

**Academic Staff Reps Meeting**  
**November 14, 2002**  
**Notes for Report on Professional Development at UW-Stout**

Senate Goal:

Review professional development

Parity with Faculty

Analyze expenditures by college and by unit

Analyze other related data

Review systems for funding professional development opportunities

Recommend changes

Progress:

1. Define professional development using the following class codes (Expenditures for 2001-2002) \*\*\*See Attached General Ledger Codes\*\*\*

53015	In State Conferences	\$103,305
53019	Out of State Conferences	430,967
53025	Out of Country Conferences	12,924
53027	Job Related Tng & Dev	87,208
53029	Career Related Undergrad	2,028
53031	Career Related Grad	28,821

2. Request Report from HR
  - AS full-time and part-time
  - AS Education – Bachelors, Masters, PHD
  - Categorize AS by longevity – 1-3, 3-7, 7+
  - Categorize AS – Instructional and Non-Instructional
  - Categorize AS by type of contract: Probationary, Indefinite & Fixed Term
  - Analyze Professional Dev Expenditures by Faculty & AS
  - Analyze Professional Dev Expenditures by College, Div & Unit
3. Met with Assistant Chancellor for Development
  - Gifts for “Faculty” – semantics?
  - Write a proposal for funding an ongoing AS grant program
4. UW Stout Draft of Strategic Indicators \*\*\*See Attached\*\*\*
5. UW System Data \*\*\*See Attached\*\*\*
6. Observations
  - Upper level management expenditures in class codes above
  - AS in large departments ie Library
  - AS in auxiliary funded operations (128)
  - Instructional AS competing with Faculty
7. Refine Recommendations

