

Academic Staff Council  
Extension Building, Rm. 523  
432 N. Lake Street  
Madison, WI 53706

December 8, 2009

Council Members Present: Erik Ernst, Lisa Nielsen Agnew, Allisanne Apple, Greg Hutchins, Bev Phillips, Michael Maguire, Tom Culviner, Judy Ballweg

Council Members via WisLine: Lynne Blinkenberg and Jerry Clark

1. Meeting called to order at 9:02am by Allisanne Apple and certified the open meeting requirements.
2. Approval of Minutes of November 10, 2009  
Lisa Nielsen Agnew moved to approve, Erik Ernst seconded, minutes approved.
3. Chancellor Report  
Chancellor Wilson was unable to join the meeting.
4. Chair Report – Allisanne
  - Plan to review and approve Chapter 10 with the need to investigate some form of protection and inclusion as it relates to non-renewal letters.
  - Begin review of UPG 15.
  - Continue to discuss collective bargaining, unit clarification, and recent petitions filed with the WERC. Brainstorm ways to gain a better sense of how informed academic staff is about these topics. Tom Culviner offered to take the lead in polling academic staff reps.
5. Academic Staff Reps Council Report – Tom Culviner  
Tom provided a recap of the December 4, 2009 meeting where the following topics were discussed:
  - Multiyear Appointments
  - Unit Clarification
  - Collective Bargaining
  - Furloughs

The Council engaged in a discussion about academic staff member's role in scholarship. A variety of opinions were expressed by Council members.

It was agreed that scholarship will be incorporated into future agendas including revisiting the document entitled, "Scholarship in UW-Extension, Cooperative Extension: The Role of Academic Staff", presented by Jerry Clark at the October, 2009 Council meeting.

## 6. Collective Bargaining

Petition filed 11/13 with the WERC and the broader implications for academic staff:

- Greg Hutchins attended the Collective Bargaining training in Oshkosh, December 7, 2009. He reported that the University position is that WERC does not have jurisdiction. The Office of the Attorney General supports the University. Discussion followed.

Consultant for collective bargaining training program:

- Greg provided a recap of the training held December 7, 2009, in Oshkosh. In attendance were Chancellors, Provosts, and Human Resources Directors. The consultant's role is to help managers prepare for how to manage the process should groups choose to organize. The primary focus of collective bargaining will be wages, benefits and working conditions. The University position is that WERC does not have jurisdiction. The Office of the Attorney General supports the University. Many questions remain unanswered. UW System will remain neutral and will work to coordinate a central response center. A list of Frequently Asked Questions (FAQs) will be available soon. Discussion followed.

## 7. Committee Discussions

Nominations – Lynne Blankenberg

- nothing new to report

Communications – Michael Maguire

- nothing new to report

Distinguished Prefix – Bev Phillips

- One individual has submitted a portfolio. Bev will contact David Prucha to get the committee reconvened by January/February.
- David Prucha recently presented at a Deans/Directors meeting to help clarify appointment letter language.

## 8. Chapter 10.06 – possible action

- Reviewed email sent (11/12/09) by Allisanne recapping Chapter 10 revisions.
- Reviewed current version of Chapter 10 and discussion followed to gain clarity and a better understanding.
- Michael moved to accept the edits to Chapter 10.06, UWEX Academic Staff Policies and Procedures, as presented and summarized today. Lisa seconded. Allisanne will provide a clean copy for posting to website.
- Michael suggested that an ad hoc committee be formed to investigate concerns raised today in Chapter 10.06 and linkage to UPG 15.
- Ad Hoc Committee Members: Erik Ernst, Bev Phillips, Allisanne Apple, David Prucha (advisor). Allisanne will take the lead in getting the work of this committee started.

## 9. UPG 15 – Michael Maguire and Bev Phillips

- Michael distributed handouts: "Proposed Changes to University Personnel Guidelines, Chapter 15" (dated September 8, 2009) and current version of UPG 15.

- Michael and Bev led the group through a discussion of each handout in an effort to gain clarity and understanding. It was suggested that there be a greater website presence in an effort to help all academic staff understand the promotional opportunity, the process, and identify divisional title review committee members. It was also suggested that the Title Progressions Resources link on the UWEX website redesign be renamed to “Opportunities for Promotion”.
  - Michael asked that each Council member take additional time to review UPG 15 and any edits you find be brought back to the Council for discussion/approval.
10. Discussion of Institutional issues and opportunities appropriate for Academic Staff Governance, including Academic Staff Leadership Conference experience.
- UPG 15 revisions/discussion continues.
  - Ad Hoc Committee to investigate concerns in Chapter 10: Erik Ernst, Bev Phillips, Allisanne Apple, David Prucha (advisor). Allisanne will take the lead in getting the work of this committee started.
11. Adjourn  
Tom Culviner motioned to adjourn, Michael Maguire seconded, meeting adjourned at 11:28am.

~minutes submitted by Judy Ballweg~