

Approved 9-20-06

**Academic Staff Council/University Committee Joint Meeting Minutes
August 9, 2006
The Pyle Center – Madison, WI**

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

Michael Maguire called the meeting to order at 10:06 a.m. and certified compliance with the Wisconsin Open Meetings Law. Introductions were made. Academic Staff Council members in attendance: Michael Maguire, Penny Ralston-Berg, Mary Jane Ederer, Darlene Kramer, Heather Boyd. University Committee members in attendance: Rob Burke, Tom Hooyer, Karen Nelson, David Nack, and Mark Kopecky (by phone). Others: David Wilson, Marv Van Kekerix, Ray Schultz, and Kate Wodyn.

2. Approval of Minutes of Previous Meetings

For University Committee 7-11-06: Burke asking for and hearing no changes or comments, considered them approved.

For Academic Staff Council 7-12-06: Motion by Boyd for approval; Ederer seconded; no discussion; approved.

3. Chancellor/Vice Chancellor Report

David Wilson started out by saying he visited the northern part of the state last week with visits to Bayfield, Ashland and Douglas counties; he heads out tomorrow for visits to four counties in the northwest. Last week a disturbing situation cropped up in Ozaukee county whereby they cut Extension funding the equivalent of UW-Madison lecturer Kevin Barrett's salary because they "wanted to send a message" to the UW system. Wilson lauded the leadership of David Giroux and Jennifer Garner for being on top of this situation, which has received national exposure. We continue to follow this action and understand there is interest in some other counties for following suit. If there is a silver lining, many of the state and local newspapers have editorialized negatively on this action and this has highlighted our programming. We also received a query from Rep Nass' office regarding our School for Workers and its relationship to WIN (Workers Independent News). The issue raised was how faculty/staff are utilizing our email system and he has asked Dick Cleek to send out email policy to both Extension and Colleges staff. The integration process is moving along. The Administrative Integration Steering Committee has been reconstituted with current governance leadership. Wilson is pleased with the integration of the IT function. Vallerie Maurice's position (Director for Workforce Equity and Diversity) is also across both institutions because of recently being filled. The tougher ones are administrative services and human resources. Within these subgroups, we will hopefully move toward a model similar to the diversity and IT model, emerging with a chief administrative services and a chief human resources officer. Wilson plans to share a proposed organizational chart and how the boxes are populated by early 2007. His intent is to utilize existing talent as much as we can, but if that doesn't work he reserves the right to conduct a national search. Wilson has drafted a document on the process for getting to a shared vision and intends to send this out to staff of both institutions this week. He has had some conversations with "space gurus" at UW-Madison and UW System to consider what the options are for consolidating staff. In the immediacy, we will change the signage of 432 N. Lake Street. An unveiling ceremony is scheduled for August 30 followed by a reception at the Pyle Center. Wilson also mentioned the proposed policy on criminal background checks coming out of UW System. Since Extension already does background checks on all new hires and UW-Madison is thinking of doing them that comprises 50% of all UW employees. The issue is not whether they should be done but on the process. There will be an opportunity for staff to provide feedback on the policy. The Chancellor asked for questions. David Nack provided more information on the Rep. Nass query and referenced the engagement and controversy dialogue. The School for Workers is concerned because a lot of their work is controversial and WIN is another aspect of the work they do. He encouraged us to go to www.laborradio.org or listen on WORT (in Madison) at 8:00 a.m. Monday through Friday. They have an audience of 1-2 million, are not partisan but of interest to working people. He feels this raises issues of academic freedom. Wilson agreed that we are in a political climate that is challenging. We need to understand the environment we are working in; training on the Open Records Law has been provided and he would like every staff person

to be up to speed on this law. Willie Larkin is the point person. Boyd mentioned that the Local Government Center also provides this training. Further discussion on questions of academic freedom ensued. Does tenured Cooperative Extension faculty have the same academic freedom as a professor at Whitewater or Madison? With academic freedom, there is a need to test the temperature of the county and how it will affect the quality of my work and my ability to get things done. Burke agreed on the need for good common sense, and understanding the people you are working with. There was a suggestion to have a seminar to create some additional clarity around this issue. Referencing the recent flooding of some campus buildings, Maguire encouraged Wilson to keep a best eye toward facilities when looking for new space. Hooyer asked about the end goal of the integration. Is there a certain amount of money that is to be saved? Wilson responded that the decision to integrate the institutions was Kevin Reilly's idea at a time when UW System had received numerous budget cuts. One way to demonstrate that UW System could make tough decisions and become more efficient was to combine the institutions; taking advantage of the fact that both had vacancies in their chancellor positions. Wilson referenced the Ward report. Provosts Van Kekerix and Cleek have been given the charge to look on the programmatic side and at collective expertise in meeting emerging needs of the state. We need to look for opportunities for connecting the two institutions academically and programmatically.

