



2009-10 University of Wisconsin System Council of Academic Staff Representatives

Friday, September 25, 2009 Meeting Minutes

Attendees:

Jennifer Lee, UW-Eau Claire
Sherri Arendt, UW-Green Bay
Ryan Bronkema, UW-LaCrosse
Heather Daniels, UW-Madison
Jon Lenichak, UW-Milwaukee
Lynn Freeman, UW-Oshkosh
Trudy Biehn, UW-Parkside
Kari Hill, UW-Platteville
Michael Martin, UW-River Falls
Becky Mullane, UW Sheboygan
Mike Pagel, UW-Stevens Point
Jerry Addie, UW-Stout
Donna Dahlvang, UW-Superior
Denise Ehlen, UW-Whitewater
Tom Culviner, UW-Extension
Rebecca Martin, Senior Vice President for Academic Affairs
Stephen Kolison, Associate Vice President for Academic & Faculty Programs
Al Crist, Associate Vice President, UWSA Human Resources & Workforce Diversity
Lynn Paulson, Assistant Vice President, Budget & Planning
Dave Giroux, Executive Director, 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 10:30 following discussion among Academic Staff Representatives.

After introductions, the Academic Staff Representatives summarized their morning discussion which covered unit clarification, collective bargaining, and academic staff contracts (rolling horizons, indefinite appointments, and fixed term with no intent to renew). UW-Whitewater and UW-Oshkosh governance groups are putting together workshops to inform academic staff on collective bargaining. There are discussions on campuses about what unionization means for shared governance. In response to a question on Program Suspension, Rebecca Martin explained that the guidelines still allow institutions to go immediately to closure; they don't have to go to suspension.

At 11:00, the Academic Staff and Faculty Reps met jointly with Rebecca Martin, Stephen Kolison, Lynn Paulson, Al Crist, and David Giroux.

After introductions, Rebecca Martin noted the importance of hearing from the Academic Staff and Faculty Reps because she tries to be their voice at Board of Regents and other system-wide meetings. Rebecca also noted that the agenda for these meetings belongs to the Academic Staff and Faculty Reps, so they should let Academic Affairs know what agenda items they want to discuss.

Lynn Paulson, Assistant Vice President for Budget & Planning, then summarized the MOA (Making Opportunity Affordable) project. Wisconsin was one of 11 states chosen in the first round of planning through the Lumina Foundation, and they recently submitted a proposal to Lumina for funding in the next round of planning for \$2 million over four years. The goal of the MOA project is to increase graduation rates while decreasing costs. Lumina has set a goal of 60% of the working age population having a college degree. The planning for Wisconsin is a partnership involving the UW System, the Wisconsin Technical College System (WTCS), the Department of Public Instruction (DPI), the Wisconsin Association of Independent Colleges & Universities (WAICU), and the Governor's Office. The four areas of focus for MOA Wisconsin are Access, Preparation, Transition and Transfer, and Retention/Graduation. Lynn noted that the UW System and its educational partners are already doing a lot in these areas. The new funding would be used for pilot programs and seed programs.

Lynn Paulson then provided a budget update for the Academic Staff and Faculty Reps. He noted that the latest state revenue reports showed a decline in revenues, but this was in line with expectations. There is no change in the lapses for this biennium at this time. There will be a chargeback to state agencies for Office of State Employment Relations (OSER); the impact on the UW System is not known. In response to questions from Faculty and Academic Staff Reps, Lynn explained the difference between budget cuts, which are permanent base reductions, and lapses, which are a one-time cut in how much the University can spend in the fiscal year. In response to a question on veterans' costs, Lynn explained that the new legislation to first go to the federal benefits is proving very complicated, and that any savings will be offset by additional veterans.

Al Crist, Associate Vice President for Human Resources and Workforce Diversity, then provided the Faculty and Academic Staff Reps with an update on a number of issues. Al noted that there have been a number of memos from President Reilly and Al on collective bargaining. The Board of Regents took a neutral position on collective bargaining, which was a change from the past. The Board is supportive of staff being able to choose whether they want collective bargaining. Al noted that while there are many questions about how collective bargaining will move forward, the parameters are understood. Regarding Unit Clarification, Al noted that the University opposes it because it takes away the ability for staff to determine whether they are represented or not. Finally, Al noted that they will continue to update the web site on Collective Bargaining (<http://www.uwsa.edu/hr/barglegis.html>).

In response to a question on the HRS System and the decision not to fund the option of paying faculty and staff on 9 month contracts over 12 months, Al explained that this was one of many decisions that had to be made to save costs on this project. Al also explained that the UW System has successfully negotiated several new assurances related to staff continuity at Huron. In response to another question, Al noted that Domestic Partner Benefits are moving forward effective January 1. Regarding furloughs, Al explained that these funds have already been taken

from the UW System budget, and the campuses have established reporting requirements to ensure that all employees take these furloughs.

Dave Giroux, Executive Director of Communication & External Relations, noted that HRS has dominated much of the news on the UW System, but that people are now understanding that the present HR System is outdated and relies on a number of staff who will retire soon. The Joint Committee on IT Oversight will meet on October 6 to discuss the HRS system and other UW IT projects. Other legislation proposed includes increased funding for WHEG and geographic representation on the Board of Regents.

Stephen Kolison, Associate Vice President for Academic & Faculty Programs, reported to the Faculty and Academic Staff Reps on the Program Suspension policy. Provosts need to report on justification and impact of program suspensions and closures. Programs that are suspended can be reinstated during a period of seven years with written notification to Academic Affairs. Programs that remain suspended for more than seven years will require notification and approval from Academic Affairs for reinstatement. Programs suspended for 12 years will be permanently closed and will need to go through the full Authorization process as would any other new program. In response to questions, Stephen noted that the role of Academic Affairs in this process is to look at the impact of the program suspension or closure on students, faculty, and staff. It was agreed that the policy language will be changed to add that the written request should address the potential impact on faculty and academic staff.

The meeting ended following further discussion among Academic Staff Representatives.