

Approved 03/10/2009

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

December 10, 2008

COUNCIL MEMBERS PRESENT: Michael Maguire, Allisanne Apple, Tom Culviner, Ja'tawn Campbell-Pinson, Lisa Nielson Agnew, Bev Phillips, Lynne Blinkenberg and Jerry Clark.

GUESTS: Chancellor Wilson, Christine Quinn, Ann Keim, Willie Larkin and David Prucha, Ray Schultz.

I. CALL TO ORDER/CERTIFICATION OF OPEN MEETING NOTICE

COMPLIANCE: Michael Maguire opened the meeting.

II. APPROVAL OF MINUTES OF NOVEMBER 12 MEETING: Correction to minutes: Add Lisa Nielson Agnew's name to present. Michael Maguire moved to approve the minutes. Allisanne Apple seconded the motion. Minutes approved.

III. CHANCELLOR / PROVOST'S REPORT(S): Chancellor Wilson welcomed all.

- **PAY PLAN:** The Board of Regents is statutorily required to pass a pay plan each year. They did that at the Dec. 3 & 4 meeting in La Crosse. In order for the UW to increase the salaries of faculty to their median peers (which is currently 10% below average), it would have been 7.78% over both of the biennium years. Given the economy and budget difficulties at the state level, it would have been hard to sell an increase of this amount. They put forth a 2.5% increase for each of the next two years.
- **BUDGET:** Regarding the budget, there are no recent updates or developments. Governor Doyle has asked UW and other state agencies to submit or line up building projects that are needed, so we can be ready to show need and start investing this money if we are awarded any through the Obama suggested stimulus package. There is also talk about raising taxes.
- **TRAVEL:** Each institution is required to review all out-of-state travel and discern if the travel is necessary. This request is for travel that would be GPR funds. Those requests will go to Sue Schymanski.
- **POSITIONS:** Christine is in charge of positions. She added that Coop is looking at county positions that they will need to cover. Clark added that federal funding has helped regarding positions in Chippewa County. Maguire's department is naming new efficiencies and cuts internally as well as finding new revenue. Chancellor Wilson suggested this group as a governance unit take any suggestions they know of and forward them to

Christine. Not a time to wait for a process. Move ideas ahead. ACTION: Chancellor asked that for the January meeting, thought be given to early retirements. What would be the benefits of an early retirement program?

PROVOST'S REPORT: Program Innovation Fund: This program has had much success over the years. We will continue it. We may streamline the process. Asked for the Council's feedback. Ann Keim presentation: Over \$2 million has been invested in 118 projects. Found that 33 cents for every dollar is our investment. Fosters collaboration, partnerships, revenue generation and grant writing experience. Some programs have been sustained from the very beginning and are part of our fabric. Asking for the Council's feedback on how we might rework in the coming years. Maguire: Does the Board of Regents know of this program and its success? Do we offer this to the Legislature? Discussion followed.

- STRATEGIC PLANNING: We are filling in a couple of gaps with crisp vision

IV. CHAIR'S REPORT: Follow up on hiring process issue at CEOEL. There was an HR review as well as request for follow-up from Mellissa Mayo. CEOEL is working to improve communication by posting jobs, making the process more transparent.

- Co-Located Meeting in January: Combined integrated institutional governance meeting w/Colleges and Extension. Will have a panel presentation called "Revenue Cultivation" by School for Workers and a program they have to create revenue. Greg Lampe and Maguire are looking for another panelist. That day will also give the Chancellor an opportunity to talk about priorities. We are also looking at a guided working lunch that will pick up on themes from the morning session. The afternoon will be individual shared governance groups meeting. ACTION: Maguire asked members to before January forward to him anything that is happening in your corner of the world that pertains to the three themes – efficiencies, cuts and revenue. Thinking in terms of moving forward – non-negotiable cuts, but means of revenue growth – cultivating relationships, growing relationships, developing relationships.

V. ACADEMIC STAFF REPRESENTATIVE COUNCIL REPORT: Culviner: – They will meet this Friday.

VI. DIVISIONAL BRIEF INFORMATION PRESENTATION: By Jerry Clark of Chippewa County and Western District Program. He is a part of Ag and Natural Resources area as a crop and soils agent in Chippewa County. Works with those interested in soil issues from field crops to environmental and even energy such as farm profitability and energy savings. Have revenues of \$60-70 million in the dairy industry. Economic activity in Chippewa County is how many millions or dollars in Ag alone. Grain industry in high as well. Jerry delivers on the crop and soil with integrated pest management or proper use of pesticides. Works with apple growers. Also works to improve business skills. Services offered include soil sampling, plan analysis etc.

Two agents in the County – Jerry doing soil and another farm management – livestock etc

- VII. COLLECTIVE BARGAINING PRESENTATION BY FRANK EMSPAK:
With change in the leadership in the legislature is it likely there will be a bill passed that will give this institution the possibility to vote as to whether or not we want collective bargaining. Felt more information was needed. The presentation was broad and/or slanted. Would like more information like models from other states etc. Maguire is hesitant to wait until the legislation is passed and not be aware. As the employee representative group, he does not feel literate enough. ACTION * Maguire will take it to University C and do a joint item for discussion at the Jan 14th meeting.
- VIII. REVIEW OF THE UWS ADDITIONS TO UWS CHAPTER 11 AND DISCUSSION OF WHETHER OR NOT TO ADD THE REVISIONS TO UWEX CHAPTER 11: History: In 2006, System made changes and approved them and they went into effect in June of 2007 in Chapter 7 and an amended Chapter 11. Of particular concern, the suspension of staff or employee if allegations have been raised. There needs to be some reference in Extension policies that deal with these changes. The expected thing and procedure from the past is Chapter 11 would be changed by the Council with minor wording changes and would go forward to System. University Committee is not sure we want to do that. They don't want to make these changes to Chapter 11. Options – we put them in our rules because they are System rules. If we don't put them in, we reference them and make clear they are a part of System rules. If we don't support them we have to indicate where those rules can be found. University Committee wants a longer discussion about this and wants it to be another joint item at the Jan 14th meeting. Schultz has been asked to draft a resolution to be used regarding this issue and Chapter 11. We don't have the option of not following System policy. Therefore, the question is whether Extension governance groups wish to have local policy but at a minimum, you must make it known what the System rule is and a statement that Extension does not agree. Schultz encouraged this be put on the Jan. 14th meeting agenda. Maguire moved to extend the meeting 5 minutes and Apple seconded the motion. Maguire asked the Council if they want this discussion w/others at the January meeting? Discussion followed. Consensus: = this committee will move forward with deeper discussion with University Committee in January.
- IX. COMMITTEE DISCUSSIONS:
- Distinguished Prefix – Phillips – David Prucha and Bev – two need to be replaced and Prucha has requested replacements. Should be able to address in one meeting in January.
 - Title Review Committee – Maguire this group meets today and Prucha, Maguire and Philips will attend.

- Nominations: Apple has to crank up for February and she will be in touch w/Lynne. Schultz: The Board of Regents Awards is calling for nominations: Excellence in Academic Staff, Teaching and the Poorman Awards.
- Communications: Lisa and Maguire need to talks.

X. REPORT FROM THE PLANNING GROUP ABOUT THE JANUARY CO-LOCATED MEETING: Comments can be found in section IV of these minutes.

XI. PROACTIVE DISCUSSION OF INSTITUTIONAL ISSUES AND OPPORTUNITIES APPROPRIATE FOR ACADEMIC STAFF COUNCIL:
None

XII. ADJOURN: Bev Phillips moved the meeting be adjourned, Tom Culviner seconded the motion. The meeting adjourned at 11:34am.