



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

Thursday, November 16, 2006 Meeting Minutes

Attendees:

Judith 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
Carlos Wiley, UW-Platteville
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
Bill Mann, UW-Extension
Donna Silver, UW System Administration
Ron Singer, UW System Administration
Lisa Beckstrand, UW System Administration
Al Crist, UW System Administration
Bob Jokisch, UW System Administration
Bill Steffenhagen, UW-Madison (ASPRO President)

Senior Vice President Cora Marrett and Bob Jokisch joined the meeting at 10:00 following a discussion among Academic Staff Representatives. The session began with the approval of the minutes from the October 12 meeting.

The Academic Staff Reps presented a card to Cora Marrett in appreciation for her comradery. Cora expressed what a privilege it has been to work with this group and the important role academic staff play in ensuring excellence in higher education. Cora also noted the importance in addressing the issues raised in the 2002 Report on Academic Staff.

Dave Carlson noted that he is talking to Chris Sadler of the Faculty Representatives about a joint meeting of the Academic Staff and Faculty Reps on May 4th. Dave Carlson also reported that the Academic Staff Reps discussed the following items in their session from 9:00 to 10:00:

- Growth Agenda
- Revising UWS 7 + 11
- Legislative Audit Bureau (LAB) Report
- Compensation Advisory Committee

The following UW System institutions have passed resolutions in support of the Growth Agenda:
- Stevens Point, Stout, Madison, Green Bay, Colleges, Superior, Parkside

The discussion of the Academic Staff Reps also included concerns about details of the plan and there was a general consensus that UW System institutions can't have additional students without additional resources. Cora noted that she would inform the President of their message.

The Academic Staff Reps also discussed the Board of Regents Committee on the LAB Audit on Personnel Practices. They decided that Dennis Shaw from UW-Stout would represent them on the committee. On the issue of collegial coverage, one suggestion raised was to have a policy on this at each campus.

On the issue of Compensation, Cora Marrett noted the dilemma faced by Pres Reilly and the Board of Regents – internal pressure to increase salaries while also pressure to control tuition.

On the election, Academic Staff Reps expressed their disappointment on the marriage amendment but they were pleased with Board of Regents (BOR) resolution on the amendment. Cora Marrett stated that domestic partner benefits are still a priority for the Board of Regents and are supported by the Governor.

Associate Vice President Ron Singer then discussed the Search for Senior VP for Academic Affairs with the Academic Staff Reps. President Reilly was interested in getting their input on the process. He informed the Reps that the search was approved by the Board of Regents. Rebecca Martin, Provost at UW-Parkside, has been named interim Senior VP. Comments from the Academic Staff Reps included the following priorities on the search:

- Understanding issues of faculty & academic staff reps
- Student success
- Leadership
- Best practices

The Academic Staff Reps also raised concerns about the Efficiency Group recommendation to transfer the \$400,000 in Faculty/Staff development funds to the campuses. They were concerned that if the funds are moved to campuses, they would be cut.

Lisa Beckstrand, Director of Inclusivity Initiative and Academic Planner, then reported on the Climate Study. The Climate Study would be a campus-based study of all areas of diversity (race, ethnicity, gender, gender identity/expression, sexual orientation, ability status, religious affiliation, and class). Lisa noted Susan Rankin, a national expert in conducting Climate Studies, met with Provosts last month. The Provosts were very positive in response to the presentation. Currently a committee is generating plans for different models of involvement for campuses to determine feasibility, cost, and campus interest. Questions were raised about age and veterans' issues for a climate study. The Academic Staff Reps asked Lisa to share the campus Inclusivity Initiative contacts with them.

Senior Vice President Cora Marrett then updated the academic staff reps on the upcoming December Board of Regents meeting. The major items on the agenda include:

- Pay plan
- 10% Reduction Exercise (reduction should be on the administrative side)
- Disciplinary Policy
- WTCS Collegiate Transfer and pre-professional programs
- Holistic Admissions
- Public Health

On the Academic Staff Leadership Conference, Donna Dahlvang noted that in their discussions at UW-Superior, they are focusing on a theme of Growth - UW System growth, personal and professional growth, and Wisconsin economic growth. They plan to ask President Reilly to speak. Donna asked if a presentation from a grants writer from Eau Claire would be popular. Comments included the following:

- Advertise early because academic staff not here in summer
- Legislative forum was popular

Donna stated that she will send email to the Academic Staff Reps to ask to for additional ideas and proposals.

Associate Vice President Al Crist then provided an update on HR Issues. On the LAB Audit of Personnel Policies, a committee has been appointed to advise on how to respond to the audit. Regents Loftus, Bartell, Connolly-Keesler, and Cuene are on the Committee along with Chancellor Saunders, Chris Sadler from the Faculty Reps and now Dennis Shaw from the Academic Staff Reps. The Joint Legislative Audit Committee hearing is on November 29th.

On the Compensation Advisory Committee, Al Crist noted the importance of this issue because of the challenges UW System institutions face in recruiting and retaining faculty and staff. The recommendations on compensation will be brought to the Board in December. The issue of compression and the affect it is having on people deciding to retire was brought up by the Academic Staff Reps.

On Criminal Background Checks, Al Crist stated that they are bringing the policy to the Board of Regents in December. He realized there is not universal happiness on this issue. Concerns raised by Academic Staff Reps included the cost of paying for these background checks and that this was overkill for a very rare problem. Al Crist stated that they are trying to minimize risk and costs (\$20 average - \$50 maximum), and that there is flexibility for campuses to exclude student employees. The question was also raised on whether criminal background checks needed to be done for all hires, and Al Crist stated that they determined that it was most fair to use for all new hires (with exceptions).

The Academic Staff Reps next met with the Board of Regents Committee regarding Faculty/Academic Staff Disciplinary Process. Those minutes will be posted on the Board of Regents web site at <http://www.uwsa.edu/bor/minutes/spec-com/facacaddisc/index.htm>

The meeting ended following further discussion among Academic Staff Representatives.