

Academic Staff Council Meeting  
UW-Extension  
432 N. Lake St., Room 523  
Madison, WI 53706

Wednesday, October 15, 2008

MEMBERS PRESENT: Michael Maguire, Christine Quinn, Tom Culviner, Allisanne Apple, Bev Phillips, Lisa Neilson Agnew, Jerry Clark

MEMBERS EXCUSED: Ja'tawn Campbell-Pinson and Lynne Blinkenberg

GUESTS: Chancellor David Wilson and Provost Christine Quinn, Ray Schultz

- I. CALL TO ORDER / CERTIFICATION OF OPEN MEETING NOTICE COMPLIANCE: The meeting was called to order at 9:02 am and was certified as having met open meeting compliance. The Council introduced themselves to Christine w/a mention of their work and history at Extension.
- II. PROVOST / VICE CHANCELLOR WELCOME AND INTRODUCTION TO MEMBERS: Christine thanked all for the warm welcome. Offered a personal historical sketch.
- III. APPROVAL OF MINUTES: With corrections of names in the Committee listings, Allisanne moved to approve the minutes and Tom Culviner seconded.
- IV. CHANCELLOR REPORT: David Wilson: Noted his appreciation to all for the commitment to serve in this shared governance role.
  - 1) Challenging economic times for us. Impacts will likely be seen in the budget process.
  - 2) Attended the WI Counties Association Conference in WI Dells. Highest attendance ever with over 1,000 folks there. Both David Wilson and Dean Rick Klemme spoke.
  - 3) Regents will meet on Nov 6<sup>th</sup> re: policy issues. It will not be a decision-making meeting. Morning discussion will focus on recruitment and retention challenges and the afternoon will be comprehensive campuses offering doctorate degrees.
  - 4) Christine and David will head back to the Dells to attend the Ag and Natural Resources conference. The Chancellor will speak at the banquet.
  - 5) Last week several from Extension attended the Outreach Scholarship Conference at Penn State. Very good conference with good representation.
  - 6) Kim Kindschi begins his work here today as Exec. Dir of DEED. He comes from the WI Business Development Corporation.

Questions and discussion followed on what we asked for in the budget proposal System offered Governor Doyle, county budgets in general and how in some counties Extension folks align their programs to the priorities the county is emphasizing.

- V. DISCUSSION ABOUT AND POSSIBLE ACTIONS FOR THE NOVEMBER BOARD OF REGENTS MEETING: Michael Maguire: Received an email from Dennis Shaw, UW-Stout, inviting Academic Staff Councils to share stories on recruitment and retention so they could be used at the Nov. 6<sup>th</sup> Regents meeting. Discussion followed on the nature of this portion of the Regent's meeting. Christine Quinn offered this group the plan the University Committee devised at their meeting on Oct. 14<sup>th</sup>. It will include a three-pronged approach:
  - 1) Create a letter containing stories where recruitment was difficult due to strategies.
  - 2) Create data on this issue and ask David if someone might be on the agenda and present for a couple of minutes.
  - 3) Share stories/anecdotes with Christine and the Chancellor so they might be armed.

The UC drafted a resolution which reads: **The University Committee of the University of Wisconsin Extension wishes to present a report to the Board of Regents on November 6, 2008 that contains data and anecdotes which illustrate faculty salary inequities that cause unique**

**recruitment and retention challenges which we want the Board of Regents to be aware of as they investigate or study compensation issues. We believe salary inequities need to be addressed in an across-the-board manner, and benefit issues such as domestic partner benefits and tuition reimbursement that also effect recruitment and retention be addressed by this Board of Regents.**

**ACTION\*\*** Tom Culviner will forward stories of difficulty w/recruitment and retention to Ray, Michael and Allisanne Apple. After much discussion: Michael thinks logistically we might just want to conceptually sign on to the UC resolution and offer a voice of support. **ACTION \*\*** Allisanne believes Michael should draft a letter of support that we attach to the UC materials going to the Regent meeting. All agreed. Michael asked Bev Phillips if she would help him draft this letter. **ACTION \*\*** The letter will be due Monday, October 20<sup>th</sup>, and Allisanne asked to see it before it is sent. Jerry Clark moved that we support the resolution of the UC and support Michael drafting such a letter implying that support by Monday, Oct. 20. Seconded by Allisanne Apple. Michael will work w/Bev Phillips on this letter. If Michael hears anything more from Al Crist, will pass that correspondence on to the Council. With no further discussion the motion passed.

- VI. CHAIR REPORT: Michael Maguire: David Nack will join this group at the November meeting to discuss employees choosing to have representation via a union or not. A January co-located meeting is scheduled and will be held at the Pyle Center. **ACTION \*\*** Michael asked Christine to discuss this meeting w/Greg Lampe and see if the Academic Staff Council should have a role in creating the agenda.
- VII. ACADEMIC STAFF REPS COUNCIL REPORT: Tom Culviner – Multi-year contracts came up. Personnel policies do not require multi-year appointments. Economics tough. Tom added that if academic staff become unionized, relations may be more difficult. American Federation of Teachers. (AFT) won't take action until after the election because the composition of the Legislature might change. System used to be opposed to unionization but now they are central on it.
- VIII. DIVISIONAL BRIEF INFORMATION PRESENTATION: Lisa Neilson Agnew presented: CEOEL's goal is to provide opportunities. 200,000 people were served last year. The Division has 75 employees. The Adult Student Initiative (ASI) focuses on helping WI adults who do not have bachelor degrees to pursue one. We are 30<sup>th</sup> in the nation w/bachelors' degrees. Lisa's work is in marketing. They have developed online programs for ASI. School for Workers provides programs for workers across the country with 150 programs annually for union leaders etc. Student Services is another unit that provides help for online students. Independent learning – print based, online or a combination – personal development, enrichment, need of college courses, incarcerated folks are all recipients of CEOEL. Two other programs are pre-K to college – a website that provides resources for teachers and is maintained / juried by teachers. Quality Educator Interactive (QEI) helps teachers with portfolios and professional development.
- IX. COMMITTEE DISCUSSIONS:
- Distinguished Prefix : Bev Phillips: sent an email to David Prucha to let him know she will be working on the Committee and she is available to work with him.
  - Title Review Committee: Jerry Clark and Michael attended and Bev was there. Darlene Kramer led the discussion. A title review training in May was discussed.
  - Academic Staff Council Representatives (no designees) to divisional title review committees: Four divisions and three divisional committees – BAMI, one Coop committee, one at CEOEL, which Lisa is on. None for DEED. **ACTION \*\*\*** Bev and Jerry will explore how many Title Review Committees there are in COOP.
  - Nominations: Allisanne Apple: They have not met and have no chair.
  - Communications: Lisa Neilson Agnew: They have not met.
- X. PROACTIVE DISCUSSION OF INSTITUTION ISSUES: Allisanne said Lynn Blinkenberg has a whole list of activities that could be implemented as Academic Staff council. Michael asked the group to touch base with academic staff in other parts of the state in your travels.

XI. ADJOURN: Motion to adjourn by Allisanne Apple and Tom Culviner seconded the motion.  
Meeting adjourned at 11:21.