



2001-02 University of Wisconsin System Academic Staff Representatives Meeting

Thursday, January 24, 2002
Room 1820 Van Hise Hall, 1220 Linden Drive
Madison, Wisconsin

9:00 **Welcome**

David Olien, Senior Vice President for Administration

Governor Scott McCallum unveiled his Budget Reform package on Tuesday, January 22, 2002, to address a \$1.1 billion shortfall in revenue for the State of Wisconsin. In the package, the Governor proposed a UW System budget cut of \$50 million in 2002-03 budget year. The priorities at System were to ensure the funding for the pay plan would remain intact, and that employee layoffs were to be avoided.

Other Midwestern states are experiencing the same budget shortfalls, and in many, tuition hikes are the result. Some Big 10 universities are raising tuition in the double-digit range, others are creating a "cohort tuition," where each freshman class pays the same increased rate for tuition.

Over the next few months, the Legislature will have to make tough decisions on how to address the deficit. In this time, the academic staff representatives may have additional meetings or conference calls for updates on progress at the Capitol.

9:30 **Human Resource Issues**

George Brooks, Associate Vice President for Human Resources

The pay plan will go forward as scheduled. In a worst-case scenario -- where the number of employees would have to be reduced -- a layoff situation would be better than a non-renewal of appointment. With a layoff, an employee would have sick leave conversion benefits and opportunities to be rehired. A non-renewal does not provide these benefits. There has been no mention of use of an early retirement window.

The Governor's Budget Reform package also included provisions to raise the limit on the amount state residents could contribute to pension plans, deferred compensation and tax sheltered annuities. This would bring Wisconsin statutes in coordination with federal law changes made last year.

The Fringe Benefits Advisory Committee meets next week to discuss continuing problems with health insurance for UW-Milwaukee and UW-Parkside employees.

10:00

Legislative Update

Margaret Lewis, Associate Vice President for University Relations

The budget cuts will force UW System to make some tough choices. Limiting a negative impact on the students and on the economic development initiatives is of great importance.

Academic Staff are encouraged to work with legislative liaisons to create and continue a dialogue with legislators about the importance of university work to communities and economic development.

11:00

Discussion of length of appointment provisions

Kerry Niemcek, Office of the Senior Vice President for Administration

The issue of vacation time for employees with 9- and 12- month appointments at UW Platteville and whether they should work during winter and spring breaks. Other institutions suggested that a percentage-based system be arranged to more accurately reflect the amount of time spent on the job.