



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

Thursday, September 20, 2007 Meeting Minutes

Attendees:

Jennifer Brockpahler, UW-Eau Claire
Sherri Arendt, UW-Green Bay
Brenda Leahy, UW-LaCrosse
Marcia Jezwinski, UW-Madison
Jon Lenichuk, UW-Milwaukee
David Glaub, 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
Donna Silver, UW System Administration
Rebecca Martin, Senior Vice President, UWSA
Ron Singer, Associate Vice President, UWSA
Al Crist, Associate Vice President, UWSA
Vicki Washington, Acting Assistant Vice President, UWSA
Lisa Beckstrand, Academic Planner, UWSA
Bob Jokisch, Special Assistant, UWSA
Bill Steffenhagen, UW-Madison (ASPRO President)

Absent:

Lynn Freeman, UW-Oshkosh

Senior Vice President Rebecca Martin, Associate Vice President Ron Singer, and Bob Jokisch joined the meeting at 10:30 following a discussion among Academic Staff Representatives.

The discussion began with issues raised by the Academic Staff Representatives in their separate meeting. The first issue raised was a discussion of UPG 3.05 and how UW System institutions follow this guideline. Of particular concern was the use of probationary and indefinite appointments across UW System institutions. Rebecca Martin suggested that this was an item that should be discussed further with Al Crist and perhaps a formal request from the Academic Staff Reps Council would be appropriate.

The Academic Staff Reps Council then asked Rebecca Martin for an update on the budget. Rebecca Martin noted that the State of Wisconsin is coming up on the longest time ever for resolving the budget and there does not appear to be much movement. Rebecca noted that alumni have been sending postcards to legislators asking for support for the UW System. Rebecca also noted the proposal to pass the K-12 budget separately and concerns raised about what that would mean for the UW Budget.

Questions were raised about AB281 which will eliminate the requirement to keep records of higher education institutions that go out of business and Representative Nass's questions about privacy of students and financial aid. Senior Vice President Rebecca Martin said she would get back to the Academic Staff Reps on the first issue and informed the Reps that there have been conversations with Representative Nass about the financial aid issue and that the UW System is confident it followed the law on this issue.

Senior Vice President Rebecca Martin then provided the Academic Staff Reps with a summary of the UW System Strategic Framework. The powerpoint is at <http://www.wisconsin.edu/news/2007/r070906.htm#heading1>

The goal is to set the agenda for the UW System as a whole in order to help the State of Wisconsin move forward. The UW System Strategic Framework will not circumvent campus strategic plans. Wisconsin is at a crossroads, and needs to invest in people, communities, and jobs. The relative income of Wisconsin has not kept pace with other states. The UW System is positioned to help Wisconsin thrive.

The Strategic Framework includes seven think tank teams to address the following areas:

- Preparing Students
- More Graduates
- High Paying Jobs
- Stronger Communities
- Resources
- Operational Excellence
- Collaborations

Rebecca Martin noted that there will be academic staff and faculty representation on these teams, while also providing other opportunities for input into the process. Ideas will be taken to the Chancellors and President in January and to the Board of Regents in February.

Rebecca Martin then provided a brief update on the Academic Affairs planning process. The Executive Summary was shared with the Academic Staff Reps and Rebecca noted that one of the findings of the planning process was the need to improve connections with academic staff and other campus groups. Rebecca plans to visit all UW System institutions this year and Ron Singer and Bob Jokisch are planning to visit academic staff and faculty senates.

Associate Vice President Al Crist next spoke on Leave Reporting. Al noted that he is waiting to hear responses from governance groups on Leave Reporting. The 40 hour work week is a big issue of discussion because many faculty and academic staff work more than 40 hours per week. Al handed out a rationale for setting a standard 40 hour workweek, which ties the requirement to

the sick leave conversion program. Comments from academic staff representatives included the suggestion that we record staff working in excess of 40 hour weeks and the effect on morale of this requirement which is seen by some as demeaning. The question was also raised of reporting vacation taken in lieu of sick leave, and AI reported that this would be optional. Rebecca Martin reminded the academic staff representatives that responses from campus governance groups were due October 31.

The academic staff representatives next discussed UPG 3.05 with AI Crist and the concern with job security for academic staff. AI expressed the need for budget flexibility which limits the ability of campuses to use rolling horizons and indefinite appointments for academic staff. The academic staff representatives are considering a formal letter expressing their concerns in this area.

The academic staff representatives also brought up the use of the distinguished title at campuses. Further information will be forthcoming to the academic staff reps on this issue.

In response to another question, AI Crist discussed how they are looking at changing the sick leave accrual to mirror classified staff, as part of the examination of policies for the implementation of the Human Resource System. They are also looking at extending sick leave reinstatement to five years instead of the present three years.

Lisa Beckstrand, an Academic Planner with the Office of Academic Affairs, then provided the academic staff representatives with an update on the Diversity Climate Assessment project. Lisa noted that Sue Rankin from Penn State University and her team will be here on September 27 and 28 to host fact finding groups made up of various UW System constituencies to provide an initial picture of the climate at UW System institutions and help shape what the survey tool will look like. Five campuses, UW Colleges, UW-LaCrosse, UW-Milwaukee, UW-Oshkosh, and UW-Stevens Point, will participate in the first year of this broad-based campus climate assessment, which will survey all faculty, staff, and students. Questions were raised by academic staff reps about which other groups were involved in the fact finding and how to request future involvement.

Vicki Washington then discussed the Board of Regents' Diversity Awards with the academic staff representatives. There will be three awards: one each to an individual, team, and unit/institution. Both unclassified and classified staff are eligible. Vicki emphasized that the Committee wanted to assure that Awards recognize individuals and programs with measurable outcomes and sustainable impacts that address intersections across multiple dimensions of diversity, and are the result of collaborative efforts between units, departments, and involve external communities. She noted that faculty, staff, and students participated in the development of these awards.

Ron Singer then provided a brief update on the Academic Staff Program Award. Currently, there are two academic staff awards and the Regents on the award committee felt that there are so many wonderful nominees that they wanted to increase the number of awards. Adding the third award will align with the faculty awards. The academic staff representatives discussed

sending a letter of thanks to the Board committee members. Questions were also raised about the guidelines that tie awards to systemwide priorities which may change in the future.

The academic staff representatives then discussed the schedule for the year for their meetings. They decided to change their April meeting to an in-person meeting. They also decided to meet separately at the beginning and end of the November 15 joint meeting with the faculty reps.

Sheri Arendt and Jon Lenicheck then discussed the work of the Shared Governance Committee. They noted that this committee's work resulted from a number of policy issues that were not handled as expeditiously as they might have. Regent Spector, who is the chair, would like better definition of the initial involvement of governance groups and their role in review of policies. Overall the committee is working on guidelines that will have academic staff and faculty playing a more proactive role in the development and review of policies. Regents have concern with getting timely responses from governance, especially during summer on issues requiring quick responses. It is hoped that the academic staff and faculty representatives councils can help serve in this capacity with some level of authority. This would add a new level of responsibility and involvement for the academic staff representatives. Therefore, it is important that the academic staff representative be a person who can speak for campus governance. During the discussion, it was noted that many campus academic staff governance groups have difficulty finding a representative to these meetings because of the difficulty in getting time away from their jobs.

The meeting ended following further discussion among Academic Staff Representatives.