



2005-06 University of Wisconsin System Council of Academic Staff Representatives

Thursday, March 16, 2006 Meeting Minutes

Attendees:

Judith Blackstone, UW-Eau Claire
Samantha Surowiec, UW-Green Bay
Deborah Veglahn, UW-LaCrosse
Read Gilgen, UW-Madison
Jon Lenichak, UW-Milwaukee
Cyndi Reuter, UW-Platteville
Kimberly Gould Speckman, UW-River Falls
Julie Schneider, UW-Stevens Point
Vi Jones, UW-Stout
Donna Dahlvang, UW-Superior
Michael Cohen, UW-Whitewater
Dave Carlson, UW Rock County
Bill Steffenhagen, UW-Madison (ASPRO President)
Sal Carranza, UW System Administration
Cora Marrett, UW System Administration
Bob Jokisch, UW System Administration
Pat Brady, UW System Administration
Al Crist, UW System Administration

Absent:

Bryan Bain, UW-Oshkosh
Rick Haskey, UW-Parkside
Mike Wilson, UW-Extension

Senior Vice President Cora Marrett began the teleconference by noting that next week there is a special Board of Regents meeting to discuss the Taxpayer Protection Amendment. Cora spoke on the President's Growth Agenda, noting that several institutions have been making presentations to the Board on growth.

Minutes of the February 16, 2006 meeting were approved with the changes that Deborah Veglahn and Cyndi Reuter joined the meeting in progress.

Judy Blackstone from UW-Eau Claire led the discussion of the Academic Staff Leadership Conference. The conference will be Thursday, July 13 to Friday, July 14. Comments from the group included the suggestion that meals be at local restaurants in order to see the community. Suggested topics for the conference include:

- Governance rights issues

- Role of System Administration for campuses
- ASPRO role
- Exploring best approaches for improving academic staff situation
- Comparison between campuses of how academic staff are titled (panel)
- Speaker from outside the State on role of academic staff and dealing with tough times
- Budget Update (Freda Harris)

General Counsel Pat Brady next provided an update on Governance Input on Draft Procedures from the Board of Regents Committee Regarding Faculty/Academic Staff Disciplinary Process. The committee met five or six times with the focus on faculty because the examples in the press were faculty. The major issues included the speed of the process, paying people, and what kind of behavior to cover. The draft disciplinary policy deals with faculty and addresses a tighter timeline and due process rights. We are in the comment phase for the proposed policy. The committee will be getting together before the May meeting. The changes proposed to faculty would also apply to indefinite academic staff. Pat Brady asked that when governance groups are providing input, that they provide specific suggestions on how to improve the policy.

Concerns were raised about the lack of specific academic staff language and the timeline in the policy for decision-making. Pat Brady noted that she understood the concerns about decision-making, but the public is not sympathetic to problems from committees not meeting quickly. Bill Steffenhagen complemented the open-mindedness of the committee and suggested that each campus should look at their process and determine whether they could act in 60-90 days. The discussion also covered the role of the Provost in the disciplinary process. Suggestions included having the Provost work with selective governance bodies. Concerns were raised about the proposed suspension without pay, with the suggestion that suspension be with pay until a final decision is reached on charges. Pat Brady noted that the policy allows staff to be reimbursed for lost pay. Finally, Cora Marrett noted that Regent Spector attended the Faculty Reps meeting and the UW-Madison and UW-Parkside faculty senate meetings. These meetings showed Regent responsiveness to input.

Al Crist, Associate Vice President for Human Resources, provided an update on a number of human resources issues:

- Al Crist's office has been receiving input from institutions on limited titles. President Reilly has decided to hold off on an overall policy until the Legislative Audit Bureau completes their audit. Until then, limited titles will be handled on a case by case basis.
- On criminal background checks, they are working on a uniform policy and will be getting back to the Board of Regents by the June meeting.
- Al Crist has been having discussions with Karen Timberlake on an improved pay plan to address faculty and academic staff needs and an improved star fund
- With the approval of the WSEU contract, there is a revised request for an additional 1.25% for all unclassified staff. This request needs approval from the Joint Committee on Employment Relations (JCOER).

Highlights of Roundtable:

- UW-Green Bay: Discussing growth agenda on campus.
- UW-LaCrosse: A number of searches are underway on campus including the chancellor.

- UW-Madison: New Provost on campus. Academic Staff Senate came out opposed to SB452 because the limitations and provisions were unacceptable, but they do support the right to choose collective bargaining.
- UW-Milwaukee: Academic Staff Senate also failed to endorse SB452 because the language was so restrictive. Research growth initiative on campus.
- UW-River Falls: Mentor program for academic staff.
- ASPRO: Meeting with United Council to determine common goals. Bill in legislature to allow staff to pay long term care insurance with sick leave.
- UW-Stevens Point: Issue of having academic staff representation on campuswide budget committee.
- UW-Stout: Provost search.
- UW-Superior: New Provost on campus who is leading strategic planning forums. Paperless office initiative.
- UW-Whitewater: Also have paperless office initiative. New Chancellor on campus. Strategic plan being led by Provost. Academic Staff Senate voted in favor of SB452 but noted bill needed to be rewritten but support collective bargaining.
- UW Colleges: Academic Staff Senate expressed concern with UWS 7 and need for greater deliberation. New Chancellor named for Colleges/Extension.