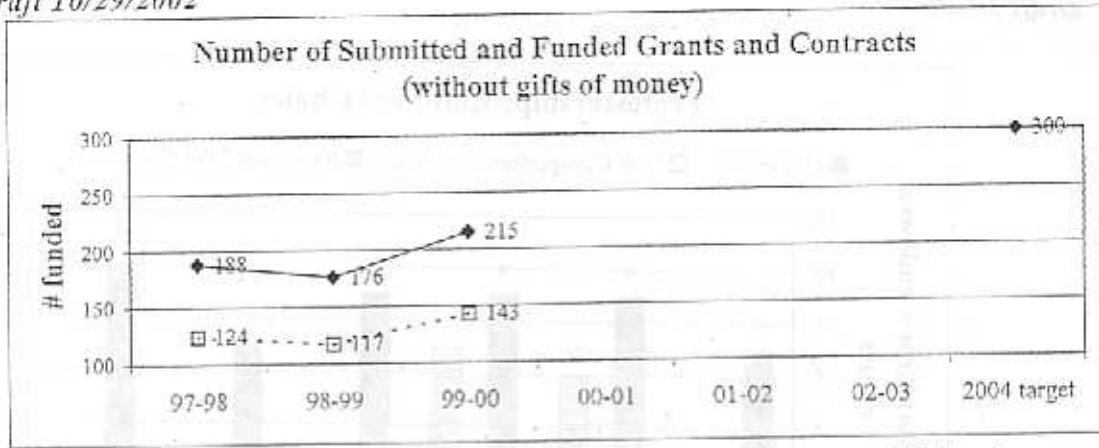
2 FRINGE BENEFITS

9 UNCLASSIFIED

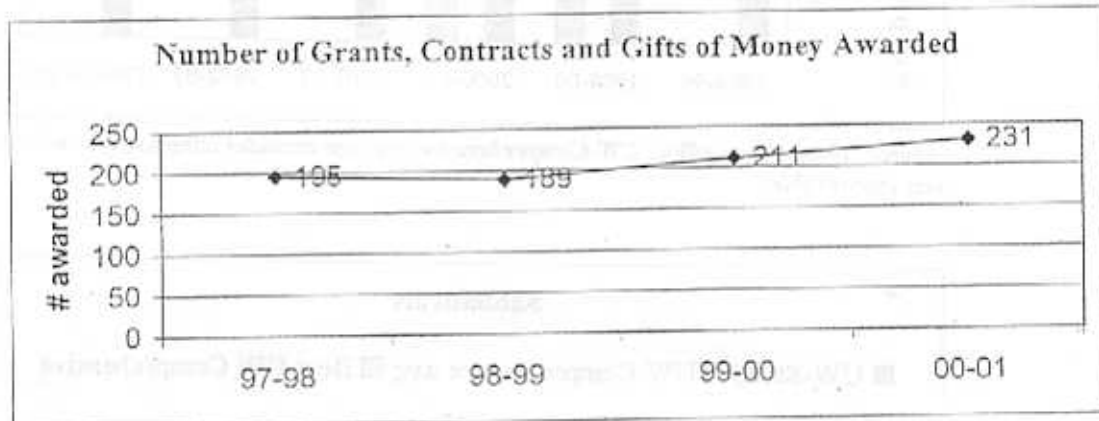
11	INCOME CONTINUATION	52811	1811
21	UNEMPLOYMENT COMPENSATION	53421	1821
31	SOCIAL SECURITY	52351	1861
41	SOCIAL SECURITY-GRAD	52382	1862
51	MEDICARE SOCIAL SECURITY	52584	1864
61	MEDICARE SOCIAL SECURITY-GRAD	52095	1865
71	HEALTH	52971	1931
72	GRAD HEALTH	52972	1932
73	FELLOWSHIP-SCHOLARSHIP-RESEARCH ASST	52975	1935
80	FAC NON-SAL RELATED SETTLEMENT	52000	1800
81	LIFE	52381	1881
90	EARLY RETIREMENT	52350	1890
91	RETIREMENT	43591	1891
97	PURCHASED AD HOC FRINGE	52897	1897
98	PURCHASED FACILITY FRINGE BENEFITS	52998	1898
99	FRINGE CLEARING	52999	1899
10	CL3 SUPP SELVY	52910	1870
11	INCOME CONTINUATION	52811	1911
21	UNEMPLOYMENT COMPENSATION	52821	1921
22	LEGISL-EMPLOYMENT COMPENSATION	52922	1922
31	SOCIAL SECURITY	52351	1901
41	SOCIAL SECURITY-LTE	52352	1882
51	MEDICARE SOCIAL SECURITY	52384	1904
61	MEDICARE SOCIAL SECURITY-LTE	52385	1905
66	SOCIAL SECURITY-STUDENT	52386	1906
67	MEDICAR SOCIAL SECURTY-STUDENT	52907	1907
71	HEALTH	52971	1971
72	HEALTH-LTE	52972	1972
81	LIFE	52381	1981
90	EARLY RETIREMENT	52350	1906
91	RETIREMENT	43591	1891
92	RETIREMENT-LTE	52002	1892
98	PURCHASED CLASSIFIED FRINGE BENEFITS	52998	1908
99	FRINGE CLEARING	52999	1909
01	TRAVEL-EMPLOYEE MEAL COSTS	53001	2110
02	MOV EXP - TAX REMORTABLE	53003	2140
04	MOV EXP - NOT TAX REMORTABLE	53004	2141
06	FLEET CHARGES-VEHICLES	53005	2140
07	TRAVEL-ACCOMMODATIONS	53007	2150
08	TRAVEL-JOB APPLICANT EXPENSES	53009	2151
09	TRAVEL-STUDENT	53011	2152
11	TRAVEL-EMPLOYEE-IN-STATE BUSINESS	53013	2172
13	TRAVEL-EMPLOYEE-IN-STATE CONF. CONV	53015	2182
15	TRAVEL-EMPLOYEE-IN STATE CONF. CONV	53017	2272
17	TRAVEL-EMPLOYEE OUT OF STATE BUSINESS	53019	2282
19	TRAVEL-EMPLOYEE FOREIGN BUSINESS	53023	2372
23	TRAVEL-EMPLOYEE FOREIGN CONF. CONV	53025	2382
25	TRAVEL-EMPLOYEE FOREIGN CONF. CONV	53027	3160
27	JOB RELATED TRAINING & DEVELOPMENT	53029	3161
29	CAREER-RELATED (UNDERGRAD) TRNG	53031	3163
31	CAREER-RELATED (GRAD LEVEL) TRNG	53033	2159
33	TRAVEL BOARD MEMBER		

