



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

**Thursday, February 15, 2007 Meeting Minutes**

### Attendees:

Judy Blackstone, UW-Eau Claire  
Sheri Arendt, UW-Green Bay  
Deborah Veglahn, UW-LaCrosse  
Read Gilgen, UW-Madison  
Jon Lenichak, 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  
Rebecca Martin, Interim Senior Vice President  
Ron Singer, UW System Administration  
Al Crist, UW System Administration  
Bob Jokisch, UW System Administration  
Bill Steffenhagen, UW-Madison (ASPRO President)

### Absent:

Carlos Wiley, UW-Platteville

Interim Senior Vice President Rebecca Martin and Bob Jokisch joined the meeting at 10:30 following a discussion among Academic Staff Representatives. The session began with introductions and approval of the minutes from the December 14 meeting, with some minor edits.

Dave Carlson summarized the morning discussion among the Academic Staff Reps, which included a discussion of how Chancellors are using their discretionary funds for compensation. Dave also noted that Academic Staff Reps would like the March meeting to be a face-to-face meeting starting at 9:30 and the April 5 meeting to be a teleconference starting at 10:00. The Academic Staff Reps were also ok with a joint meeting with the Faculty Reps on May 4.

Interim Senior Vice President Rebecca Martin then reviewed the February Board of Regents meeting with the Academic Staff Reps. With the topics including Freshman Admissions and the

WTCS Guidelines, Rebecca Martin noted that this was certainly a momentous meeting. On Freshman Admissions, there was an open forum held prior to the Board meeting at which 25 people spoke and comments were received from another 75 people. The Board of Regents unanimously approved the policy which will include academics as the major factor, while also considering relevant non-academic factors.

The Board also approved guidelines for approval of new Wisconsin Technical College System (WTCS) collegiate transfer programs. Rebecca Martin noted that there were edits to the guidelines regarding the ability of WTCS institutions to put forward new program proposals when collaboration with UW institutions is not feasible. The discussion between the Academic Staff Reps and Rebecca Martin covered pre-professional degree transfers, admissions to majors, and WTCS communication to its students. Rebecca Martin noted that much of the discussion also covered UW-Madison admissions, with Chancellor Wiley making clear that, in response to a question he has gotten, if two students are equal, one white and one minority, they both get in.

Associate Vice President Ron Singer next discussed the Shared Governance Process with the Academic Staff Reps. He noted that President Reilly had expressed interest in developing a process of effective consultation and shared governance with academic staff and faculty. The Faculty Reps have already discussed this at their meeting and Rebecca Martin shared questions to address resulting from that discussion with the Faculty Reps. It is up to the Academic Staff Reps and Faculty Reps to work together and develop recommendations on a process. Concerns were raised by Academic Staff Reps about the appearance of a secondary role of the Academic Staff in the development of this policy. Rebecca Martin assured them that there was no such intent.

Rebecca Martin also stated that a two step approach would be taken regarding the response to the Legislative Audit Bureau study on Personnel policies. Tightening of existing policies would be brought to the governance groups in the next several months, and new personnel policies would then be the first application of this new Shared Governance Process in the Fall.

Ron Singer then provided an update to the Academic Staff Reps on the Senior Vice President for Academic Affairs Search. Ron thanked the Academic Staff Reps for their input on the composition of the Search Committee. Ron also informed the Reps about the January 19 session held where faculty and staff could provide input on the profile of the Senior Vice President. The Search Committee has met once and there should be an ad in the next few days. The planned timeline for the search is to interview finalists in May and have the Board of Regents select a person in June.

Freda Harris, Associate Vice President for Budget and Planning, next provided an overview of the Governor's Budget recommendations for the UW System. The Governor's Budget includes \$225 million for the UW System, including \$149 million in Costs to Continue, \$22 million for the Growth Initiative, \$7 million for Recruitment and Retention, \$44 million for Financial Aid and the Wisconsin Covenant, and \$2.9 million in other Governor Initiatives. The Growth Initiative funds are all in the second year of the biennium. Also included in the Governor's Budget was domestic partner benefits for all state employees, faculty and academic staff collective bargaining, and partial funding of veterans' tuition remissions. The collective

bargaining language is different from the language in prior legislation in that it has a union for every campus for faculty and one union for all academic staff systemwide.

Bill Steffenhagen, President of ASPRO, updated the Academic Staff Reps on his meetings with members of the Senate and Assembly higher education committees. They were all very supportive of the university. Bill also provided further information on the collective bargaining language. It does not provide any flexibility on how organized, and Bill suggested that if academic staff are opposed, they should act to modify or oppose the legislation. Other Academic Staff Reps raised concerns about de-coupling faculty from academic staff in compensation.

Associate Vice President Al Crist next discussed the Peer Comparison Study compiled by his staff. The Academic Staff Reps asked Al for further data on most frequently used academic staff titles excluding Madison and Milwaukee. The goal for Academic Staff Reps is to compile meaningful data on compensation comparisons between academic staff and their peers. Al Crist will also check on what market data his office has available.

Al Crist also provided further information on the UW System's response to the LAB Audit. There is an April 5 meeting of the Board of Regents' Committee on the LAB Audit, and a hearing before the Assembly Colleges and University Committee in early March. On the collective bargaining legislation, Al Crist noted that the UW System is neutral on the legislation, but they are concerned about the cost implications.

The meeting ended following further discussion among Academic Staff Representatives.