

Approved June 9, 2009

Faculty Senate – Academic Staff Council Joint Meeting  
UW Extension  
Pyle Center - Room 313  
10 March 2009  
1:00 p.m. – 4:00 p.m.

Faculty Senate Members Present: Art Lersch, Michael Ballweg, Barb Barker, Greg Blonde, Michael Childers, Donna Duerst Tom Evans, Kate Forsythe, Matt Hanson, Dave Hart, Kathy Hetzel, Jane Jensen, Pete Kling, Chris Kniep, Catherine Neiswender, Chuck Prissel, and Mahlon Peterson.

Academic Staff council: Allisanne Apple, Lynne Blinkenberg, Ja'Tawn Campbell-Pinson, Jerry Clark, Tom Culviner, Michael Maguire, Lisa Nielsen Agnew, Bev Phillips

Guests: Rosemary Potter, Christine Quinn, Ray Schultz, Teri Venker, and David Wilson

- I. Called to order and certified as meeting open meeting compliance by Maguire at 1:05 pm
- II. Discussion of Meeting Schedules for 2009-2010.  
UC input - considered this draft and have input for your consideration.
  - One co-located meeting per year is sufficient.
  - Second Tuesday of each month the best day for the meeting for the UC.
  - Like to have joint meeting w/ASC and thought 50% of the meetings could be joint.
  - Recommended Tuesday, March 2<sup>nd</sup> for the co-located meeting w/Colleges.ASC input
  - Afternoons a switch but may be a good one.
  - Did not discuss the co-located meeting in numbers. Did discuss better planning for those meetings. In spring put heads together to find better use of time.
  - Draft edit to Note – Co-Located in Jan. should read Wed., Jan. 13 not Fri. Jan. 15.
  - If there is planned time for colleagues across institutions to share ideas they should be of similar work interest. Place central to Madison. Good to hear of another location of our colleagues throughout the system.
  - Also thought two was too many for co-located each year. One is enough.
  - In the pre-planning of each meeting we could work in what is joint, individual etc. and would not like to be there until 5:00. Meeting typically 2.5 hour.
  - For action – go back to governance groups and take it up next month. Nack – Ray will have new draft based on the input.
  - RAY – March 5<sup>th</sup> – Friday in Fond du Lac will be the Colleges co-located meeting date. Not sure we can get that changed. Maybe Jan. 13<sup>th</sup> – Wednesday.

**ACTION** – prepare a new draft schedule for next month's governance meetings with one co-located meeting date – January and March dates. Work on meeting times - Will they be sequential or simultaneous? 50% joint meetings for US and ASC together and five to meet sequentially/simultaneously. Have meetings of the second Tuesday of each month in the afternoon

III. Chancellor and Vice Chancellor Reports: Chancellor Wilson: No other subject to share than the budget.

BUDGET: two recent emails told us: state was projecting a \$5.7 billion shortfall and System faced a \$174 million loss. UW Madison brings in more federal grants than any other university in the nation. Plus the private fundraising gives us a great operating budget. \$880 million comes from the state and all of the \$174 comes from those funds.

- Would have to take \$100 million in GPR.
- Will take out of that all the federal grants that you get, and then they are going to tax everything else in the operating budget which is \$49 million. Included in that was the \$20 million from counties, included in that was the money for Public Television. –
  - Then they looked at auxiliaries account and it has been set up as a maintenance account. WE have about \$6 million for updates/maintenance through our conference centers and they want \$25 million of that pot. Thus \$174 – 100 plus 49 plus 25.
  - We said if you are going to take \$100 million out of our operating budget we would prefer to give \$65 million in 09 10 and then \$35 million in 10 11. BOT will likely raise tuition 5.5% which will bring in \$33 million. This plan will put us in the softest of the hardest places.

Wilson, Joe Gough, and Biddy Martin spoke 5 min each at the BOR last week. Wilson shaped his around the 1% give back – the \$49 million. He was hearing that might present an opportunity for some of our counties to pull the rug from under us and dismiss Extension from their offices. So he delicately discouraged this approach. DOA told Wilson it was their intend to remove from this that portion that comes from the counties and the monies that come from gifts and grants and all the monies that come as gifts to Public Television. Please help us squelch talk of this grab to the counties and the local level.

