



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

Thursday, October 12, 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
Cyndi Reuter, 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
Heather Boyd, UW-Extension
Sal Carranza, UW System Administration
Ron Singer, UW System Administration
Bob Jokisch, UW System Administration
Bill Steffenhagen, UW-Madison (ASPRO President)

Associate Vice President Ron Singer and Bob Jokisch joined the teleconference at 10:30 following a discussion among Academic Staff Representatives. The session began with the approval of the minutes from the September 14 meeting.

Questions were then raised about whether there will be a face-to-face meeting with the Academic Staff Reps and the Faculty Reps on May 4. Dave Carlson and Bob Jokisch will follow up on this issue.

Associate Vice President Ron Singer discussed the conversation President Reilly had with the Faculty Reps on the Growth Agenda. While they were very supportive of the Growth Agenda, they felt they weren't very involved in the development of their campus budget proposals. Some of the Academic Staff Reps also commented that they weren't very involved in the process either. Dave Carlson noted that the Academic Staff Reps agreed that they would put together a statement of support for the Growth Agenda and take it to the various campus Academic Staff governance groups.

Academic Staff Reps next discussed their concern with the role of Academic Staff in decision-making. In addition to their concern about the lack of academic staff involvement in the development of budget proposals, they also raised concerns about the lack of early involvement in the disciplinary process and criminal background checks. They felt that the process would have been faster with early governance involvement. Ron Singer noted that there is disagreement on the nature of faculty and academic staff involvement in decision-making and the need to move quickly to address legislative concerns. It was agreed that the May meeting may be a good time for faculty and academic staff to come together to discuss governance issues.

Ron Singer next provided an update on the Legislative Audit Bureau Report on UW Personnel Policies. A confidential copy has been shared with select UW System Administration staff, but cannot be shared more widely until it is released on 10/13/06. There will be an opportunity for academic staff and faculty involvement in policy changes in the future.

On the Disciplinary Process, the Board of Regents' committee has received input from the campus governance groups with respect to both the policy and the process. The Committee will be meeting in October to review the comments and decide next steps.

The Academic Staff Leadership conference is planned for June 28 at UW-Superior. The Academic Staff Reps will send suggestions on topics and themes to Donna Dahlvang.

Associate Vice President Al Crist next updated the Academic Staff Reps on HR issues. On the LAB Report, Al noted that they are following up with campus HR offices to examine some of the findings of the LAB Audit. They also need to engage governance groups in the process. In response to a question on limited appointments, Al noted that there will not be backup appointments if limited employees are hired from outside the UW System.

In regards to AA/EEO staffing at UW System Administration, Al Crist explained that they are in the process of hiring a Special Assistant for Affirmative Action, Gender Equity, and Diversity. This staffing change is in response to recommendations from EEO staff and the Status of Women Committee. This position will also have a dotted line reporting directly to the President.

On the Compensation Advisory Committee, Al Crist reported that they will be reporting to the Board of Regents in December. They are working with OSER on the Recruitment and Retention Fund that would include faculty and academic staff.

On Criminal Background Checks, Al stated that they are working with HR and AA offices and the Office of the General Counsel to do background checks for all new hires. They need to insure that the information is secure and that there is an appropriate and fair review. They do not want to deter people from applying for jobs. Concern was raised about inadequate input from faculty and academic staff. Al Crist explained that there was only one decision possible – a systemwide policy of background checks for all new hires. However, Al stated that there would be faculty and academic staff involvement in implementation.

The teleconference ended following further discussion among Academic Staff Representatives.