

Academic Staff Council Meeting  
UW-Extension  
Pyle Center, Room 217  
702 Langdon St.  
Madison, WI 53706

June 18, 2008  
9:00am – 11:30am

COUNCIL MEMBERS PRESENT: Chair Michael Maguire, Allisanne Apple, Darlene Kramer, Lisa Neilson Agnew, Bev Phillips, Jerry Clark, Nancy Coffey, Tom Culviner and Ja'Tawn Campbell-Pinson.

COUNCIL MEMBERS EXCUSED: John A. Fischer and Lynn Blinkenberg

GUESTS: Chancellor David Wilson and Ray Schultz.

- I. CALL TO ORDER: Michael Maguire called the meeting to order and all introduced themselves.
- II. APPROVAL OF MINUTES OF MAY 14, 2008 MEETING: Motion to accept by Allisanne and second by Darlene. No discussion. The minutes were approved.
- III. VICE CHANCELLOR REPORT: Robin Shepard: Several new chancellors coming in across System. Chancellor Wilson is thinking about what kind of orientation we might have. He will get them familiar with Extension and how it works. Encourage all to take part in the presentations for the Vice Chancellor hire. The DEED director recruitment is moving along. Budget Repair Bill: \$270,000 in lapse or cuts but have not heard from DOA. A couple of the DINS requested are moving forward. Adult Student Initiative (ASI) Part II and a request for Extension expansion in hiring priority faculty positions. Been asked to cut the ASI request by 50% . President Reilly will create a competitiveness and compensation commission to explore salaries. Should have recommendations by late '08 or early '09.
- IV. CHAIR'S REPORT: Michael Maguire: Farewell and thank you to Darlene Kramer, Nancy Coffee and John A. Fischer. Michael received an email about changes in the pay plan. He feels we say nothing about it right now and let President Reilly speak to the Legislature. Provost / Vice Chancellor interview presentations are next week in the Pyle Center and remote dial-in on PCs will be available around the state. Thank you to Ray Schultz for the summary of joint resolutions or resolutions they have worked on over the past year. Many items have resulted in feedback to System.
- V. 2006-2007 STANDING AND AD HOC COMMITTEE YEAR-END REPORTS:
  - Report on the UW System Presidents compensation Advisory Committee. – No report
  - Academic Staff Representatives Council Report. – No report.
  - Nominations: Academic Staff Council; Awards for Excellence: Nancy Coffey reported today's award presentation and reception is all set.
  - Communications: Michael Maguire will remain on this group. Did a pilot training w/4-H and we need to move that group forward and decide next steps. On the next agenda: Darlene Kramer can no longer serve on the title review committee. Ray added – if the new designee is not a Council member, the Council must approve who it is that will serve. Darlene will speak to Mary Detra. Mary is concerned there be someone with experience to do the interviews.
  - Distinguished Prefix: Ray Schultz said we need to be thinking in September about the distinguished prefix. The materials are due in December – so we should be pro-active.

VI. ITEMS FROM PREVIOUS AGENDAS: Academic Staff Appointments: UWEX (10.03(1) (c) & UWS-UPG (3.05). Discussion was led by Tom Culviner and David Prucha. Academic Staff can have two kinds of appointments. David Prucha discussed definitions of fixed term appointments and relationship between length of service and non-renewed notice periods. For details see UPG 3 for UW-Extension Academic Staff. David Prucha offered this history: concept came up in 1989 when the System Chancellors were told there are additional job security or job information practices that will be put in place across System. The UPG guideline #3 came into being – regarding fixed term appointments and compliance audits. These practices are used because of the uncertainty of soft money and not having resources to fulfill a longer-term contract. Here is the history of how policies have been applied from David Prucha: In 1993 the rolling horizons were eliminated. They had 5-year and they were cut back to 2-year or 1-year renewable or 2-year fixed term or 2-year rolling horizon. In 1994, the Academic Staff Council was asked to work on the guidelines. Not done until 1996, the then Chancellor said these approvals would require most unusual circumstance. In 1998 the Chancellor met with the Academic Staff Council and the policy then was that “we do not give rolling horizons.” This was re-iterated by Chancellor Reilly in 2000 and then again in 2002. David Prucha has visited with Chancellor Wilson and will meet again this month for the opportunity to create an institutional perspective for these policies here and at System.

Issues to look at:

- Academic Staff employed by “soft money,” ie the Wisconsin Nutrition Education Program.
- Academic Staff employed by divisions heavily supported by fundraising, ie. WPT and WPR.

Challenge: HR Directors are working on a database to determine nature and length of academic staff appointments.

Question on status of existing requests? Prucha has told the Chancellor that there are a number of requests that need a response. The immediate response may be “no” depending on developing an institution-wide thought or approach on this. Michael said he hoped there would be some deference to current policy. That policy outlines how you should respond - accept or come back with a reason why. Prucha responded he cannot speak to what Chancellor Wilson might be thinking. Michael asked: this is initiated by the employee? They make the request for the rolling horizon? It is not automatically eligible given their length of employment? Prucha agreed. Michael added: The System’s Academic Staff Rep Council went to President Reilly to request an audit to find the extent of the inconsistencies. This group decided to get some background on this issue before agreeing to sign on to the audit. An audit might be premature.

*ACTION* \*\* David Prucha was asked to be on the next meeting agenda to report on his meeting with Chancellor Wilson.

*ACTION* \*\* Michael recommends an Ad Hoc group be created to explore this and be ready and willing to advise/work with the Chancellor on this topic and offer our voices to the conversation.

VII. PROACTIVE DISCUSSION OF INSTITUTIONAL ISSUES AND OPPORTUNITIES APPROPRIATE FOR ACADEMIC STAFF GOVERNANCE (COUNCIL): Darlene Kramer and Nancy Coffey received Certificates of Appreciation. John Fischer’s Certificate of Appreciation will be sent to him.

VIII. ADJOURN: Allisanne moved to adjourn and Darlene Kramer seconds the motion. Meeting adjourned at 10:26am.

IX. ACADEMIC STAFF COUNCIL AWARDS FOR EXCELLENCE PRESENTATION: Held on the first floor, everyone went downstairs to attend the awards presentation and reception.