We have put in place a process to enable UW Extension to deal with the \$100 million cut at System. Extension number (GPR) is going to be about \$2.8 million and the process will be lead by the Provost w/governance and deans /directors involved. It will come back to a central group. Last week had an opportunity to address the Winnebago County Board – thank you to Chris Kniep and presented to them the work of Extension and Colleges (fox Valley Campus) at the macro level. If there are opportunities for the Chancellor to address or present to you county boards – it is important that UW-Extension county is connected to something truly grand – and for anything they want from UW – that is their door.

Art: What criteria do you use to make a decision to speak at a county board? Right now, it is purely based on invitations.

NOTE – there is no pay plan in the Govs budget, but there is recruitment and retention money. And the governor said faculty and staff should have the right to organize and bargain and domestic partner benefits should be provided. Families making \$60,000 or less will be held harmless for the tuition increase for 2 years.

Hanson – How confident that enrollment will remain if there is a 5.5% increase given the economic times? That is why the Gov took the \$25 million and put it into WHEP to put it into financial aid.

Childers: Technical College as well, or just System? Just UW

Haas: Have you talked about the growth agenda and other initiatives matching w/the Wisconsin Way? Wilson – had a meeting about this and did not feel it was an appropriate role because it

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was advocacy. Thought it could get in the way of our brand. While he applauds where WI Way is, he holds up the Growth Agenda as the way for us to move forward. The governor will not fund the Growth Agenda in this biennium, but if 2013 is any better, he has talked w/Klemme about a coop DIN could make its way into the budget. We refrain if the message is to advocate something that is not in our best interest.

IV. Vice Chancellor Report – inclusive, transparent, collaborative. Lampe, Schymanski, Wildeck, Dean from Ext. and Dean from College, Maguire and Kniep and colleges governance. They are designing a process that is inclusive to make the institution stronger when the process is complete.

Principles

- Avoid negative impacts to faculty and staff
- Decision are made w/long term interest
- Inclusive collaborative and
- Transparency throughout the budget process
- Focus on missions, impact to stakeholders
- Short term and long term benefits
- Ultimate decisions rest w/Chancellor.

Took Kit

- Human Resource
- Cost efficiencies
- Revenue Generation

Processes

- Quite similar

Have gone back to units and will have a mid-check mtg on March 16<sup>th</sup>, on March 30<sup>th</sup> will give a presentation for each budget.

This is an opportunity as much as it is a challenge. From a state perspective it is about the economy of the State of WI and it is not looking good so what we need to be committed to is growing the economy throughout WI. We permeate the whole state – Extension and Colleges. Continue to express the value in the state of WI, continue to do your work. Maguire – Christine can you address the intentional inclusion of the \$100,000 for programming. Quinn – how do we grow revenue and continue to be innovative? At a meeting last week the Dean/Directors said yes to this \$100,000 seed money for innovation is one of growing our way out of this – not cutting our way out. Engaging in a public Policy forum in 2010 and will continue to tell our story. Maguire – as it happens rumors come to folks on shared governance. If we are approached about cuts etc – do you have a reaction or direction for us for such rumors? Wilson – yes – everything is on the table. That is why we put this group in place because the ultimate decision must be one that reflects the best outcome for the institution as a whole. We Will Not Be Looking At Furlough – only the Gov can do that. Blonde: question on tenure re: Fiscal emergency. Wilson – we are a long way from fiscal emergency. Because we have done a good job of managing our resources we are in the softest of hard places. Please represent this. That is not where we are and not where we are going – tenure lay offs. Blonde – since nobody has experienced a fiscal emergency – what does that look like? Wilson – can't pay bills, can't make payroll.

- IV. Discussion of Shared Governance and Collective Bargaining: Nack – discussed at last Senate and ASC meeting to have another discussion on shared governance and collective bargaining topics. We will try to get through the presentation of each, a

discussion, answering of all your questions and then, if we can, form an opinion or consensus. Want to bring us up to speed so you can answer – what is shared governance, what is the legislature doing and what is collective bargaining.

Arlen – are other governance units discussing this? Yes.

