

Draft distributed – not yet approved

Academic Staff Council/University Committee Meeting Minutes

November 14, 2007

The Pyle Center - Madison, WI

1. Call to Order/Certification of Open Meeting Compliance

The meeting was called to order at 10:09 a.m. with certification of compliance with the Open Meetings Law.

University Committee members present: Rob Burke, David Hart, Karen Nelson, David Nack, and Christine Kniep.

Academic Staff Council members present: Michael Maguire, Lynne Blinkenberg, Allisanne Apple, Darlene Kramer, Tom Culviner, Nancy Coffey, John Fischer, Ja'tawn Campbell-Pinson.

Others present: Marv Van Kekerix, Greg Lampe, Ann Keim, David Prucha, Ray Schultz, and Kate Wodyn.

2. Approval of Minutes of October meetings

Hearing no objections to all, chairs considered them approved unanimously.

3. Vice Chancellor/Provost Report

Vice Chancellor Van Kekerix's Collaborations report was distributed in advance. He reported that the Adult Student Initiative (ASI) continues to be the major effort and now with the budget passed we will be getting money in the second year of the biennium to continue moving this forward. Since this is base funding it will continue to appear in our budget in subsequent years. The strategic planning steering committee has had their second meeting and is going through an editing process of the strategic priorities and goals that the Chancellor has identified. The committee is on a pretty ambitious timeframe and the hope is to have a draft plan to share at the co-located governance meeting with UW Colleges in January. We now have a state budget. There is a lapse that will have to be met but it is still unclear how much that will be for each institution. The targeted cuts to Broadcasting and School for Workers were also eliminated. The ASI steering group (Van Kekerix, Schejbal, Lampe, Mathieu) is looking at how to further develop this initiative and determine a budget beyond the first two years. The Board of Regents meeting last week was quiet (probably due to relief that the budget is settled) with one exception. The Voluntary System of Accountability (VSA) generated a lot of discussion and Van Kekerix provided background on this. He just returned from the National Association of State Universities and Land Grant Colleges (NASULGC) Annual Conference and this was a big topic of discussion there as well. Much attention is being paid to forming alliances with institutions of higher education in Africa, and this is being done more aggressively and successfully than in the past. There was also a panel discussion on the role of philanthropy in the future of higher education. Many private sources are filling the gap of public funding which takes us in a different direction. Maguire thanked Van Kekerix for the collaborations report and commented, "there's a lot going on". Maguire also asked how much of this is communicated to legislators. Ann Keim mentioned that we will have an opportunity at the Board of Regents meeting we're hosting next April. UW Colleges Interim Provost Greg Lampe distributed results of a survey of UW Colleges faculty that resulted in a list of research and specialization/interest areas for the purposes of possibly identifying areas of collaboration. This will be distributed electronically in order to share more broadly. On November 27 there will be a live downlink in most counties for a listening session led by UW System President Kevin Reilly to provide grassroots input into the UW System Advantage Wisconsin strategic planning process (<http://advantage.wisconsin.edu/>).

4. Chair Reports

Both chairs participated in the Administrative Integration Steering Committee meeting on October 29. Maguire: commented that the Academic Staff Council (ASC) looked at communications issues extensively last year. Yesterday, he sent an example of a report that he is using at various department/staff meetings to update others on Council activities. He is going to follow-up on some field trips for ASC and determine where some good destinations might be.

5. Burke: mentioned the joint resolution on the state budget that was adopted and sent to legislators in August. We now have a budget that looks pretty good. Some ad hoc committees are working on policy issues. He was not able to attend the UW Colleges Senate Leadership Retreat but will look for other opportunities to meet with them. He also mentioned the Oct 29 teleconference discussing our response on leave reporting recommendations. Separate responses by the University Committee and Academic Staff Council were forwarded to UW System. Regarding the Administrative Integration Steering Committee, Burke reported that there were many comments about how much we have learned and the importance of communication, but nothing major or new next steps were mentioned.

