



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

Thursday, November 17, 2005 Meeting Minutes

Attendees:

Judith Blackstone, UW-Eau Claire
Deborah Veglahn, UW-LaCrosse
Reid Gilgen (substituting for Frank Kooistra), UW-Madison
Mathew Sirinek, UW-Milwaukee
Bryan Bain, UW-Oshkosh
Rick Haskey, UW-Parkside
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
Mary Jane Ederer, UW-Extension
Bill Steffenhagen, UW-Madison (ASPRO President)
David Blough, UW System Administration
Cora Marrett, UW System Administration
Bob Jokisch, UW System Administration
Pat Brady, UW System Administration

Absent:

Samantha Surowiec, UW-Green Bay

Senior Vice President for Academic Affairs Cora Marrett opened the meeting by discussing the challenges that have occurred over the past several months with insuring that academic staff had input to the Board of Regents on personnel policies. Cora noted that originally the discussion with the Academic Staff representatives led to selecting one member of the group to speak on their behalf at the Board of Regents meeting. However, discussions with the Chancellors led to a broader group of representatives from four campuses including academic staff and faculty representatives from each of the four campuses. Cora noted the challenges in communication are something that we will need to further discuss in the future.

The minutes from the October 20 meeting were approved and will be posted on the Academic Affairs web site.

Bill Steffenhagen, President of ASPRO, next gave a summary of the meetings they have been having with members of the Board of Regents. Bill and Janet Swandy (ASPRO lobbyist) have met with ten members of the Board of Regents. Regents have been very open to learn about the

role of academic staff in governance and open to their concerns. ASPRO has raised concerns about pay plan, budget cuts, and that the move to hire more faculty at the expense of academic staff. ASPRO also raised concerns about the lack of UW System coordination in its message in the last budget cycle. Academic Staff Reps noted a number of causes for this lack of coordination including the cutting of legislative liaison positions. Comments were also made about the need to show the impact of the budget cuts. The Academic Staff Reps asked to have the list of Regent Campus Liaisons. There was also a request to discuss further how to develop a coordinated effort on explaining the impact of budget cuts.

General Counsel Pat Brady gave an update on Personnel Policies and the Board of Regents meeting. As a follow-up to the September resolution on who gets limited appointments and the option of fixed term appointments, the Board agreed that faculty and academic staff won't lose their status if they move to administrative positions. The Board focused on those administrators hired from outside who are not academic administrators. The recommendation for this area is to provide six months notice of termination rather than providing backup appointments. In addition, limited appointments will be permitted only for those positions in the statutes.

Regarding the Legislative Audit Bureau entrance conference on UW Personnel Policies, Pat Brady noted that they will first be looking at the issue of felons employed by the UW System. Concerns were raised by Academic Staff Reps that there is no context for comparison regarding what this number will mean – how many felons employed elsewhere in State government?

Bill Steffenhagen, ASPRO President, and Pat Brady next discussed the Board of Regents Committee Regarding Faculty/Academic Staff Disciplinary Process. Pat Brady noted that the Committee has discussed the need to cooperate with police while looking to act quickly. One option being discussed is listing certain crimes where the University would try to act in 60 days. The goal is to provide a quick resolution to these situations. The Committee will report to the Board in December.

Bob Jokisch, Special Assistant in Academic Affairs, next gave an overview of President Reilly's Recommendations on the CBO/Provost Efficiency Study. Bob noted the changes recommended to streamline program review, internal audit, human resources, safety and loss, international education, and procurement, while decreasing systemwide costs for committee meetings. Another issue of particular interest was the Faculty/Academic Staff awards which are being transferred to the institutional budgets beginning next fiscal year. Concerns were raised about the issue on campus of funding going to faculty versus academic staff. Bob Jokisch explained that this budgetary change should not impact the campus allocation process.

Highlights of Roundtable:

- UW-Eau Claire: Searching for a Vice Chancellor of University Research
- UW-LaCrosse: Legislator listening session
- UW-Madison: Celebration of 20 years of shared governance
- UW-Milwaukee: Fraud hotline and issue of mechanism to reallocate resources for research
- UW-Oshkosh: Search for Assistant Vice Chancellor for Faculty and Academic Staff and issue of student fees

- UW-Parkside: Passport to Parkside (sharing information for potential students)
- UW-Platteville: Performance Evaluations
- UW-Stevens Point: Chancellor Bunnell shared her vision for the next ten years at an open forum for feedback; issue of faculty compression
- UW-Stout: Providing welcome packets to new academic staff
- UW-Superior: Issue of fixed term appointments has been resolved affecting 24 staff, second round of professional development grants, and Regent Crain came for visit
- UW-Whitewater: Open meeting with new Chancellor on platform for planning; proposal to change grading policies
- UW Colleges: New Chancellor for Extension/Colleges will be named in December and there is a new Dean at UW-Waukesha. Budget cuts have led to layoff of academic staff
- UW-Extension: Multicultural Training
- UW System Administration: Vision for System Administration from President Reilly is being reviewed by staff