



2007-08 University of Wisconsin System Council of Academic Staff Representatives

Thursday, December 13, 2007 Meeting Minutes

Attendees:

Jennifer Brockpahler, UW-Eau Claire
Sherri Arendt, UW-Green Bay
Breanda Leahy, UW-LaCrosse
Marcia Jazwinski, UW-Madison
Jon Lenichek and Serena Schmitt, UW-Milwaukee
Lynn Freeman, UW-Oshkosh
Jason Neuhaus, 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
Tom Culviner, UW-Extension
Rebecca Martin, Senior Vice President, UWSA Academic Affairs
Ron Singer, Associate Vice President, UWSA Academic Affairs
Al Crist, Associate Vice President, UWSA Human Resources
Dave Giroux, Executive Director, UWSA Communications and External Relations
Grant Huber, Special Assistant, UWSA Communications and External relations
Bob Jokisch, Special Assistant, UWSA Academic Affairs
Bill Steffenhagen, UW-Madison (ASPRO President)

Absent:

Mark Marlaire, UW-Parkside
Scott Ringgenberg, UW-Platteville
Donna Silver, UW System Administration

The teleconference began with Associate Vice President Al Crist providing an update on Pay Plan. The Legislature's Joint Committee on Employment Relations (JCOER) approved a recommendation by the Office of State Employment Relations (OSER) that would increase the University of Wisconsin System pay plan for faculty and academic staff by 2% retroactive to July 1, 2007, with future increases of 2% in July 2008 and 1% in April 2009. The Governor also asked OSER to develop a recommendation for additional pay plan for UW unclassified staff. President Reilly and Al Crist have been in daily contact with OSER to encourage them to include all unclassified staff in the recommendation, and not just faculty and instructional and research academic staff. The Academic Staff Reps strongly supported the President and Al Crist in their recommendation to OSER.

The Academic Staff Reps requested further information from Al Crist on market data for academic staff including limited employees. Al noted that such a market study would require bringing in someone from outside to help conduct this study. Al said he would send the report on limited employees to the Academic Staff Reps. Al Crist also noted that he and Ron Singer will be responding to the Academic Staff Reps regarding their letter regarding personnel policies being administered in a consistent manner.

Dave Giroux and Grant Huber from the UWSA Communications & External Relations Team next provided an update on legislative issues. Grant first noted that the proposals in the Assembly to charge employees for the first 5% of contributions to retirement and the first 10% of contributions to health care were removed in the final budget, and funding for the UW System to cover health care coverage after three months was approved. Grant also noted that while domestic partner benefits was removed from the budget, the UW System is continuing to work on gaining support. Senate Bill 353 on Collective Bargaining will have a hearing on Monday, December 17 in Eau Claire. Academic Staff Reps expressed the concern with dividing up faculty and academic staff and dividing up campuses under collective bargaining. Grant Huber noted that the new bill does allow combining units for collective bargaining.

Dave Giroux noted that Communications & External Relations is working to improve communication with governance groups by sharing news releases, legislative updates, daily news clips, and other routine communications. It was agreed to have Communications & External Relations on the agenda every meeting. Communications and External Relations is also looking at visiting campuses, and facilitating more grass roots interaction between governance groups and legislators.

With the change in the Board of Regents schedule, the Academic Staff Reps asked about the presentation of the Academic Staff awards and the Regents dinner for academic staff. They also asked for further clarification on who attends the dinner. Rebecca Martin stated that her office would address these questions.

Senior Vice President Rebecca Martin next explained the Academic and Administrative Leadership Program. This program would benefit UW System Administration by providing opportunities for UW System administrative staff, faculty, and academic staff to work at System Administration in Madison for an extended period of time, e.g. one year. The goal is to enhance understanding at UW System Administration of UW System institutions and bring back to campuses a better understanding of how things work at UW System Administration. The nomination and selection process is under development, with the goal of someone starting in the Fall.

Regarding the Shared Governance Principles and Guidelines, Rebecca Martin noted that we are already seeing dialogue on the listserv and she asked for responses from governance groups by February 15. Some of the Academic Staff Reps noted the challenge in explaining the document to campus governance groups. There are concerns about defining emergency situations, for example. Rebecca Martin noted that because in the past it was not clear how governance groups are involved in System policies, some working guidelines and principles were needed. Other

comments noted that the document enhances the role of governance in UW System policy and talks about inclusive decision-making for the first time.

Regarding campus visits, Associate Vice President Ron Singer noted that he, Bob Jokisch, and Lisa Kornetsky have planned campus visits to the UW Colleges, UW-Stevens Point, and UW-Whitewater to have conversations with academic staff and faculty governance groups. Ron noted that it would be possible to do one or two more visits in the Spring if other campuses are interested.

The teleconference ended following further discussion among Academic Staff Representatives.