students.

Associate Vice President Al Crist then joined the Academic Staff Reps to discuss Human Resource Issues. Al explained that the Board of Regents approved the pay plan recommendation, but decisions won't be made by the Governor and the Legislature until November. Now we need to gather information to support the request. In response to a question from the Academic Staff Reps, Al Crist noted that the 5.23% request for each year was less than needed to reach the peer median. In addition, while the request was for 100% GPR funding, it is still possible that tuition funds could be used to help fund this request. The Academic Staff Reps brought up the issue of comparing specific titles with peers. Al Crist suggested that the Academic Staff Reps put together a list of titles, because of the cost of bringing in consultants to look at all titles.

On the Legislative Audit Bureau (LAB) Audit of UW Personnel Policies, Al Crist noted that both the Joint Legislative Audit Committee hearing and the Board of Regents committee meeting went well. The UW System needs to report to the Joint Audit Committee in June, with sick leave being a key issue. Dennis Shaw noted how well the meeting of the Board of Regents Committee on the Audit went. The Academic Staff Reps also thanked Al Crist for improvements in communication on HR issues.

The meeting ended following further discussion among Academic Staff Representatives.