



2013-14 University of Wisconsin System Council of Academic Staff Representatives Friday, May 2, 2014 Meeting Minutes

Attendees:

Katie Wilson, UW-Eau Claire
Kristy Aoki, UW-Green Bay
Joshua Rybaski, UW-La Crosse
Kathleen Koch, UW-Milwaukee
Michael Watkins, UW-Oshkosh
Alfredo Sandoval Flores, UW-Parkside
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
Sal Carranza, UW System Administration
Ray Cross, President, University of Wisconsin System
Mark Nook, Senior Vice President for Academic and Student Affairs, UWSA
Steve Wildeck, Interim Vice President for Finance
Stephen Kolison, Associate VP, UWSA Academic, Faculty, & Global Programs
Freda Harris, Associate Vice President, Budget Planning
Carmen Faymonville, Special Assistant, UWSA Academic & Student Affairs
Bob Jokisch, Special Assistant, UWSA Academic & Student Affairs

Ray Cross, President of the University of Wisconsin System, met with the Academic Staff and Faculty Representatives in joint session to discuss a number of major issues:

- **Budget:** The Representatives asked if the tuition freeze is a done deal, and President Cross stated that the UW System still needs to work with the Governor and Legislature on the second year tuition. President Cross expressed the need to be proactive with our message on balances. Another challenge with balances is that 4 or 5 UW institutions have no reserves.

President Cross also noted that there is a legislative Joint Finance Committee 13.10

hearing on fund balances Tuesday, and the Joint Audit Committee approved the UW policy.

The 2014-15 annual budget will include no tuition increase. Decisions still need to be made on professional and out-of-state enrollment tuition.

The UW System 2015-17 Biennial Budget Request will go to the Board of Regents in August. There are discussions occurring on how to address compensation and what new initiatives should be included. Regarding compensation, President Cross stated that he wants to add merit to the statutes as a reason for compensation adjustments and wants UW System institutions to have three-year plans for addressing compensation.

- Support from the Board: President Cross noted that some Board members are looking to provide input on issues such as the balances issue. Board members are also looking to play more of a role in management after external criticism.
- New Personnel Systems: President Cross was very pleased that both new personnel systems (HR Design for UW-Madison and UPS for the non-Madison institutions) were approved by the Joint Committee on Employment Relations on April 23, 2014. Implementation of the two personnel systems will continue with an effective date of July 1, 2015.
- HRS: For HRS, the most immediate priority is addressing security-related concerns. There is also a need to build confidence in the university on HRS. Faculty Representatives noted that 9/12 is a real morale issue to have as an option. President Cross committed to examine 9/12 but without a time frame – he will need to get back to them on that.

In the afternoon, there was a joint session of the Faculty and Academic Staff Representatives with Senior Vice President Mark Nook and Associate Vice President Stephen Kolison. During that session, Freda Harris, Associate Vice President for Budget Planning, provided an update on the Allocation Working Group. The Working Group was charged with looking at how the UW System allocates resources, looking at other states, changes that could be recommended, and also how to make the allocation process understandable. The Working Group was comprised of six Chancellors, six CBOs, and two members of the Board of Regents. Mark Bugher, former DOA and DOR Secretary, and Director of the University Research Park, was the chair. The Working Group report will be completed in June.

Freda Harris also noted the following from Allocation Working Group:

- Provided information so that all working group members had a common understanding. There were discussions of equity, other states, and how tuition revenue is handled.

- It is clear that all UW institutions feel underfunded, and all are underfunded versus their peers. It is difficult to reallocate funds under that circumstance.
- Primary funding received recently has been for costs to continue, debt service, and fringe benefits – it is important to have those costs covered.
- Working Group is looking at addressing equity issues through new budget initiatives and looking at where needs are.
- Performance funding pool for institutions is being looked at.
- Need to do a better job of explaining changes in the biennial budget.
- Looking at providing more flexibility for institutions on professional programs.

Some of the faculty representatives expressed disappointment that equity issues are not being addressed.

Laura Anderson, Senior Academic Planner for Academic, Faculty, and Global Programs, provided an update on the Systemwide Remedial Education Work Group. The report of the Work Group will be presented to the Board of Regents in June for information purposes. The report makes recommendations to UW System Administration, the Board of Regents, and UW institutions. Recommendations from the Work Group include the following:

- Have a systemwide Council on Developmental Education with an annual summit
- Work with K-12 and DPI
- Develop a five year plan on placement policies
- Develop a definition for college readiness

Senior Vice President Mark Nook noted that at the June Board of Regents meeting, the focus will be on the annual budget and the biennial budget. However, there will also be discussion of the 30 credit transfer and remedial education in the Education Committee.