



# 2003-04 University of Wisconsin System Academic Staff Representatives Conference Call Minutes

Thursday, October 16, 2003  
9:00 - 10:00 a.m.

## 9:00 Legislative Update

*Margaret Lewis*, Associate Vice President for University Relations

University Relations is still seeking amendment to SB 214, the concealed weapons carry bill. University lands are still not exempt. The bill goes to the Joint Committee on Finance next week Tuesday, October 21, and then to the floor of the Senate. Any opportunity for UW employees individually to communicate to legislators that they would like this exemption would be appreciated. Make sure to use your personal stationary. If your governance group adopts such a position, feel free to use university stationary. University Relations has encouraged the public safety and police chiefs around the System to weigh in on the matter, too.

Here are the members of the Joint Committee on Finance, the campus(es) that are closest to the legislators district and links to their contact information:

[Co-Chair Rep. Dean Kaufert](#): Fox Valley, Green Bay

[Co-Chair Sen. Alberta Darling](#): Milwaukee

[Rep. Mike Huebsch](#): La Crosse

[Rep. Dan Meyer](#): Extension (Vilas and Oneida Counties)

[Rep. Kitty Rhoades](#): River Falls

[Rep. Dan Schooff](#): Whitewater, Rock County

[Rep. Jeff Stone](#): Milwaukee

[Rep. David Ward](#): Platteville (he is an alum), Whitewater

[Sen. Russ Deccker](#): Colleges (Marshfield/Wood County)

[Sen. Scott Fitzgerald](#): Oshkosh (alum)

[Sen. Sheila Harsdorf](#): River Falls

[Sen. Ted Kanavas](#): Milwaukee, Waukesha County

[Sen. Mary Lazich](#): Milwaukee, Waukesha County

[Sen. Gwen Moore](#): Milwaukee

[Sen. Bob Welch](#): Stevens Point, Oshkosh

The bill position may be found at:

[http://www.uwsa.edu/univ\\_rel/govrel/pending/position/p\\_ab444.htm](http://www.uwsa.edu/univ_rel/govrel/pending/position/p_ab444.htm)

AB 344, the meningitis bill, will be signed today. Health and Housing directors need to be notified on the provisions for the bill, as its enactment date is January 1, 2004.

A number of bills have been heard this week in the Senate Higher Education and Tourism Committee. These include a press for non-GPR funding for sabbaticals, increased notification on UW System departmental meetings and a re-working of the credit transfer process between the technical colleges and UW System schools.

The Economic Summit is October 27-28 and it continues to provide a link between the UW System and the economy of Wisconsin. For more information, check out the Economic Summit link:

<http://www.wisconsin.edu/summit/archive.htm>

*Katharine Lyall*, President of the University of Wisconsin System

President Lyall invited the academic staff representatives to attend the Economic Summit and to read Governor Jim Doyle's Grow Wisconsin initiative. The initiative is at:

[http://www.wisgov.state.wi.us/docs/Doyle\\_Economic\\_Package.pdf](http://www.wisgov.state.wi.us/docs/Doyle_Economic_Package.pdf)

The UW System continues to monitor enrollments and the impacts of the cuts that were taken this year. These effects will be communicated to our stakeholders: faculty, staff, students, legislators and the citizens of Wisconsin.

President Lyall thanked the academic staff for working harder in order to manage these cuts.

The Board of Regents supported President Lyall's suggested to ask the Department of Employee Relations Secretary Karen Timberlake for up to a four percent increase in compensation. The increase will be funded through the compensation reserve. President Lyall said the Board was sympathetic to the need of faculty and staff. The Alternative Pay Plan that suggested unclassified staff pay higher health insurance premiums to help fund the increase was not supported by a majority on the Compensation Advisory Committee. Therefore, President Lyall did not recommend the plan to the Board of Regents.

The Board adopted a resolution to waive the one-third, one-third, one-third guideline for merit pay if the 2003-05 pay plan approved was less than a two percent increase in any year. This action permits an increase to all employees with a satisfactory performance. The resolution may be found on the Academic Staff Representatives website under the October 16 minutes:

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

## Human Resource Issues

*Chuck McConnell*, Assistant Vice President for Human Resources

Health insurance premiums have been set in three tiers. There may be further adjustment to the tiers. The health insurance participation for less than full time employees will remain the same as it has in past years.

A number of questions posed by the Academic Staff Representatives were answered:

1. What authority do Academic Staff chairs have to advocate for academic staff?

The authority is in Wisconsin State Statutes 36.09 (4m). It says "The academic staff members of each institution ... shall be active participants in the immediate governance of and policy development for the institution. The academic staff members have the primary responsibility for the formulation and review; and shall be represented in the development of all policies and procedures concerning academic staff members, include academic staff personnel matters. The academic staff members of each institution shall have the right to organize themselves in a manner they determine and to select their representatives to participate in institutional governance."

[http://folio.legis.state.wi.us/cgi-bin/om\\_isapi.dll?clientID=199626281&infobase=stats.nfo&j1=36.09&jump=36.09&softpage=Browse\\_Frame\\_Pg](http://folio.legis.state.wi.us/cgi-bin/om_isapi.dll?clientID=199626281&infobase=stats.nfo&j1=36.09&jump=36.09&softpage=Browse_Frame_Pg)

2. Should administrators appoint members to grievance committees?

Under UWS Chapter 13, "Complaints and Grievances," it states "Each institution shall establish policies and procedures for adjudicating grievances involving members of the academic staff. Such procedures shall include the designation of an individual or body with the power and authority to investigate and to recommend solutions to the chancellor if the problem cannot be otherwise resolved."

[http://folio.legis.state.wi.us/cgi-bin/om\\_isapi.dll?clientID=199626296&infobase=code.nfo&j1=uws%208&jump=uws%208&softpage=Browse\\_Frame\\_Pg](http://folio.legis.state.wi.us/cgi-bin/om_isapi.dll?clientID=199626296&infobase=code.nfo&j1=uws%208&jump=uws%208&softpage=Browse_Frame_Pg)

This is a local issue. Review what the campus policies are about being on grievance committees.

3. What protections do chairs have to advocate for their members?

There is no rule that specifically prohibits retaliation.