



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

Thursday, May 4, 2007 Meeting Minutes

Attendees:

Judy Blackstone, UW-Eau Claire
Sherri Arendt, UW-Green Bay
Deborah Veglahn, UW-LaCrosse
Read Gilgen, UW-Madison
Susan Crowley, UW-Madison
Jon Lenichek, UW-Milwaukee
Mark Marlaire, UW-Parkside
Scott Ringgenberg, UW-Platteville
Kimberly Gould Speckman, UW-River Falls
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
Regent Michael Spector
Kevin Reilly, President, UW System
Rebecca Martin, Interim Senior Vice President, UWSA
Ron Singer, Associate Vice President, UWSA
Al Crist, Associate Vice President, UWSA
Bob Jokisch, UWSA
Bill Steffenhagen, UW-Madison (ASPRO President)

Absent:

Ann Marie Johnson, UW-Oshkosh
Mike Pagel, UW-Stevens Point

President Kevin Reilly, Interim Senior Vice President Rebecca Martin, Associate Vice President Ron Singer, and Regent Michael Spector joined the joint meeting with the Faculty Reps at 10:00 following a discussion among Academic Staff Representatives. President Reilly began by discussing the UW System Administration Mission and Vision Statement. He noted that UW System Administration hasn't had such a statement in the past and is sharing this draft with various systemwide groups for their input before sending it to the Board of Regents for review and approval. Discussion between the President and the Academic Staff and Faculty Reps touched on the importance of System Administration's role in advocating and supporting high quality education at the campuses and the need to better inform people of the role of System Administration.

Next on the agenda was a discussion of the Joint Shared Governance document developed by the Faculty and Academic Staff Reps. One of the issues raised in the document was the need to have a point person in the Office of Academic Affairs to perform a communication/consultation role with Academic Staff and Faculty. Interim Senior Vice President Rebecca Martin informed the Faculty and Academic Staff Reps that she is naming Associate Vice President Ron Singer to fill this role. Ron Singer is a member of the President's cabinet and is part of the key discussions at UW System Administration. The discussion then noted the importance of early involvement of Academic Staff and Faculty Reps at the beginning of the process, with an opportunity to be involved in the development of policy drafts. The importance of erring on the side of including governance in communication was also noted.

The Academic Staff and Faculty Reps also stressed the need to form a working group, which would include a Regent, to go over the shared governance process. The goal is to develop a well-defined process that has Regents, Faculty, and Academic Staff working together. The working group would also address the issue of insuring that systemwide committees include representatives from faculty and academic staff governance. Comments were made that this goes beyond the statutes and is a better way to make decisions. The importance of improving communication between Regents and Academic Staff and Faculty Reps was also noted. President Reilly announced that Regent Spector and Interim Senior Vice President Rebecca Martin have agreed to serve on the working group and Interim Senior Vice President Rebecca Martin asked for faculty and academic staff representatives to the working group.

Associate Vice President Al Crist provided the group with an update on the LAB Audit and the Fringe Benefit Advisory Committee recommendations. Al Crist noted that he is getting comments from governance groups and will be working with the Special Regents Committee on the LAB Audit. Comments from the Academic Staff and Faculty Reps included the mixed reactions on campus to the colleague coverage changes, with concern that there will be a large increase in the cancellation of classes. There is also a lot of confusion on campus regarding the hourly reporting recommendation. Privacy concerns were raised about reporting on how much vacation was taken for sick leave purposes. Concern was also raised about the practicality of using leave reporting as a condition of employment. A number of comments were made about the lack of knowledge on leave reporting policies by faculty and academic staff and the need to insure that everyone is following policies consistently. President Reilly noted the end goal here of the continuation of sick leave conversion, which is an important recruitment tool.

On the Senior Vice President for Academic Affairs Search, a question was raised about the reporting line. President Reilly explained that there are presently two deputies and that he is open to rethinking that in the future.

On Pay Plan, Associate Vice President Al Crist reported that they hoped the Joint Committee on Employment Relations will be acting on pay plan in June (now estimated to be in August or later).

On the Recruitment and Retention Fund, Chris Sadler noted concerns about compression issues on campus and the Fund not dealing with how far all faculty are behind peers. Because of this,

there are morale problems. Chris suggested listening sessions on recruitment and retention with Regents, Legislators, and System Administration. Concerns were also raised about the state of instructional academic staff on campuses and serious competitive problems with Wisconsin Technical Colleges.

President Reilly stated that student lending is a big issue and a code of conduct is needed. He also noted that the UW System is continuing to advocate for domestic partner benefits and the Governor has been supportive.

Following discussion among Faculty and Academic Staff Representatives, both groups met with Interim Senior Vice Rebecca Martin and Associate Vice President Ron Singer. Dave Carlson noted the interest in an additional joint meeting in the Fall. Further discussion also occurred on the Governance Working Group, with Rebecca Martin noting that they hoped to develop a working document during the summer.

Regarding the LAB Audit and the Fringe Benefit Advisory Committee recommendations, there was further discussion of the lack of knowledge on leave reporting policies by faculty and academic staff. Comments were also made that faculty and academic staff are working more than 40 hours a week and if they take off, they make up the time. A request was made to send out a reminder in September to Faculty and Academic Staff Reps regarding comments on the Fringe Benefit Advisory Committee recommendations. The possibility of a meeting with Human Resources directors and Academic Staff and Faculty Reps was also brought up.

The issue of clarifying the UW System message to external audiences was also raised. This could help get internal audiences to act as advocates. Chris Sadler raised the possibility of a UW System newsletter with positive stories about the UW System and initiatives from President Reilly.

Interim Senior Vice President Rebecca Martin then provided an update on the Tuition and Financial Aid working group. She explained that the purpose of the working group was to review current tuition and financial aid policies and practices and provide advice to the President and the Board of Regents on strategic approaches to achieve UW System goals, such as the Growth Agenda and affordability. Rebecca Martin also summarized the Academic Affairs planning process which is examining how Academic Affairs can better serve UW System institutions and provide recommendations for the next Senior Vice President to take planning forward.

Finally, Interim Senior Vice President Rebecca Martin explained that the new Regent President was interested in systemwide planning and that the Chancellors and the Cabinet met on this last week.