



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

Thursday, March 15, 2007 Meeting Minutes

Attendees:

Judy Blackstone, UW-Eau Claire
Sheri Arendt, UW-Green Bay
Deborah Veglahn, UW-LaCrosse
Read Gilgen, UW-Madison
Jon Lenichuk, UW-Milwaukee
Ann Marie Johnson, UW-Oshkosh
Mark Marlaire, 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
Sal Carranza, UW System Administration
Rebecca Martin, Interim Senior Vice President
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 February 15 meeting, with some minor edits.

Dave Carlson summarized the morning discussion among the Academic Staff Reps, which included a discussion of the enabling legislation on collective bargaining and the LAB Audit of WTCS salaries and personnel practices. Dave also noted that May 4 works well for a joint meeting with the Faculty Reps to discuss the governance process with President Reilly. The Academic Staff Reps suggested also inviting a Regent if possible.

The next item on the agenda was Read Gilgen's question about the 10% discretionary fund. Rebecca Martin explained that the 10% discretionary fund is part of the distribution of pay plan. The rules for pay plan allow for these funds to be used for compression or other issues. The discussion also covered the Recruitment and Retention funds. The Governor has again put funds

in the budget for Recruitment and Retention. The intent is to address the retention of high demand faculty, especially at Madison and Milwaukee. Therefore, there has been a change in how these funds will be allocated – based on all funds rather than GPR. Research academic staff are also included for the Recruitment and Retention Fund. Concerns were raised about these funds addressing stars while neglecting most faculty and staff.

A question was raised about online access to the Red Book. It was explained that this change was made to stop other institutions from finding faculty salaries and recruiting them away. In addition, we were providing more access to salary information than other state agencies. It was explained that the Red Book is still accessible to UW IP addresses.

Rebecca Martin then provided the Academic Staff Reps with an overview of the Academic Affairs planning process she has begun. This process involves pre-planning for the next Senior Vice President for Academic Affairs, analyzing what the office is doing well, what it is not doing well, etc. The process will also involve checking with stakeholders, including the Academic Staff Reps. The process begins with a meeting of all staff from the Office of Academic Affairs on March 21. Rebecca invited an academic staff rep to attend the stakeholders' panel on the 21st to address what Academic Affairs should be doing to support the campuses. The Academic Staff Reps will provide a name following their meeting. Rebecca Martin will then discuss the role of Academic Affairs with the Academic Staff Reps at the April teleconference.

Rebecca Martin next provided an overview of the March Board of Regents meeting. Two of the major items were the approval of the Chippewa Valley Technical College (CVTC) Associate of Science Degree Liberal Arts Transfer Program and the Waukesha Study. The CVTC proposal had been endorsed by the Wisconsin Technical College System (WTCS) Board and modeled after three other WTCS institutions. The guidelines for the review process had been passed by the Board the previous month.

President Reilly recommended and the Board of Regents approved the degree which would have two-thirds of the courses taught at CVTC and one-third at UW institutions (Eau Claire, River Falls, Stout and Colleges). It was confirmed that there is space available at UW institutions and no additional resources are needed. It was also confirmed that there is a need for a two year degree in the area and that a large number of CVTC students are transferring to UW institutions. Concerns were raised by Academic Staff Reps about the success of WTCS students who transfer to UW institutions and that the UW Colleges' proposal to address these needs was not selected. Rebecca Martin noted that students transferring from WTCS institutions had success rates slightly less than transfers from UW Colleges and students who did not transfer. Rebecca also noted that they thoroughly considered the UW Colleges 1+1 model used at other WTCS institutions.

On the Waukesha Study, President Reilly has decided to move forward with the University Center model. Business, Engineering, and Teacher Education are discipline areas that will be considered for new degree offerings at UW-Waukesha. A formal needs assessment will also be done.

Associate Vice President Al Crist then provided the Academic Staff Reps with an update on HR issues. Regarding the Collective Bargaining language in the Governor's budget, Al noted that the President and the Board of Regents are neutral. He noted that there will be additional costs for the UW System for bargaining if this passes, and the bill also raises governance questions. Concerns were raised by Academic Staff Reps that the language could mean academic staff from some campuses could drag others to join. The discussion also noted that it was unclear which staff are considered supervisory.

Al Crist also provided an update on the LAB Audit on Personnel Policies. A memo from President Reilly will be coming regarding the recommendations of the Fringe Benefits Advisory Committee on personnel policies. The intent is to handle administrative issues such as improving forms, training materials, etc. right away, and to ask for governance review by October 31 of policy issues such as hour for hour reporting, incentives to insure policies are followed, etc.

The discussion with Academic Staff Reps on HR issues also covered the WTCS Audit that compared salaries between the UW System and WTCS institutions, Criminal Background Checks, and Domestic Partner Benefits.

The meeting ended following further discussion among Academic Staff Representatives.