



2014-15 University of Wisconsin System Council of Academic Staff Representatives Friday, September 26, 2014 Meeting Minutes

Attendees:

Katie Wilson, UW-Eau Claire
Kristy Aoki, UW-Green Bay
Joshua Rybaski, UW-La Crosse
Kevin Niemi, UW-Madison
Sarah Morgan, UW-Milwaukee
Lisa Szromba, UW-Oshkosh
Shannon McGuire, UW-Parkside
Amy Griswold, UW-Platteville
Michael Martin, UW-River Falls
Jenny Resch, UW-Stevens Point
Jerry Addie, UW-Stout
Lynne Williams, UW-Superior
Patty Fragola, UW-Whitewater
Annie Weberpal, UW Colleges Online
Tom Culviner, UW-Extension
Todd Bailey, UW System Administration
Dave Ward, Interim Senior Vice President for Academic and Student Affairs, UWSA
Stephen Kolison, Associate VP, UWSA Academic, Faculty, & Global Programs
Al Crist, Senior Associate Vice President, Human Resources & Workforce Diversity
Artanya Wesley, Sr Academic Planner, Inclusivity, Diversity, Equity, & Student Success
Carmen Faymonville, Special Assistant, UWSA Academic & Student Affairs
Bob Jokisch, Special Assistant, UWSA Academic & Student Affairs

The joint session of the Academic Staff and Faculty Representatives meeting with UW System Administration staff began with Dave Ward, Interim Senior Vice President for Academic and Student Affairs, summarizing the 2015-17 Biennial Budget Request and the Tuition Freeze. Dave clarified that the Biennial Budget Request is different from the Annual Operating Budget which was approved in June, and the Compensation Request which will go to the Board of Regents in December. The 2015-17 Biennial Budget Request is \$95 million in new funding for the Talent Development Initiative, which focuses on the development of talent to meet the needs of the State. There are three sections to the budget request:

- Talent Economy, continuing the economic development grants
- Talent Pathways, focused on underserved populations
- Talent Infrastructure, focused on increasing high-demand degrees

Dave Ward also discussed the challenges the tuition freeze places on the UW System and noted that the UW System will be asking for GPR to help fill the hole created by the freeze. In response to questions about better informing the public and the legislature about the UW System budget challenges, Dave Ward noted that the UW System is being much more aggressive in telling its story and building trust.

Artanya Wesley, Senior Academic Planner in the Office of Inclusivity, Diversity, Equity, and Student Success, updated the Academic Staff and Faculty Representatives on Voter IDs. Artanya noted that UW System Administration is working with registrars to provide information needed to help students vote. Voter ID cards and student voter verification are needed, and voter ID cards must have signatures and expiration dates of two years or less.

Regarding the timing of issues requiring governing input during the summer, faculty representatives noted that the request for OPID representatives went out in June, and the faculty representatives noted that most faculty are on nine month contracts.

Dave Ward then summarized the October Board of Regents agenda. Highlights include Inclusive Excellence, Cash Balances, Universal Transfer, and a dialogue with tribal leaders.

The joint session of the Academic Staff and Faculty Representatives meeting with UW System Administration staff continued after lunch with Dave Ward discussing 9/12. Dave Ward stated that President Cross is committed to implementing 9/12, with a goal of next summer. HRS has to address audit findings dealing with deficiencies in control.

On faculty and academic staff salaries, Dave Ward noted that the Faculty Turnover Report will be going to the Board of Regents in October and that the Board of Regents is asking for a statutory language change to award pay increases based on merit. Kevin Niemi, Academic Staff Representative from UW-Madison, discussed the data on academic staff turnover systemwide and noted that there is 10% annual turnover for academic staff at UW-Madison. Faculty and Academic Staff Representatives noted the problem with recruiting due to non-competitive salaries. They also would like to have governance input into the compensation recommendation and inquired about the Compensation Advisory Committee and Fringe Benefits Advisory Committee.

Dave Ward also noted that the UW System is working with Representative Voss's office on faculty workload data. The challenge is capturing work outside the classroom such as engagement with businesses, setting up labs, etc.

Regarding Chapters UWS 4 and 7 changes, Associate Vice President Stephen Kolison noted that a faculty representative and an instructional academic staff representative will be on a committee that will review the first draft of this change in administrative code on sexual assault and harassment before it comes to faculty governance groups. Chapter 11 will be reviewed by Academic Staff governance.

Regarding UPS, Associate Vice President Al Crist noted that the primary impact of the new personnel system will be on university staff, and not much change for faculty and academic staff.

Changes in faculty and academic staff policies are mostly moving things from one place to another. Al encouraged governance groups to send any comments to their HR directors. Al also noted that they are discussing having University Staff Representatives similar to Faculty and Academic Staff Representatives, but they don't want to take away from campus governance.

For a future meeting, the Academic Staff and Faculty Representatives would like Ray Cross or Dave Ward to share their thoughts about shared governance.

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