Ray – background – shared governance in education in US has a long history. Lots of discussion referencing academic freedom and shared governance. Academic freedom is the basis for shared governance. A vested interest in the future impact of education on the nation. Responsible for the ideas, topics of discussion, principles of research, how does one investigate and report finding in a free and unbiased way. Shared governance recognizes there are multiple parties that make higher education work. They are: boards of governance, President of the institution, then faculty – involved w/curriculum and its development and delivery and the last is the students. Each has different responsibilities. Board of governance – the big picture, the Presidents – then the faculty and the curriculum and the students role has grown to become active partners in the operational process.

Chapter 36 09 sub 4 – the shared governance concept is put into law – the first sentence. Subject to the board, the president and the chancellor the faculty shall actively participate in the development of policy.

Two paragraphs – one on faculty and another on Academic Staff. Nack – finds it to be broad and ambiguous. Referenced the recent UWS 7 – and staff treatment. While we did not agree at all, the BOR implemented the policy anyway. To Nack – faculty does have primary responsibility for educational activities – curriculum, materials for methodology, hiring new colleagues – Nack feels that is as far as it goes – but it is really in the hands of the other powers that be. Maguire – Chapter 36 language starts to draw an org chart. Reading the sentence backwards in 4 – there are sweeping responsibilities for each segment of the hierarchy. 4m says that Academic Staff are subject to the responsibilities and powers of the board, the president, the chancellor and the faculty of the institution.

Nack – Noted the piece from the AFT- an article from a teacher group. We have a narrow mandate. Our voice is broad, but our responsibilities are narrow.

Maguire – another responsibility the ASC feels – the collective bargaining has been a standing agenda item over the past two years. We think it behooves us that if there is going to be a law that invites collective bargaining than we need to bring ourselves up to speed. There are two separate phenomena on the table 1 – if the train left the station and we are on the collective bargaining road – it wouldn't come through a shared governance structure as we now know. WE will not be the ones facilitating the negotiation.

Nack: They are not mutually exclusive – where collective bargaining exists typically shared governance also exists. Our Shared governance is by law. Collective bargaining has to be wanted and in one process or another vote for.

Haas – Was in a union at DNR and had no choice. How does that jive w/this discussion? Once faculty or academic staff decides to be in a collective bargaining unit, how does that work? Do we have a choice?

Ray – need 30% of employees to ask for collective bargaining – and the vote gets 50% of the whole vote. Paying for the unit – 2/3 of the people in the unit need to vote in favor of this for it to happen. Then all members pay their fair share. To dissolve

this unit – 30% have to ask for it and the vote has to be the majority or over 50% has to agree to dissolve.

Mahlon – What is a closed and open shop? Nack – Closed shop – a union security agreement – the union negotiates a provision that the members have to keep up in good standing with the dues. Union is in charge w/who gets hired.

Art: Comment – good information but from unions that represent faculty. He would like to see this conversation go in the direction of – what would be some drawback from going in this direction. Question – what is the history of this in this institution. Ray – believes this is the 4<sup>th</sup> time the Legislature has proposed enabling legislation – it never became law – possibly never voted on.

Maguire – the conditions of the legislation might be worth our discussing w/colleagues. It is from different groups that ASC has heard from in the past couple years.

Ray – Shared governance is a separate entity form collective bargaining. It exists in most higher education institutions in the nation. Collaborative, professional base is shared governance.

Collective bargaining – is getting together and having others talk for them. Wages and benefits are the only thing bargained in this law. Disciplinary actions are banned from collective bargaining.

Disciplinary actions? Ultimately fall under state statutes. However, the UW7 is an administrative code that extension did not support – yet it passed and became law.

Nack – less clear in the public sector for collective bargaining – you have the governor, the BOR and then down. Wages can be negotiated – but it then has to go through the Legislature. Sometimes agreements to seek changes in law can be negotiated.

Clarification of governor's bill and recent bill.

Handouts –

Gov's Budget – something is going to happen with collective bargaining

Assembly Bill 75 – is the governor's budget bill – an it has two sections – one identifies the possible governing units and the second is what are the potential subjects for bargaining.

New Bill – a bill has been written – not yet introduced from Sen. Hanson. This has a different set of possible bargaining units. There are now 26 bargaining units offered, academic staff can form their own bargaining unit as can faculty.

Rosemary – Pocan, Cora Mason and Sen. Hanson – are all on the Joint Finance Committee. Colleges and Extension will be separate as one unit. This gives faculty and academic staff the right to collective bargaining.

