

Approved 11/14/2007

**Academic Staff Council Meeting Minutes  
October 10, 2007  
Room 523, Extension/Colleges Building  
432 N. Lake Street, Madison, WI**

**1. Call to Order/Certification of Open Meeting Compliance**

Chair Maguire called the meeting to order at 9:09 a.m. and certified compliance with the Wisconsin open meetings law. Members in attendance: Michael Maguire, Lynne Blinkenberg, AllisAnne Apple, Darlene Kramer, Tom Culviner, Ja'tawn Campbell-Pinson (by phone), Nancy Coffey. Others attending: Marv Van Kekerix, Ray Schultz, Kate Wodyn.

**2. Approval of Minutes of September 19, 2007**

Motion by Apple/Blinkenberg to approve minutes as distributed; motion carried.

**3. Chair's Report**

Maguire will facilitate the leave reporting discussion today; he had no other report.

**4. ASC Member Mission Presentation**

Nancy and Darlene referenced the *Cooperative Extension at a Glance* publication. There are six districts in Cooperative Extension, a presence in all 72 counties and four major program areas: Community, Natural Resource and Economic Development (CNRED), Family Living, 4-H Youth Development, Agriculture and Natural Resource Extension as well as the Wisconsin Geological and Natural History Survey and the Wisconsin Rural Leadership Program. They are an outreach to the community wherever you are, helping people learn about the research of the university. Kramer continued that she feels Coop does incredible work in the communities we live in. She added that Extension doesn't brag very well and should let others know about the good work we do. Part of their strategic planning is to do a needs assessment and she explained a survey they are doing in Outagamie County. She sees many people choosing youth issues as important. They have received over 300 responses so far. Both Nancy and Darlene's positions are in the Wisconsin Nutrition Education Program, which is federally funded. Van Kekerix commented that the programming in Coop is very locally driven and therefore will change from county to county. Discussion ensued.

**5. Vice Chancellor Report**

Vice Chancellor Marv Van Kekerix commented on the just completed Outreach Scholarship Conference, with around 400 attendees and great weather. This is one of our efforts to raise the awareness level of scholarship and engagement; 81 institutions were represented at this conference. The Outreach Scholarship partnership has expanded to seven institutions. He also mentioned the NASULGC regional competition for the McGrath civic engagement awards; the five regional winners made presentations at this conference.

Joint Governance Work Group: scheduling has been a problem but we're working on it. The first meeting will be an opportunity for members to get to know each other and discuss challenges and opportunities.

Strategic Planning Steering Committee: the committee has been named; first meeting is Oct 18. Perhaps there will be a draft that can be brought before governance groups at the co-located meeting in January. The goal of this planning process is not to replace divisional planning activities but take those and see how they relate to the priorities and goals that have developed from the institutional visioning process. Van Kekerix distributed documents on the UW System Strategic Framework to Advantage Wisconsin. This is a similar attempt at the System level to put in place a framework for thinking about issues. Seven think tank teams fit into the overall framework. The think tank teams have been populated (document distributed). This too is on a very ambitious timeline. Two other factors are driving our ambitious timeline; the co-located governance meetings with Colleges in January and April as well as our hosting the Board of Regents meeting in April.

UW Colleges committee: The Board of Regents (BOR) has formed this committee in response to the recommendations coming out of the Commission on Enhancing the Mission of the UW Colleges; specifically the recommendations for granting a baccalaureate degree, expanded access in Milwaukee, Madison and in the northern part of the state, as well as more residence halls. There have been small internal groups looking at all these issues and those are nearing the end of their work. The BOR has created the UW Colleges committee to take a look at the recommendations coming out of these work groups. This will also feed into the Advantage Wisconsin framework.

Van Kekerix continued that there is a task force looking at co-location issues (co-location of county Cooperative Extension office and College campus.) He wanted to clear up any misconception that our administration is pushing this. This is a county decision. The task force was put in place to look at the issues involved when a county wants to go in this direction and stems from the recent co-location decision in Sheboygan County. The task force will make recommendations on what factors need to be considered if this issue arises in the future.

