



2013-14 University of Wisconsin System Council of Academic Staff Representatives Friday, November 15, 2013 Meeting Minutes

Attendees:

Mitch Freymiller, UW-Eau Claire
Kristy Aoki, UW-Green Bay
Joshua Rybaski, UW-La Crosse
Kevin Niemi, UW-Madison
Warren Scherer, UW-Milwaukee
Victor Alatorre, 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
Kevin Reilly, President, UW System
Mark Nook, Senior Vice President for Academic and Student Affairs, UWSA
Steve Wildeck, Interim Vice President for Finance, UWSA
Stephen Kolison, Associate VP, UWSA Academic, Faculty, & Global Programs
Margo Lessard, Senior Special Assistant for Human Resources & Workforce Diversity
Carmen Faymonville, Special Assistant, UWSA Academic & Student Affairs
Bob Jokisch, Special Assistant, UWSA Academic & Student Affairs

The joint session began with an update by Margo Lessard, Senior Special Assistant for Human Resources & Workforce Diversity, on the Presidential Search. Margo noted that the targeted application deadline is Monday, November 18. Semi-finalists will be interviewed the first part of December and finalists will be interviewed the first part of January. Regents will then name a new President later in January.

Margo Lessard also addressed questions on the Supervisor Training program. The Supervisor Training program is an Office of State Employment Relations (OSER) requirement for all classified staff who are supervisors. OSER provided this training in the past but System Administration now provides this required training for classified staff who are supervisors. Expansion of UWSA training opportunities is being considered. Human Resources is having discussions about partnering with Office of General Counsel, which has provided training for department heads in the past. The academic staff representatives noted that there is a great need for this training for academic staff supervisors also. They also noted a general need for

reminders for evaluations.

Regarding the exclusion of instructional academic staff on fixed term, no-intent-to-renew contracts from the State pay plan, Margo Lessard noted that who is eligible for a pay plan increase is an institutional decision. A follow-up question was raised about whether funds for the 2013-15 pay plan are reallocated. Interim Vice President for Finance Steve Wildeck said he would check on this.

In response to questions about campus actions to address pay issues, Margo explained that the UW System does not have authority for a supplemental pay plan. The use of base funds to increase salaries outside of the state approved pay plan is only permitted per Wisconsin State Statutes for increases in duties and responsibilities, changes in title, equity, and market. The statutes do not permit salaries increases outside of the state approved pay plan for performance/merit purposes.

Margo Lessard also noted that UIA (University Insurance Association) eligibility is based on the average salary of all instructional staff and the average salary is recalculated each year.

Faculty and Academic Staff Representatives asked about the status of 9/12 paychecks. They noted that there have been complaints from faculty for years, and it puts faculty in dire straits in the summer. Steve Wildeck noted that they are scoping out this issue. It may end up not being optional, but would be 9 or 12 paychecks for everyone. Steve is very concerned about stepping into territory that makes business more complex, but will honor commitments.

President Reilly briefly visited with the academic staff and faculty representatives, with his tenure as President ending on December 31. He noted that these meetings are important to make sure the President is hearing the concerns of faculty and staff and thanked the faculty and academic staff representatives for the important work they do. President Reilly also reiterated the benefits of higher education to Wisconsin citizens. College graduates not only have higher incomes, but have better health and well-being, and better understand the world around them.

Stephen Kolison, Associate Vice President for Academic, Faculty, and Global Programs, provided a brief update on Academic and Student Affairs issues. Stephen noted that the remedial task force is being established. In addition, there has been much discussion of the 30 credit transfer with focus on transfer from WTCS and student success. The 30 credit transfer needs to be in place by the fall of 2014.

Steve Wildeck, Interim Vice President for Finance, addressed the issue of how tuition and GPR are allocated to UW System institutions. Steve noted that \$2 billion of \$6 billion UW System budget is in GPR/Fees. Half of that \$2 billion is in tuition and half is in GPR. The UW System doesn't reboot budgets every year; every new year is built on the year before. Each biennium, there are unavoidable costs from the State to fund compensation (pay plan and fringes), utilities, debt service – all costs to continue. The UW System looks at what the State will contribute and what we can generate from tuition. We come up with tuition by levels to generate tuition needed. Historical factors led to tuition requirements for each campus. The UW System needs to document the current allocation practice for the legislature. A working group is also looking at the allocation process and will report in about 6 months.

Steve Wildeck offered to provide handouts to make this all more understandable and the academic staff and faculty representatives asked for a one or two page summary. Steve asked for questions or areas they would like addressed.

Questions raised by the academic staff and faculty representatives include the following:

- Reciprocity - how does it work?
- Supervisor training - thought it was all employees, including academic staff
- Pay plan distribution - 1% paid by reallocation, correct?
- Life insurance - didn't understand minimum salary; adjusted every year; someone lower salary doesn't get it, why?
- 9/10 pay issue - will this impact benefits? Where is this at?
- Tuition - how does enrollment drops impact budgets?

Mark Nook, Senior Vice President for Academic and Student Affairs, provided an update on a number of issues of interest to the Faculty and Academic Staff Representatives:

- Associate Degree Working Group - recommendations have been discussed with the provosts and we hope to take this to the Regents at the February meeting. Some issues with WTCS may need to go to their Board.
- Remediation – working group has been appointed and met this morning. The list of committee members and three co-chairs was shared. Mark Nook noted that a lot of people from outside the UW System wanted to be on it and wanted to work on the k-12 system. However, Mark noted that the charge is to look at remediation within the UW System, and review Regent, System, and institutional policies and look for improvements. Areas to address include how students are placed in remediation and best practices in offering remediation. Data is available on retention and graduation rates, ACT scores, etc. Cut scores, admissions standards, and placement tests all impact numbers in remediation. There will be a big presentation to the Board of Regents in December on remediation.
- 30 credit general education – working group should be named soon. UW System and WTCS meetings have already been occurring, both at the System level and regionally. Mark Nook is hoping to identify more than 30 credits, so that students have a larger number of courses from which to choose.
- Governance and the Legislature – Faculty and administrators met with Rep. Robyn Voss, and had a collegial conversation. A series of small dinner meetings at Chancellor Blank's residence is planned to include six legislators and six UW staff. The first meeting was on Shared Governance at the System level. It was a very frank and open conversation, which dealt with some misconceptions.