

Draft distributed – not yet approved

**Academic Staff Council Meeting Minutes
March 21, 2007
432 N. Lake Street, Room 523 – Madison, WI**

Call to order; Certification of Open Meeting Notice Compliance

Chair Mann called the meeting to order at 9:06 a.m. and certified compliance with the Open Meetings Law. Members present: Bill Mann, Penny Ralston-Berg, Heather Boyd, John Fischer, Michael Maguire, Darlene Kramer, Mary Jane Ederer (by phone), Others present: Marv Van Kekerix, Ray Schultz, Kate Wodyn. Guest: Bill Steffenhagen.,

Approval of Minutes of February 27, 2007 meeting

Motion to approve minutes by Kramer; seconded by Fischer; no discussion; motion carried.

Vice Chancellor Report

Vice Chancellor Van Kekerix referenced the Chancellor's communiqué that was sent yesterday afternoon. This should be viewed as a major communication piece coming from the Chancellor's office and replaces the quarterly report to governance groups. Van Kekerix highlighted the item on Chancellor Wilson's presentation to the Board of Regents on the Commission on Enhancing the Mission of the UW Colleges and the various recommendations (residence halls, reducing tuition, etc.). Discussion ensued about technical college issues. The UW-Waukesha/UWM merger discussion has moved beyond that and the University Center model is being considered. Some needs assessments will be undertaken. He also directed attention to the institutional goals item in the Communiqué. Van Kekerix said that Chancellor Wilson plans to ask for some input on the goals around the maximum access vision. He also distributed the 3/2 email from David Wilson on the senior leadership team announcement with accompanying organizational charts. He is pleased to have Ann Keim on board as special assistant in a one-year temporary assignment. He noted that all on the senior leadership team have cross-institutional responsibilities to a varying degree. Another change from previous drafts is that HR now reports directly to the Chancellor. Maguire mentioned that he remains concerned about proactively seeking institution-based third source funding. Van Kekerix replied that there was long debate about having institutional development on the chart and there currently is no functional area for that but it will be added at some point and probably under the University Relations area. Maguire also said that the people of Wisconsin should be represented on the organizational chart because they are our partners and the reason for which we exist. David Schejbal has been hired as Dean of Continuing Education, Outreach and E-Learning. The announcement about the Director of Broadcasting and Media Innovations search and screen will be going out today; the search and screen committee will meet on 3/27. This is the position that Malcolm Brett is serving in as interim Director since Byron Knight's retirement. The CIO search is underway. We will also be launching the search for Director of Entrepreneurship and Economic Development in the near future. The UW Colleges Assistant Vice Chancellor for Student Services and Enrollment Management search is just about completed.

ASPRO Representative Information

Bill Steffenhagen joined the group. He explained that Academic Staff Professionals Representation Organization (ASPRO) is a professional organization, not a union or a union wannabe. It came out of academic staff governance as a result of being excluded in the catch-up pay provisions. At the beginning it was only a UW-Madison organization, then Milwaukee joined, and now it has expanded its base Systemwide. He mentioned that the Extension seat on the board is vacant. Four or five members are at a budget hearing today to voice opposition to the budget bill to enable collective bargaining. Bill provided a brief background on the collective bargaining enabling legislations. Faculty could organize into bargaining units on each campus, whereas academic staff would be lumped in just one unit across UW System. UW-Madison has 6000 academic staff alone, which could be a good or bad thing, but things are different on each campus. He circulated the resolution from UW Colleges in opposition to the proposed collective bargaining legislation. He also distributed a copy of testimony before legislators as well as a recent newsletter and membership application. He feels that the right to collectively bargain is good but the problem is in the details. Most legislators think of only two groups, faculty and students. Boyd asked where the language of the collective bargaining bill came from. Steffenhagen replied it was in direct

response to what Madison faculty said they would require in order to support it. He feels that United Faculty and Academic Staff (UFAS) supports the bill because they are a union. He added that with collective bargaining the union would establish personnel rules, salaries, etc, and the contract becomes law and supersedes Chapter 36.4M. ASPRO also does not support decoupling faculty and academic staff because we'll be treated better if we stay tied to faculty. He would like to see a bill with all language stripped out and just a policy statement that faculty and academic staff have the right to collectively bargain. Van Kekerix said that he has not heard much discussion at the System level on this issue. Boyd said the estimate of the cost is \$350,000 for the Board of Regents, as employer on record, to bargain with unions. She added that the feeling among the System academic staff reps is that this undermines shared governance.

System Academic Staffs Reps Council Report

Boyd asked if the Academic Staff Council wants to take a stance on the collective bargaining issue. Mann suggested taking this back for discussion with colleagues. Boyd continued that Rebecca Martin is the interim UW System Vice President for Academic Affairs and in addition to a search and screen for a permanent VP they are doing some strategic pre-planning. The criminal background check policy is being put back to campuses for implementation details. Regent Mark Bradley will be the main speaker at the Academic Staff Leadership Conference. Maguire suggested having a UFAS member come in and speak to their side of the collective bargaining issue in order to better inform our position. Mann suggested inviting both Dave Carlson and a UFAS rep to the next meeting. Van Kekerix also suggested hearing from our School for Workers on this issue.

Chair Report

A road trip was planned for 3/20 but some of the counties were not able to participate and Mann suggested rescheduling something for April in another region. Kramer added that a suggestion from Cooperative Extension is to do these visits at larger meetings for more access to academic staff (such as all-staff meetings) and this would be a better venue. Penny will send out the revised communication survey and cover letter for feedback. Mann asked about receiving a list of academic staff colleagues in each division – basically, do you know who your colleagues are in your division? It was suggested to contact the divisional HR rep to get list of academic staff in your division (name, position title, email address). Discussion followed on other communication-related issues and the challenge in maintaining accurate lists. Ray will follow-up with Sandy Baker about getting a list of academic staff.

Committee Reports

Communications – work has been mostly about the communication preferences survey. The latest draft has been greatly reduced to 11 questions. Penny will send out the draft survey with Bill's cover memo to members. She thinks it's ready to run at any time. She will run this through Select Survey.

Nominations - no nominations have been received yet for the ASC awards for excellence; Heather will send out a reminder. For elections, the call for nominations needs to be sent and Heather asked about any special messages we should be sending to increase awareness. A question was raised as to what General Educational Administration (GEA) is now in view of the administrative integration with Colleges. Boyd will draft a call for nominations.

Distinguished Prefix - Fischer has nothing new to report. All nominees have been informed of the delay.

UPG #15 (Title Progression) Discussion and WisLine Web

Mann reported that Schultz mentioned the revision to this policy at faculty senate. The senators expressed their support of the change as long as there is no intent to exclude faculty. Discussion was to keep the revision as approved. The Title Review Ad Hoc committee met this morning. The WisLine Web presentation on April 11 will be shared with HR directors. All members are encouraged to attend. The time for the next meeting on April 11 is 8:00 - 10:30. The WisLine Web on title progression is scheduled at 11:00 a.m.

The meeting adjourned at 11:35.

Recorded by Wodyn, 3-21-07