Vice Chancellor Marv Van Kekerix shared good news that the 4-H meat products auction, which is hosted by the Governor at state fair, raised over \$31 million. The money goes to the 4-H Foundation and supports 4-H youth programming. He reported on a meeting that looked at a number of initiatives in the Central Wisconsin area including a public policy issues institute to encourage civic discussion, an effort called the University Channel and also the Dairyland State Academy which brings a different approach to educating people in the dairy industry and has distance education component. A fourth piece involves a technology assessment and the fact that there is quite a lot of digital delivery capability in that area. Van Kekerix feels that all these components can be connected which would create a new model of civic engagement in rural areas. We're moving forward with the Leadership Academy (formerly the Extension Administrative Leadership Program); a new class of 30 will be announced soon and will include faculty and staff from the Colleges. Vallerie Maurice is reconstituting the Diversity Council with membership across both institutions. The Adult Student Initiative is also a joint effort between UW-Extension and UW Colleges.

4. Governance Leader Updates/Rep Reports

Boyd attended the Board of Regents hearing on the proposed faculty/academic staff disciplinary process. There were five speakers, a lawyer who works on academic freedom issues and the others were tenured faculty members who spoke generally of the history of shared governance. They suggested formal approval by the faculty on any policy changes. The Regents are still looking for feedback by September 30. Burke reported on his meeting with [Colleges faculty governance] counterpart Doug Hosler. There is similar thinking that a working group should be put together to look at models of combined governance. Karen Nelson attended the Faculty Reps retreat (handout). There was collective concern among the faculty reps that more and more often governance groups are asked for feedback rather than active involvement. UWS 7 (proposed policy on faculty disciplinary process) was one of the big discussion points and they felt little impact could be had on the proposed policy. There was a decision to focus more on the intent of Chapter 36 than on UWS 7. Karen also mentioned a joint resolution may be coming forth from the Board and the Faculty Reps on this issue. Compensation is big issue for the 4-year campuses and they are having difficulty hiring faculty at the salaries offered. Criminal background checks are also a huge issue for other campuses and lack of shared governance input was cited. Van Kekerix said that our discussion on the criminal background check policy was a 2-year discussion involving the governance groups. Nelson added that some other institutions do not have the same support for governance in place; and commented that UW-Extension is lucky. Burke mentioned that Cooperative Extension Dean Leholm has issued a statement to all county department heads that there is no connection between Kevin Barrett and UW-Extension.

5. Discussion on proposed UWS 7 and amendment to UWS 11 on faculty/academic staff disciplinary process

Both groups have formed ad hoc committees on the disciplinary process. Michael Maguire and Tom Hooyer are heading up these committees. Maguire handed out a meeting summary from his ad hoc committee. He summarized that the crux of the previous Academic Staff Council resolution seemed to be right on. His committee still had concerns over whether the Regents Special Committee addressed the inadequacies of the current policy and whether the policy was followed in regard to specific incidents. The committee also felt that the Regent Special Committee was not clear about the source of concern for addressing this issue, questioned whether the Board is reacting only to "hot button" issues, and if so, is this sufficient for setting new policies. The committee also felt that the Regents special committee could have done a better job of earlier communication with the governance groups. The next meeting of the Academic Staff Council is 9/20. He will get something to ASC members to review after consultation with University Committee ad hoc group looking at this policy.

Tom Hooyer reported that the University Committee ad hoc committee on UWS 7 had similar sentiments about the current policy, but felt that the Regents were beyond reconsidering the current policy. With that in mind, this committee went through the new proposed policy point by point. Hooyer has directed some questions to System legal counsel Pat Brady but has not yet received a response. The committee members expressed concerns over the expedited process and representation of the person charged; and what happens for failure to self-report. Discussion ensued. Nack feels a faculty member could not adequately defend themselves in this process. Kramer commented that we should stand our ground. Maguire and Hooyer agreed to communicate on whether the two governance groups should work together on a joint resolution. There is also the possibility, based on Karen's report from the faculty reps, that there may be a joint resolution from the Board of Regents for approval by the faculty senates.

6. UW Colleges and UW-Extension: Opportunities and Concerns; Meet and Greet opportunities; ad hoc committees

Van Kekerix started with saying that he and Margaret Cleek have been charged with looking at programmatic collaborations as well as the governance functions. He extended an invitation to the UW Colleges Convocation on August 31 at UW Fox Valley and encouraged all to attend the 9:00 – 10:30 portion of the program (distributed draft invitation and list of UWC academic depts.). Van Kekerix and Cleek have been talking about bringing governance leadership together. The UWC Senate Steering Committee is roughly equivalent to our University Committee but it also has academic staff members. Van Kekerix asked for suggestions on how to match up for the purpose of a joint meeting to look at programmatic collaborations and to explore the governance issues between the two institutions. A third piece, on the programmatic collaboration side, could link around issues. He will also be asking other groups for assistance in thinking of areas for programmatic collaborations (Systemwide Extension Council, Continuing Education Extension Council, etc.)
(Motion to extend meeting to 1:10 by Ederer/Kramer; carried.)

Ederer suggested it would be helpful if some of our members would attend a Colleges Senate meeting to get an idea of how they conduct their meetings and what they discuss. Burke will put a draft together outlining a framework. Share ideas, thoughts, and concerns with Rob.

7. Academic Staff Council appointments to the Systemwide Extension Council

Heather has sought nominations. Motion to accept nomination of **Joe Way for GEA/GEAS seat** by Ederer; seconded and carried. Motion by Boyd to accept nomination of **Pam Seelman for Cooperative Extension seat**; seconded and carried.

Meeting adjourned at 1:15.

Recorded by Wodyn, 8-9-06