



2002-03 University of Wisconsin System Academic Staff Representatives Meeting Minutes

Thursday, May 15, 2003
9:00 to 11:30 a.m.

Links to Academic Staff Resources:
Tentative Schedule for 2003-04

<http://www.uwsa.edu/srvpadm/asreps/agendaminutes.htm>

Academic Staff Sites by Institution <http://www.uwsa.edu/srvpadm/asreps/index.htm>

Board of Regents Update

David Olien, Senior Vice President for Administration

The Board will meet in Milwaukee in June. Three new Regents were appointed by the Governor this month and they will begin over the summer months.

David will be spearheading a reexamination of the UW System this fall and will keep academic staff representatives apprised of the progress. A new website will be created with relevant materials available for downloading.

In the interim, here are some links that may be informational:

Frank Newman, Brown University "[Futures Project](#)"

[National Center for Public Policy and Higher Education](#)

Human Resources and Personnel Issues

George Brooks, Associate Vice President of Human Resources

Chuck McConnell, Assistant Vice President of Human Resources

Classified Represented Contracts

The 2001-03 contracts were signed by Governor Jim Doyle last week. The goal of the human resource departments are for the classified represented employees June 12 checks to reflect the new base rates. The June 26 check for these employees will have retroactive payments on them. The Teaching Assistants (TAs) adjustments will be calculated and distributed on July 1st.

Now, the state is moving into the 2003-05 bargaining agreements.

Pay Plan

President Lyall has indicated to the Compensation Advisory Committee that she will discuss the 2003-05 pay plan at the June Board of Regents Meeting. The state currently has no resources set aside to fund compensation increases in the first year. Therefore, President Lyall will most likely not make recommendations to the Board.

Health Insurance

The Department of Employee Relations proposed a three-tier system for health care plans (see attached). The dental provisions may be removed and purchased by employees. Also, the Standard Plans I and II are not addressed in the proposal. The deadline for action of these health care changes is August 2003.

Wisconsin Retirement System Solvency

Despite recent newspaper reports that the WRS is "underfunded," the state retirement system is funded at a higher rate than most nationwide. The WRS is funded at an 84% level, while nationally the average is closer to 60%. Also, there is no proposal for an "early retirement" bill.

DER eliminated

The Joint Finance Committee eliminated the Department of Employee Relations and created instead the State Office of Human Resources attached to the Department of Administration.

Layoffs v. Non-renewals (see attached)

UWS Administrative Code provides the requirements and processes to follow through a layoff process. The campuses have specific requirements, too, and those should be reviewed in tandem with UWS Code. Review the handout for UWS procedures. Representatives asked specific questions:

Q: For "years of service" considerations, is that at a specific campus or UW Systemwide?

A: At a specific campus under the UWS code.

Q: What protections do classified staff have when they are laid off?

A: Classified staff may take a vacant position or "bump" someone within the employing unit. They cannot "bump" an employee from a different union or a non-represented classified employee.

Q: If an employee is not renewed and there is an opening within the unit, can the employee be hired?

Consult with the affirmative action office to ensure fairness to protected classes. The position may not need to be recruited.

Q: UW-Oshkosh was rumored to layoff two faculty members. What happened?

A: The two staff were Instructional Academic Staff members. One was not renewed for budgetary reasons. The other resigned prior to receiving notice of layoff.

Q: What is the proportion of non-renewals to layoffs?

A: There are more non-renewals because most academic staff are on fixed appointments.

Q: Do academic staff have "bumping" rights?

A: No.

Legislative Update

Linda Weimer, Vice President for University Relations

Joint Finance Committee meets today to vote on University of Wisconsin System funding. The JFC finishes its work next Friday, and the budget will be revisited by each of the caucuses.

There is a meningitis bill up next week. The proposal requires university students to receive a vaccination or sign a waiver indicating that they did not wish to receive the vaccine.

Another proposal will require all technical college credits to transfer to UW System.

Rep. Jeff Wood (R-Chippewa Falls) has introduced a proposal to require foundations to pay for sabbaticals (not GPR funding).

Discussion on Academic Staff Leadership Conference

Becki Cleveland, UW-Oshkosh

The 2003 conference will be held July 17-18 at UW-Oshkosh and the theme is "Building a Shared Purpose." Information will soon be available on the web at: http://www.uwosh.edu/acadstaff_senate/conference/

This link will appear on the UW System Administration site for Senior Vice President David Olien under the Academic Staff Representatives section.