6. **UW Colleges Leadership Retreat Report**

Tom Culviner attended the Retreat in Maguire's place. Culviner commented that what struck him the most was the tension between the UW Colleges Online program and the campuses and how the shift in FTE affects the campuses. He sensed some resistance to compressed courses and their impact on workload. Evidently, the Online program is dictating to the campuses because they are a "cash cow". There was a big discussion of the Bachelor of Arts and Applied Sciences degree. The technical colleges are doing this and UW Colleges is proposing this degree, but it must be distinguished from anything else being offered by the comprehensives. Greg Lampe added that by January we should know if we're going ahead with us. Lampe continued that a Board of Regents (BOR) committee has been formed to take a "neutral" look at four issues dealing with UW Colleges: baccalaureate degrees, residence halls, and expansion in both Milwaukee and Madison. The committee is to weigh out the pros and cons and policy implications of these issues and report to President Reilly. Reilly will then take that report to the Chancellors where they will have opportunity to discuss and then it will come to the BOR with a recommendation on how the Colleges will move forward. The basic question is "What is the role of the Colleges in the UW System?"

7. **System Faculty Reps/Academic Staff Reports**

Nelson reported that a joint Faculty/Academic Staff Reps meeting is tomorrow. The big topic is the shared governance principles and guidelines draft. Burke says this looks like they want to form a "super committee" that would speak for the governance groups. Nelson has expressed this concern to the faculty reps group. There is a small drafting committee; this is the 3rd or 4th draft. Nack asked if we should come out with a policy statement, given our concerns. He is reluctant to be seen as even tacitly signing onto this. Nelson added there doesn't seem to be any agreement or clarity as to how this might be made the rule or policy. Nelson explained the background; how the BOR is looking for a quick forum to vet issues initially, stemming from the UWS 7 issue. Nack commented that he didn't think there was a problem communicating on the UWS 7 issue, they just didn't like our message. At the meeting he attended on UWS 7 he noted dissonance between what the faculty reps were saying and what the system governance groups were saying. Burke will be attending tomorrow's meeting in Nelson's place and is not sure what action will be taken on this. Burke felt it might be helpful to form an ad hoc committee depending on the outcome of tomorrow's meeting. Kniep suggested tabling this depending on the outcome. **Maguire motioned that the proposed shared governance principles and guidelines draft of Nov 2007 be immediately referred to the faculty and academic staff governance bodies at each institution for their review and comment before any further action is taken. Nack seconded. University Committee motion carried unanimously. Academic Staff Council motion carried unanimously.**

8. **UPG #15, status report**

This policy deals with Academic Staff title progression and the makeup of the review committee [15.03(4)]. The words "faculty members" have been changed to "program area or service unit representative." This change has been approved by both the Academic Staff Council and Faculty Senate and now has been approved by Chancellor Wilson. The next step is Board review/approval.

9. **UPG #16, a proposal**

A memo with supporting documentation from Marv Van Kekerix was sent prior to the meeting. The issue is that the definition of family in our policy does not match the UWS definition. What Van Kekerix has brought forward now is a way to be as inclusive as we want to be but using UWS definitions. This would be by using "immediate family member" in place of our definition of "family".

The definition of “spouse” in UWS policy, which is included in “immediate family member”, includes domestic partner. David Prucha also mentioned a broader issue is that the current version of UPG 16 is not meeting the needs of our employees. This conversation has been going on since 2003. UWS has been consistent in their support of domestic partner benefits. **Nelson/Kniep (for University Committee) moved to accept changes as distributed; motion carried unanimously. Motion by Kramer (for Academic Staff Council) to modify 16.02 and 16.03(1) to read “family members as listed and defined in UWS UPG#10.01”; Campbell-Pinson seconded; motion carried. Nelson moved to reconsider previous motion; Hart seconded; motion carried. Nelson moved to adopt same language as Academic Staff Council; Hart seconded; motion carried.**

10. UWS Think Tank exercise

Ann Keim led a process to provide input into the Seven Think Tank Teams as described in the UW System’s Strategic Framework to Advantage Wisconsin. The ideas gathered will be compiled and forwarded to Don Mash at UW System.