Policy changes: Van Kekerix reported that he has sent a memo to Chancellor Wilson recommending that the changes to UPG #15 on title progression go forward. Regarding UPG #16 (family leave policy), he is still waiting on this one because he thinks we may have a solution but would like to run it past System Legal first. He feels that if we use the "immediate family" definition that System does, it will fulfill our intent. The issue involves to whom leave benefits would be extended, including domestic partners.

Collective bargaining: Van Kekerix pointed out that both the Academic Staff Council and the Faculty Senate are already on record for supporting legislation on the right to choose to engage in collective bargaining.

Van Kekerix responded to questions about the Milwaukee County Cooperative Extension budget being zeroed out and the current hiring moratorium.

#### 6. **System Academic Staff Reps Report**

Culviner reported that the big issue at the last meeting was UPG 3.05 about academic staff getting reasons for not being offering multi-year or indefinite appointments after being with an institution for 7 years. Van Kekerix explained it has been the practice in Extension for quite some time not to offer indefinite appointments. Also, with the budget cuts over the last several biennia, there has been a reduction in offering multiple-year appointments. He added that in Extension we rely more on program revenue, episodic funding which is less predictable. Culviner is under the impression that the Academic Staff Reps are considering a formal letter to System expressing their concern on this matter. Rebecca Martin also shared the Advantage Wisconsin strategic planning document and asked for governance group discussion around it. (additional documents will be forwarded from Tom). The leave reporting discussion received a lot of attention as well. Vicki Washington discussed a new diversity award. Next meeting is tomorrow.

#### 7. **Committee Reports**

*Communications:* Penny Ralston-Berg is making a good effort to get the communication preferences questionnaire in usable form and available. Schultz had no update on storage of ASC documents.

*Title Review initiatives:* Kramer will meet with Wayne and Penny in the near future and will get back to committee members after that.

*Leave Reporting:* three documents were distributed and referenced; 1) leave reporting ad hoc committee minutes from 10/4; 2) draft by Al Crist on rationale for setting 40-hr work week for purpose of reporting sick leave; 3) draft response from the leave reporting ad hoc committee dated 10/5. Maguire commented that he feels the committee draft response needs a little more work. He said the committee looked at many things in trying to define what matters most. He feels it comes down to what a workweek is and the sick leave conversion benefit that is linked to this. The value of this

benefit is juxtaposed by the sick leave reporting requirement and the need to establish a 40-hour workweek that provides the framework for reporting leave. He feels that the current draft response still does not represent all unclassified staff within Extension; it seems slanted more toward those in teaching/programming positions. Maguire is concerned that the first paragraph may be a little misleading in that it seems to give more weight to the survey than what really occurred. He has an issue with using the statement that the majority of our staff are on atypical schedules. He thinks we could draw undue attention if we characterize our workweek as so extremely atypical. Apple recommended making the language more generalized. Blinkenberg suggested eliminating the first paragraph. Maguire said that at the very least some wordsmithing is in order. He also suggested rewording the last sentence on the third paragraph (like “vast majority”)—this again gives more weight to the survey than he feels is warranted.

Van Kekerix commented that the University Committee’s approval of the draft yesterday shows “that this reflects their world”. Maguire would like to have a unified response go to UW System and would like to ask the ad hoc committee to look at this again. Apple suggested coming up with a new draft and presenting it to the ad hoc committee for consideration. After discussing the various pros and cons, it was decided to work on a new draft and share the new draft with the University Committee to discuss it if they wish. [Michael will also share with ad hoc committee.] A WisLine teleconference will be coordinated.

Items for new draft:

- affirm consequences (as proposed by FBAC) for non-compliance with leave reporting
- keep the spirit of the first paragraph of the current draft but acknowledge there are those who also work a standard workweek while we also have operations that operate 24/7
- cite the actual System policy that the 40-hour workweek window is defined by agreement between supervisor and employee UPG 10.06(2)
- observe that we are using leave reporting practices and concede the need for continuing these

#### 8. **Adjourn**

The meeting adjourned at 12:00 (motions had been made to extend the meeting time first to 11:45 and then to 12:00).

Recorded by Wodyn, 10-10-07