



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

Thursday, September 15, 2005 Meeting Minutes

Senior Vice President for Academic Affairs Cora Marrett opened the meeting by noting that this meeting would normally be an orientation and get acquainted meeting. However, there is a need to discuss and give input on Personnel Policies.

Bob Jokisch, Special Assistant, went over the Academic Staff Binder. The Briefing Book section needs to be updated and added to the Binder.

Sarine Schmitt from UW-Milwaukee asked to have drafts of the Unclassified Personnel Guidelines sent to the Academic Staff Reps. Of particular interest is the erosion of benefits. Vi Jones from UW-Stout would like to discuss job security for adjunct instructional academic staff at a future meeting.

Freda Harris, Associate Vice President for Budget and Planning, gave an overview of the UW Budget. She noted that priorities have changed as the growth and actual dollars have not increased at the same rate as Corrections, K-12, and Local Aids. The UW has absorbed \$275 million in cuts since 1993-94. While there may be increases in the total UW budget in particular years, with fixed cost increases, discretionary funding is going down. Freda noted that the big budget issues facing the UW System are the Biennial Budget, Compensation Request, Tuition Options, Financial Aid, Enrollment Management, and Allocation of Resources.

Al Crist, Associate Vice President for Human Resources, Pat Brady, General Counsel, and Debbie Durcan, Vice President for Finance discussed Personnel Policies. Debbie Durcan noted that the Joint Audit Committee requested the number of positions with backup appointments, who had been reassigned, and who had been granted leave. It was suggested that the Academic Staff Reps read Pat Brady's background paper at <http://www.uwsa.edu/bor/index.htm>

Regarding the Board of Regents resolution, some of the major points noted were:

1. The suspension of back-ups for new appointments will continue.
2. Legal Counsel needs to be more involved in investigation of criminal activity by UW employees. The Board of Regents wants assurances that investigations occur immediately.
3. There will be a process change in that all institutions will be required to seek approval from the UW System President for any settlement involving termination of a limited appointee.
4. Unclassified Personnel Guideline 4.05 will need to be revised such that when administrators return to their faculty position, they will be compensated at a salary consistent with other faculty members when taking a number of factors into consideration.
5. Administrators returning to faculty and being offered transition time to prepare to teach, must provide a sabbatical proposal and subsequent report.
6. Need to revise sick leave policy on when written health care provider's statement is required.
7. Procedural change in that BOR shall review and approve total compensation package for President and Chancellor.
8. President is reviewing and reporting to BOR on whether the internal audit function is sufficient and whether the System Auditor should report directly to President and Board.

On the sick leave policy, there are questions about privacy and how this will be enacted to be reasonable. There needs to be flexibility to meet needs. Written notification is not usually required in the private sector.

On back-up appointments, Pat Brady noted that changes would be applied prospectively. Many with faculty and academic staff back-ups are statutorily required. The focus is on new hires from outside the UW System.

The discussion noted the importance of providing job security in order to remain competitive, especially in areas of the State with higher unemployment. For many areas in higher education, employees have specialized skills and can't just move to another job in the private sector in the area.

Cora Marrett discussed the issue of input from the Academic Staff Reps Council on the proposed Personnel Policies. Al Crist will share the next version of the policies with the Academic Staff Reps Council after meeting with the HR Directors this week and the Academic Staff Reps can then discuss it with academic staff at their campus. The Academic Staff Reps will then have a representative speak before the Board of Regents (Sarine Schmitt from UW-Milwaukee was selected to represent academic staff before the Board). Cora also asked that Academic Staff Reps get back to her office on the formal response to the Board of Regents.

Highlights of Roundtable:

- Colleges: There are Dean searches at four of the thirteen Colleges. Colleges are also responding to President Reilly's directive to merge central administration of Colleges and Extension. There is a Chancellor search for this merged institution. Other issues include the proposed Waukesha/Milwaukee merger and granting general education degrees at additional WTCS institutions.
- Stout: Campus is awarding academic staff excellence awards for the first time and they have a new interim Provost.
- Milwaukee: There is a significant growth in enrollment. Indefinite appointments are a big issue.
- LaCrosse: 200 student increase in enrollment, while tight housing with construction. Campus eliminated rolling horizons.
- Superior: Campus has one of its largest freshman classes. Dean of Students area has been reorganized. Campus Climate Survey found issues of morale and compression.
- Madison: Campus will recognize 20 years of academic staff governance on November 14. Provost is retiring. Campus Master Plan developed.
- Eau Claire: Interim Chancellor and Provost. \$300,000 grant awarded to campus on student alcohol use. Job security for instructional academic staff is a big issue on campus.
- Extension: New chancellor is to be hired by end of year. Integration of administration of two institutions is a big issue.
- Parkside: Phase 2 orientation program was well received. Campus compiling Master Plan.
- Whitewater: New Chancellor on campus.
- River Falls: New Chancellor on campus. Survey of campus is being done for future directions.
- Oshkosh: Near completion of Phase 2 of Sports Complex. Differential tuition is coming up for renewal. Enrollment is down, but diversity of students is up. Issue of procedures used for disciplinary action to academic staff has been in newspapers.
- Green Bay: Academic Staff Rep has been added to Chancellor's Committee.