



2007-08 University of Wisconsin System Council of Academic Staff Representatives

Thursday, April 17, 2008 Meeting Minutes

Attendees:

Jenny Brockpahler, UW-Eau Claire
Sharie Brunk, UW-LaCrosse
Susan Crowley, UW-Madison
Jon Lenichek, UW-Milwaukee
Lynn Freeman, UW-Oshkosh
Mark Marlaire, UW-Parkside
Scott Ringgenberg, UW-Platteville
Jason Neuhaus, UW-River Falls
Mike Pagel, UW-Stevens Point
Dennis Shaw, UW-Stout
Donna Dahlvang, UW-Superior
Michael Cohen, UW-Whitewater
Dave Carlson, UW Rock County
Tom Culviner, UW-Extension
Todd Bailey, UW System Administration
Rebecca Martin, Senior Vice President, UWSA Academic Affairs
Ron Singer, Associate Vice President, UWSA Academic Affairs
Grant Huber, Special Assistant, UWSA Communications and External Relations
Al Crist, Associate Vice President, UWSA Human Resources & Workforce Diversity
Bob Jokisch, Special Assistant, UWSA Academic Affairs
Bill Steffenhagen, UW-Madison (ASPRO President)

Absent:

Sherri Arendt, UW-Green Bay

Rebecca Martin, Ron Singer, and Bob Jokisch from UW System Administration joined the meeting at 10:30 following discussion among Academic Staff Representatives. The minutes were approved from the March February 13, 2008 meeting.

Dave Carlson first summarized the discussion among the Academic Staff Reps. He noted that they will be sending a revised version of the Shared Governance Guidelines prior to the meeting with President Reilly. The language on urgent matters focusing on the Chairs of the Faculty and Academic Staff Reps has been removed along with language on Chapter 36. It was noted that the Academic Staff Summer Conference will be held at UW-Platteville. The Academic Staff Reps also asked that updates to the survey on how academic staff are organized at each campus be included in next year's binder.

The next issue discussed was the Agenda for the May 2 Joint Meeting with President Reilly. Agenda items of interest to the Academic Staff Reps included:

- Compensation (System Request for Pay Plan, Decoupling, and the lack of understanding by the public of stagnating salaries for academic staff)
- Job Security for academic staff, especially instructional academic staff
- Shared Governance Guidelines

Rebecca Martin noted that the Academic Staff Excellence awards will be presented to award winners at the Board of Regents meeting in August, because there is not May Board meeting this year. The Academic Staff Reps also decided to leave the e-mail list open after discussing a recent mailing from outside the Academic Staff Reps. Rebecca Martin noted that Ron Singer will be retiring in the Fall. The position announcement will be shared with Academic Staff Reps. Ron's position will continue to serve as the liaison with governance groups and serve on the President's Cabinet.

Associate Vice President Ron Singer provided an update on the "Jobs for the Future: Making Opportunity Affordable" grant received by the UW System from the Lumina Foundation. The project also includes the Technical Colleges (WTCS), DPI, private colleges (WAICU), the Governors Office, and the Legislature. The project closely aligns with the Growth Agenda with its focus on expanding the number of baccalaureate degrees, and a focus on underserved populations and adult learners.

Associate Vice President Freda Harris next discussed the Biennial Budget Process with the Academic Staff Reps. Freda noted that budget priorities were Financial Aid keeping up with tuition, full funding of Veterans Remissions, Recruitment and Retention, and Library resources for students and research. These four systemwide requests will be in addition to the campus budget proposals.

The Academic Staff Reps noted that concerns were raised by the April 2 memo on Priorities for 2009-11 Systemwide Initiatives, which did not list pay plan as a priority. The Academic Staff Reps also raised questions about the Recruitment and Retention Fund and regular compensation. Freda Harris explained that requests for compensation and the Biennial Budget Request are handled separately and that compensation remains a very high priority for the UW System. Since the Recruitment and Retention Fund is separate from regular compensation, it is included in the Biennial Budget Request. The Board of Regents submits its compensation recommendation to OSER in November or December on its needs for unclassified staff. The State has approved Recruitment and Retention funds the last two biennia. The Governor's office is very focused on loss of faculty, especially faculty with large research grants. UW System Administration has been pushing to expand this focus to include all unclassified staff and the comprehensives and colleges. The Board requested raises of 5.23% each year for all unclassified staff in the 2007-09 biennium. The UW System is moving forward with requesting Recruitment and Retention funds because it was successful. If these funds can be focused on high demand faculty, then other resources will be available for other unclassified staff. The Academic Staff Reps raised concern that legislators will think the Recruitment and Retention funds are solving the compensation issue, when it is not.

Grant Huber from Communications and External Relations next provided an update on legislative issues. Grant noted that the \$500 million budget shortfall has not been resolved. The Governor and each house have versions of the budget repair bill. There also is going to be a special session on the Great Lakes Compact.

Associate Vice President Al Crist then discussed Human Resource issues with the Academic Staff Reps. Al provided an update on the HRS (Human Resources System) project. They are in the fifth of twenty two weeks of Fit-Gap, which looks at how the software meets our needs and how our processes may need to change. Regarding the initial entitlement of sick leave, the policy will be an initial entitlement of four days and one additional day each month for 18 months to get to twenty two days. Al also noted that the delay of the State IBIS project will not impact the HRS project. Finally, the State has settled negotiations with unions for 2%, 1%, and 2% with the final 2% in June of 2009. It is likely that the State will make unclassified Pay Plans consistent with that.

The meeting ended following further discussion among Academic Staff Representatives.