Maguire – to clarify – what professional units do we have?

Nack - ASPRO – has argued that this in not in the best interest of academic staff.

Potter – ASBRO does not support this bill even though they prefer collective bargaining.

Does a precedent exist regarding the difference between academic staff wage and faculty wage in other states? Probably.

Tom Evans – this conversation is making Tom uncomfortable. He does not know what the problems are that we are trying to address. It is all very confusing unless he knows what the problem is. Can anyone tell me what the problem is that collective

bargaining can fix that none of our other processes available to us can't fix? What is the problem we are trying to solve?

Nack – this was not conceived that we have a problem and here is the solution. It is an information discussion. W/collective bargaining we negotiate. We do not have that process option now.

Art – Does this have anything to do w/salary compression at UW and our trying to catch up? Yes from Nack. Wages is the one thing you can negotiate. Perhaps promotional opportunities as well.

Ja'Tawn – with grant funded position at Extension – how does collective bargaining effect those positions? The are based on UW salary schedules. If collective bargaining raises salaries – then you will have a positive effect even thought your salary is funded by a grant.

Potter was introduced. Has been here one year and three months. Prior to that had her own consulting business and before that was in the Assembly for almost 10 years – and first woman Caucus chair for WI. Has handout from the American Federation of Teachers. Cory mason used to be the AFT lobbyist and now is in the Assembly heading up this collective bargaining charge. Because of the dynamics in power in the Legislature – this is the time for some sort of collective bargaining bill. The governor is now negotiating this new bill w/Pocan, Hanson and Mason. Likely there will be a combination of thoughts and ideas that prevail in the bill. [www.uwex.uwc](http://www.uwex.uwc). Talking to legislators on work time – if it is within the scope of your work you can contact them whenever you want. You cannot lobby.

Art – comment from the county perspective – counties are tight and unions in the county need to be negotiated. Arlen can see this being sensitive and difficult if a county is told what your salary has to become.

Potter and state budget process: Walked the group through a handout. Any changes that might happen in the budget can be happening - now in phase II. If collective bargaining changes are going to happen at all it will be now, during the Joint Finance Committee phase. We will have as many supporters as possible in the hearings around the state now to put colleges and Extension in front of JFC often.

Haas – Basin Educators for Extension have not been refunded. Can that be negotiated or is that a done deal? Potter: we were able to connect Ken Gensko w/Bob Lang - LFB. A teeny tiny line has been passed that gave DOA the ability to do what they did to the Basin Educators. So, Potter is developing a strategy around this.

Passing the bill gives us the right to vote on whether or not we want to engage in collective bargaining. It does not mean we will have collective bargaining.

Motion to adjourn the joint budget – Tom Culviner moved and Kathy Hetzel seconded the motion. Joint segment adjourned at 3:52pm.

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Faculty Senate meeting only.

Minutes from January 14: Moved to adopt by Tom Evans and Art Lersch seconded that motion. Motion passed.

Faculty Tenure Orientation Workshops

May 14

July 9

September 24

Held at the Holiday Inn in Stevens Point from 9-3:00. Most committee members are in place – CRD, Family Living, AG, 4-H, and are missing a rep from FTAC. Will be sharing info from last year's meeting

Tenure Scholarship and Reflection forum - Greater understanding of Scholarship and Tenure in Cooperative Extension is the Theme. Primary presenters – the audience because it is a discussion forum. May 19<sup>th</sup> is the date at the Holiday Inn in Stevens Point. Agenda is coming but discussion format being done w/world café being used. No response for help from groups – FTAC. Save the date coming soon. One of the agenda items might be electronic portfolios – pros and cons. Other agenda suggestions let Art, Kathleen or Ray know. 10 – 3:00. Want as many FTAC and SRP members as possible.

VII. Proactive Discussion: Tom Evans – in the Strategic plan there is a provision for the elimination of FTAC role of offering tenure to faculty. – so be aware the faculty structure is being discussed. Recommendation was that SRP would play that entire role.

Mahlon – maybe that is a short discussion at a future senate meeting with highlights.

Nack – is an unusual idea in that you have

Motion by Mahlon and seconded by Michael Childers. Meeting adjourned at 4:04.

Minutes by Molly Delaney