



2013-14 University of Wisconsin System Council of Academic Staff Representatives Friday, October 18, 2013 Meeting Minutes

Attendees:

Katie Wilson, UW-Eau Claire
Kristy Aoki, UW-Green Bay
Andrea Higgins, 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
Danielle Dickson, UW Colleges Online
Tom Culviner, UW-Extension
Sal Carranza, UW System Administration
Mark Nook, Senior Vice President for Academic and Student Affairs, UWSA
Stephen Kolison, Associate VP, UWSA Academic, Faculty, & Global Programs
Dave Giroux, Executive Director, UWSA Communications & External Relations
Al Crist, Associate Vice President for Human Resources and Workforce Diversity
Carmen Faymonville, Academic Planner, UWSA Academic & Student Affairs
Bob Jokisch, Special Assistant, UWSA Academic & Student Affairs

Al Crist, Associate Vice President for Human Resources and Workforce Diversity, and Tim Danielson, Human Resources Director at UW-Oshkosh began the meeting with a discussion of Pay Calendar Consolidation. Tim Danielson noted that the HRS Roadmap established workgroups that include members from UW institutions. One of these workgroups covers consolidation of pay calendars. There are a tremendous number of calendars (951 different pay events), and they are looking at reducing/consolidating the number of calendars. They are hoping to bring the number of pay events down to 150. This will result in cost reductions at the Service Center with less fixes required. Tim Danielson stressed two main points:

- If start in August, will receive check on 9/1. This is a benefit especially for new employees. There will be ten checks instead of nine for institutions that start in August.
- No change in academic calendars

In response to questions about the role of governance on decisions on this issue, Tim Danielson and Al Crist explained that no decisions have been made yet. They are gathering input from governance groups and other groups on these issues. Executive Committee will make decision. A question was raised about benefits payments with ten checks instead of nine. This needs to be determined. There were positive comments about having a September 1 check for those

institutions with start dates in August. Al Crist noted that 9/12 and smoothing health care payments are two issues they plan to deal with in the future. The faculty and academic staff representatives were asked to channel feedback to their HR director or Al Crist and Tim Danielson. Al Crist and Tim Danielson will share information on the membership and timeline for this workgroup and further information on how benefits payments will work.

Associate Vice President Al Crist also provided an update on the following HR Issues:

- Board of Regents revised senior salary ranges, which have not been acted on since 2006
- Service Center transition to UWSA – will report to Interim Vice President for Finance Steve Wildeck. This change was recommended by Price Waterhouse in their audit of the Service Center in order to better tie policy to implementation.
- With the delay in UPS, Human Resources is still moving forward with performance management. Online performance evaluation and supervisor training are areas identified as needing improvement, and Human Resources received positive feedback of its two day training.
- Plan to have a title and total compensation analysis by July 1, 2015

Mark Nook, Senior Vice President for Academic and Student Affairs, then provided an update on Faculty Workload, Educational Quality, and Compensation. The Board of Regents President and Vice President worked with Board Committee members set goals for the each of the Committees. Faculty Workload, Educational Quality, and Compensation is the first priority for the Education Committee. The plan is to provide a series of presentations, data, and discussions, and bring in a national expert on this issue in the Spring. The suggestion was made to provide the Education Committee with examples of good workload arrangements here in UW System. Mark Nook noted that Speaker Vos asked for teaching load data. Mark also noted that lots of activities are hard to quantify on faculty workload and that things have changed in how we do business from even five years ago. Regarding salaries, Mark Nook noted that the gap with peers is greatest with full professors, not as bad with associate professors, and a smaller gap with assistant professors.

Mark Nook then provided an update on Shared Governance. At the “Finding Common Ground” Conference, Speaker Vos noted the Legislature is looking at Shared Governance. A small group comprised of Chancellors Blank and Cross, Regent Milner, faculty from UW-Madison and UW Colleges, and Mark Nook met with Speaker Vos. Shared Governance is not likely to move forward in this legislative session, but this is an opportunity to provide information to the legislature on how things work. Chancellor Blank is planning a number of informal dinners to discuss how things work with legislators.

On Remedial Education, President Reilly announced the formation of a work group to make recommendations to the Board of Regents on best practices in System and campus policies. They are forming the committee now, and Phyllis King from UW-Milwaukee and Dennis Rome from UW-Parkside are co-chairs. The faculty representatives will also appoint a member.

On the 30 Credit Transfer issue, there have been meetings with the Wisconsin Technical College System. Agreements in place between UW-Eau Claire and Chippewa Valley Technical College and UW-Milwaukee and Milwaukee Area Technical College may serve as framework for rest of State. The plan is to specify options in various areas for students that will count towards general education. A committee is being formed to work on this issue. The faculty representatives will

appoint a member. A lot of work has to be done by next fall to meet legislative requirements. Private and tribal colleges may be interested also.

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