



2008-09 University of Wisconsin System Council of Academic Staff Representatives

Friday, April 3, 2009 Meeting Minutes

Attendees:

Jenny Brockpahler, UW-Eau Claire
Sherri Arendt, UW-Green Bay
Brenda Leahy, UW-LaCrosse
Susan Crowley, UW-Madison
Amy Castelic, UW Manitowoc
Jon Lenichek, UW-Milwaukee
Lynn Freeman, UW-Oshkosh
Joel Buschmann, UW-Parkside
Matt Zielinski, UW-Platteville
Michael Martin, UW-River Falls
Mike Pagel, UW-Stevens Point
Dennis Shaw, UW-Stout
Donna Dahlvang, UW-Superior
Denise Ehlen, UW-Whitewater
Tom Culviner, UW-Extension
Cindy Graham, UW System Administration
Rebecca Martin, Senior Vice President for Academic Affairs
Stephen Kolison, Associate Vice President for Academic & Faculty Programs
Vicki Washington, Associate Vice President for Equity, Diversity, & Inclusion
Al Crist, Associate Vice President, UWSA Human Resources & Workforce Diversity
Grant Huber, Special Assistant, UWSA Communications and External Relations
Bob Jokisch, Special Assistant, UWSA Academic Affairs

Rebecca Martin, Stephen Kolison and Bob Jokisch from UW System Administration joined the meeting at 10:00 following discussion among Academic Staff Representatives.

Dennis Shaw noted that the Academic Staff Representatives are working on a response to the President's letter on Personnel Matters and specifically UPG 3.05. Rebecca Martin noted that the intent was for the Academic Staff Reps to work with Al Crist in revising UPG 3.05. In response to a question, Rebecca Martin also noted that UPG's do not require Board of Regents approval.

The next issue discussed was Textbook Issues. The Board of Regents Business and Finance Committee and Education Committee will be discussing this issue jointly in May. Rebecca Martin shared the University of Maryland Policy on Textbook Affordability Measures as a model for UW System institutions. The Academic Staff Reps noted that they have some concerns about the deadlines, and Rebecca agreed that the dates need work. It was agreed that

System Administration will get something to the governance groups for comment prior to the Board meeting.

The Academic Staff Reps next briefly discussed Veterans issue regarding the UW-Whitewater policy on class absence due to military service. Rebecca Martin noted that System Administration wasn't dictating policy, but was sharing the UW-Whitewater policy as a possible model. Jon Lenichek noted that there are cases with large number of active duty days in a semester; it is not always weekends. Jon also noted that a policy on refunds would be helpful.

On Program Realignment, Stephen Kolison noted that data has been collected to help campuses look at program realignment. Rebecca Martin noted that they hope to create environment for campuses to make changes – these are campus-based decisions.

On three-year degrees, Stephen Kolison noted that the initial campus responses they have received showed a great deal of interest in this and no need for uniformity. Among the issues that need to be addressed are advising, recruiting students, financial aid, and faculty contracts. The Academic Staff Reps noted that the three-year degree program will require more advising and advising often gets cut.

At the Joint Meeting with the Faculty Representatives, Grant Huber from Communications & External Relations provided a legislative update. Grant noted that the Legislature has the State Budget and Agency briefings have occurred. President Reilly, Regent President Bradley, and a few Chancellors testified at the UW briefing and the hearing went well. There will be an expedited budget process with the Legislature aiming for completion by July 1. There will be statewide public hearings for the Joint Finance Committee. President Reilly, Regent President Bradley, and the External Relations team are meeting with legislative and Finance Committee leaders. Academic Staff Representatives asked questions on Veterans Remission and Collective Bargaining, and asked to be updated on any changes in Collective Bargaining.

Associate Vice President Vicki Washington next provided an update on Inclusive Excellence. Vicki shared the materials that went to the Board in March and will send these materials to them electronically also. Vicki noted that they want to end up with a framework for each campus plan which will be based on data such as the Campus Climate Survey and other assessment data. Vicki also noted Inclusive Excellence has a broader definition of diversity than Plan 2008 which focused on race and ethnicity. In addition, Inclusive Excellence focuses on the importance of diversity in all aspects of education. Vicki Washington invited continued feedback on process and materials developed. In response to a question, Vicki also informed the Faculty and Academic Staff Reps that the campuses have the raw data from the Climate Study that would allow them to separate faculty from academic staff.

The Faculty and Academic Staff Reps listed the following topics of interest for the May 1 discussion with the President:

- Collective Bargaining
- UPG 3.05
- The need to show the impact of continued budget cuts
- Role of governance in guidelines for recruitment and retention funds
- Madison Initiative & what it means for the rest of the System

- Faculty & staff salary update to Board of Regents and putting together data to support this area

After lunch, Al Crist joined Rebecca Martin and Stephen Kolison in meeting with the Academic Staff representatives. Al informed the Academic Staff Reps that he has been meeting with the Human Resources and Affirmative Action directors to develop market based salary data for Academic Staff Reps in order to build a case for additional salary dollars for academic staff.

Dennis Shaw noted that the Academic Staff Reps are putting together a response to President Reilly's letter on UPG 3.05(4). They will be including specific examples from campuses. The Academic Staff Reps also wanted to be involved from the beginning on changes to UPG 3.05(4) and Al Crist was open to however they would like to proceed.

The meeting ended following further discussion among Academic Staff Representatives.