



## 2013-14 University of Wisconsin System Council of Academic Staff Representatives Friday, January 31, 2014 Meeting Minutes

### Attendees:

Katie Wilson, UW-Eau Claire  
Kristy Aoki, UW-Green Bay  
Joshua Rybaski, UW-La Crosse  
Kevin Niemi, UW-Madison  
Kathleen Koch, UW-Milwaukee  
Victor Alatorre, UW-Oshkosh  
Andrea Cool, UW-Platteville  
Michael Martin, UW-River Falls  
Mike Pagel, UW-Stevens Point  
Jerry Addie, UW-Stout  
Lynne Williams, UW-Superior  
Patty Fragola, UW-Whitewater  
Danielle Dickson, UW Colleges Online  
Tom Culviner, UW-Extension  
Mark Nook, Senior Vice President for Academic and Student Affairs, UWSA  
Steve Wildeck, Interim Vice President for Finance, UWSA  
Al Crist, Senior Associate Vice President for Human Resources and Workforce Diversity, UWSA  
Stephen Kolison, Associate VP, UWSA Academic, Faculty, & Global Programs  
Paige Reed, Senior System Legal Counsel, UWSA  
Carmen Faymonville, Special Assistant, UWSA Academic & Student Affairs  
Bob Jokisch, Special Assistant, UWSA Academic & Student Affairs

Steve Wildeck, Interim Vice President for Finance, followed up from the November discussion on how GPR/Fee allocations are determined to UW System institutions. Steve began the presentation by breaking down the UW System budget by funding source, and comparing GPR and Fee distribution for different campuses. Particular items noted in the presentation included:

- Unbudgeted tuition revenue is one way to accrue balances (in addition to not spending balances)
- All of tuition revenue generated stays at the institutions
- Each new budget is built on the year before
- Institutions determine if new revenues get built into institutional budget on an ongoing basis
- The budget process is a very rigid process rooted in the state, not a lot of flexibility
- Compensation, health insurance, and utilities are costs to continue/standard budget adjustments

Traditional allocation principles are:

- Distribute cost-to-continue funding to fully-fund institutions
- Maintain institutional tuition revenue targets
- Retain all tuition at the institutional level; allocate GPR where needed
- Allocate resources to balance out effect of disproportionate mandates, adjustments, or cuts
- Allocate GPR cuts so that institutions are impacted proportionately

Questions were raised on differential tuition and reciprocity. Steve Wildeck explained that there is a systemwide committee looking at GPR/Fee allocations, comprised of 5 chancellors, 3 chief business officers, 2 regents, and a representative from UW System Administration, with Mark Bugher, former DOA and DOR Secretary, and Director of the Research Park, serving as Chair.

Al Crist, Senior Associate Vice President for Human Resources and Workforce Diversity, provided an update on the Supervisor Training Program. There is an OSER requirement to do supervisor training for classified staff. Human Resources is also doing training for others. There is training regionally by UWSA, information sent out to institutions, and train the trainer programs. The UW System is hoping to request approval from JCOER by June to implement the new personnel system on July 1, 2015.

Regarding the 9/12 pay option, Al Crist explained that initial planning was halted because of HR System audits. At this time there is no timeline for this project. Faculty Representatives noted that this is a morale issue, and they had been told that it would be done this year and now it is not on the forecast soon. In addition, with the move to a 10 month pay plan, the faculty representatives questioned why the 9/12 issue can't also be handled.

Paige Reed, Senior System Legal Counsel, presented proposed revisions to Regent Policy 4-1 on Recording of Lectures. Paige is working to revise Board of Regents policies where necessary. The proposed revisions to Regent Policy 4-1 do not change the substance of the policy but balance with disability rights. The main change is encouraging faculty and disability coordinators to work together to meet federal and state laws; there is no intent to take instructor's role away. A question was raised about protecting faculty materials, and this revision is not intended to impact that. Paige further explained that higher education institutions need to provide reasonable accommodations to students with disabilities as determined by individual institutions.

In response to questions raised on Regent Policy 14-10, which is related, Paige Reed explained that the President's Advisory Council on Disability Rights brought forward the proposition to revise 14-10. Paige is happy to receive input and will provide the documents via email before it goes to the Board in April. Mark Nook suggested that Board of Regents policy changes affecting faculty and academic staff should be brought to these meetings.

Questions were also raised about prohibiting students from posting lectures on the internet and intellectual property rights. Paige explained that this was an overarching policy and faculty can make additional stipulations. In addition, Mark Nook noted that Regents don't own intellectual property rights. Mark also noted that provosts have received this proposed policy revision and will discuss it in February. Paige Reed and Mark Nook noted that faculty and academic staff representatives can send them any comments, and/or discuss with their Provosts and Chancellors.

Senior Vice President Mark Nook then provided the following updates:

- The March Board of Regents meeting will include a presentation on the State Economy.
- Compensation and workload is going to come from the Education Committee; there will be a national speaker when it goes to the full Board.
- The 30 credit transfer workgroup has been formed and includes Randy Olson, representing the faculty representatives. The workgroup includes representatives from each institution. Half the membership is faculty, with other members including registrars and transfer coordinators.
- Mark Nook attended the White House meeting on college access for low income students, with the goal of getting more students through higher education.
- There are a series of Olin House dinners with UW staff and legislators; the discussions are private and have been very useful.

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