3 SERVICES & SUPPLIES

8 TRAVEL & TRAINING



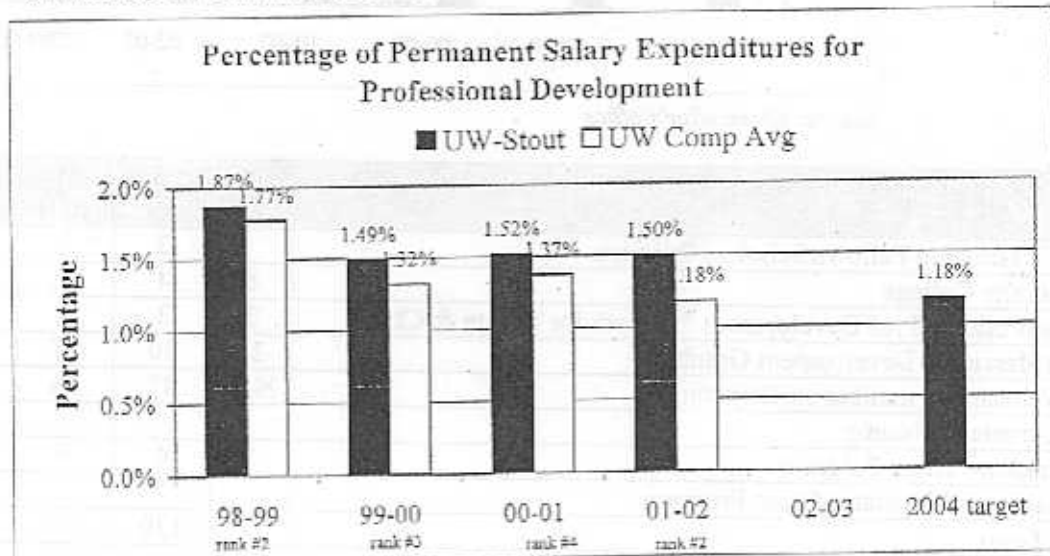
Source: Research and Promotion Services; Indicator in accountability report (additional measure);



Source: Research and Promotion Services; includes gifts of money

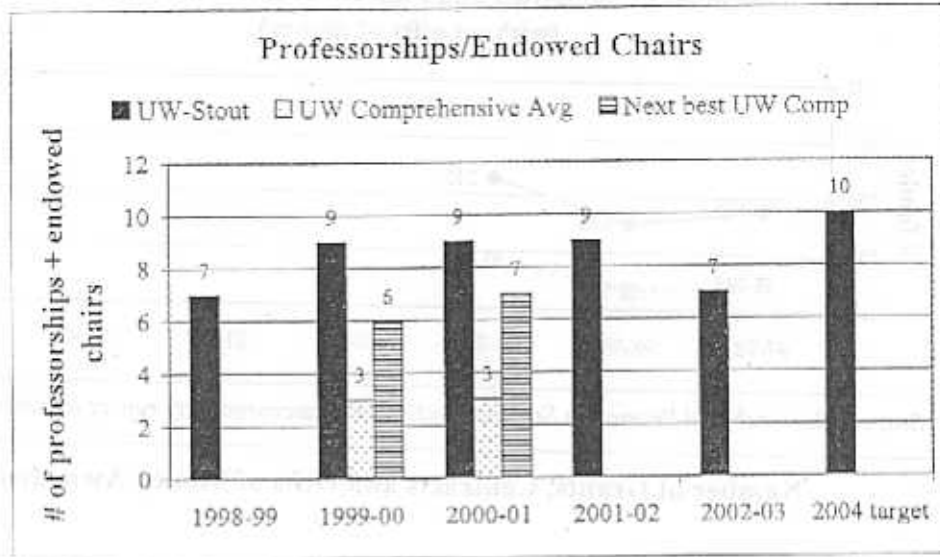
**Percentage of permanent salary expenditures for professional development**

The following indicators include assessments of professional development opportunities at UW-Stout. These indicators consist of: the percentage of permanent salary expenditures for professional development, the number of professorships and endowed chairs, the number of sabbaticals, and the number of participants in several professional development activities. For some of these indicators, comparative data is shown for the UW Comprehensives. The UW Comprehensives include all 4-year campuses in the UW System except for the two doctoral universities, UW-Madison and UW-Milwaukee.