11. Joint Governance Work Group Status Report

This group has not met. Van Kekerix will pull the co-located meeting planning group together to plan the Jan 16 meeting. Tentative plans are to allow 1½ hours for a joint session.

12. Presentation of resolution sent to the Joint Conference Committee on the Budget

This was an information item for acceptance only (the resolution was distributed to the all-staff email list on Aug 20.)

13. Salary compression review in Coop – update

Hart serves on a committee formed to look at this issue and provided the background. They intend to use faculty retention funds for those who were promoted to full professor earlier and did not get the benefit of the \$4500 bump effective 7/1/07. The committee will be addressing other rank changes in the next year. The county funding issue may be problematic. They will be meeting again in January.

14. Ad Hoc Leave Reporting Committee Report

Separate responses from each governance group were forwarded to President Reilly on October 31. This agenda item is to officially accept those responses. Maguire commented that UW System views the sick leave conversion benefit as a priority for recruitment and retention. There is a meeting of the special Regent committee on the LAB response on Friday Nov 16. Draft recommendations were sent to faculty and academic staff reps earlier this week as well as a summary of the institutions’ responses. These will be forwarded to all members. The changes include: modifying leave reporting form; systemwide deadline for submission of leave reports and specify flexibility for extenuating circumstances; employee education pieces including rewriting policy guidelines in plain English; not requiring hour-by-hour reporting but keeping it in ½ day increments for full-time employees; limit sick-leave accrual for non-compliance with reporting requirements; allowing supervisors to correct an inaccurate leave report but with notification to the employee; colleague coverage (this doesn’t apply to UWEX); evaluate alternative models for defining workweek. Maguire commented that what he has seen come through in the recommendations is fairly consistent with what the governance group feedback was.

15. January 16, 2008 co-located governance meeting: possible issues for the agenda

Individuals from both governance groups have been named as a planning committee (Lersch, Knudsen, Maguire, Culviner) and a planning meeting will be scheduled soon. This item will be added to the December agendas.

16. CEOEL “social contract” and sick leave reporting disparities

Culviner explained that the Dean of Continuing Education, Outreach and E-Learning had offered a list of aspects of a good workplace as a “social contract.” Employees were not required to sign the contract, but must explain in writing why they didn’t. The dean has now reversed himself on the signature thing and so this is probably no longer an issue.

Culviner continued that someone has come to him stating that his supervisor is requiring him to work

8 hours every day and if they take sick leave of less than 2 hours they have to make up the time rather than not count it (current sick leave policy). Prucha said that what Tom described is probably inappropriate. For unclassified staff, the expectation is that they are paid to do the job whatever it entails (and many times this is in excess of 40 hours a week.)

17. Discussion of health care options for employees in different parts of the state

Karen brought this topic from western district colleagues where it is a concern and it coincided with the UW-River Falls item that speaks to the same issue. David Prucha explained that this is due to a combination of factors involving Dept. of Employee Trust Funds (ETF) and the Group Insurance Board but oftentimes a business decision on the part of health care organizations. An issue in the western part of the state is that much of the health care options are in the Twin Cities area, not in Wisconsin. This is an ETF issue – they are involved in the negotiations and decisions as to what is available. Nack said we should consider supporting the River Falls petition because this affects us, too. He says their petition was directed to the right place, ETF. David Prucha said he heard that there were some from River Falls individuals who met with legislators last week Van Kekerix mentioned that the last time this issue came up in 2005, we invited Beth Ritchie, a policy benefits analyst from UW System, to a faculty senate meeting. There was an idea to do this again at a meeting in the western part of the state. There was agreement to put this item on the December agendas for both groups.

18. Discussion of other governance/institutional issues

Burke commented that there is no real pay plan progress. Prucha added that JCOER does not intend to meet until the third week in December and OSER has not forwarded any conclusions.

19. Academic Staff Council Issues

Communication Survey status - Penny Ralston-Berg will post survey soon.

Academic Staff Hearings Committee nominations: three terms have expired; nominations are needed to hold an election.

20. Adjourn

Meeting adjourned at 2:10 p.m.

Recorded by Wodyn, 11-14-07