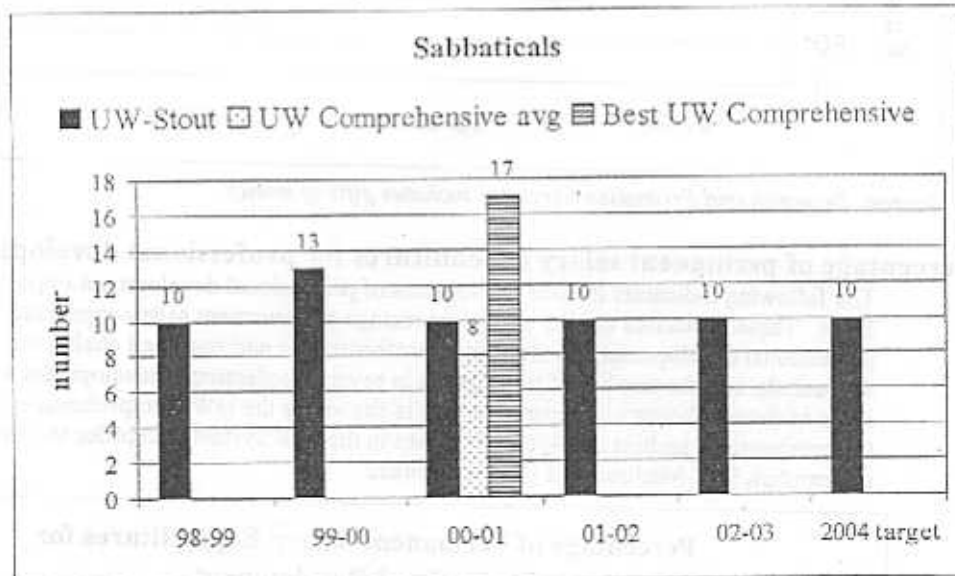


Source: UW System; 2004 target is to remain above the comprehensive average

TVC  
UW System



Source: Foundation office; UW-Comprehensive average excludes campuses for which data was unavailable



Source: Chancellor's office

Targeted Professional Development Total	97-98	98-99	99-00	00-01	01-02	2004 Target
WI Teaching Fellows/Scholars Program		2	1	1	2	
Faculty College	6	4	4	4	6	
Institutional Prof Development Program for Senate & Chairs	3	3	3	11	7	
Professional Development Grants	23	30	27	28	29	
Webcamps - number participating	N/A	87	66	84	148	
Extreme Webcamp					48	
Nakatani Grant Program	3	4	0	0	0	
Nakatani Associates Grant Program					9	
<b>Total</b>		130	101	128	249	200

Source: Provost's office; Learning Technology Services

	Does your campus provide paid or unpaid leaves for Academic Staff?	If so, does your campus have study leave for research or academic preparation?
Eau Claire	The Administrator whom I asked indicated that we provide both paid and unpaid leave for academic staff. However, I can find policy in the handbook for only "unpaid leave."	It is not so designated, but apparently one may be granted leave to "continue his/her education."
Green Bay	Unpaid leave. (for specifics, see attachment)	Educational pursuits, professional development and exceptional personal reasons.
La Crosse	Paid leave (vacation) is permitted. Unpaid leave is permitted by individual department policy.	Unpaid educational preparation leave may be granted by employing department.
Madison	No paid or unpaid leave	na
Milwaukee	We had a study leave proposal, which was put forth and killed by System. They claimed that it looked too much like a Sabbatical, which we are not allowed to have (a statutes thing). Any one can apply for an unpaid leave of absence and these are granted on a case-by-case basis. I know of one academic staff who just returned from a two year leave. Anything longer than two years must go before the Board of Regents. A note of caution though if you leave on an unpaid leave you are granted a similar job upon return but not your exact job unless specified in the leave agreement.	
Oshkosh		
Parkside		
Platteville	Paid leave is offered for academic staff on an individual basis. (according to personnel; this information is not in a handbook).	Paid leave has been granted for educational/professional development request.
Stevens Point		
Stout		
Superior		
Whitewater	Unpaid leave is provided for some Academic Staff (but not really paid leaves for research or academic preparation).	
Colleges		
Extension		