

ACADEMIC STAFF COUNCIL MEETING

Tuesday, June 7, 2016

10:30am-1pm

Pyle Center, Madison

Attendees: Ryan Anderson, Lyn Fleming, Stephen Beers, Lori Skelton, Shelle Michalak, Bill Klase, Judy Ballweg, Greg Hutchins, Jason Beier, Rick Klemme, Jay Rowan, Dave Berard, Jacob Mullin

Call to Order at 10:30am and Certification of Open Meeting Notice Compliance – Bill Klase, Vice Chair

Presentation of Certificates for Outgoing Members – Greg Hutchins

--Lori Skelton

--Bill Klase

Approval of May 3 meeting minutes

Minutes approved.

Human Resources Update – Jason Beier

- Title and Total Compensation Structure Review Process and next steps – There will be a full review of all job titles and compensation structure for all employment groups (~30,000) enhancing our ability to recruit, develop and retain a highly qualified workforce. This review will primarily focus on Academic Staff, University Staff and Limited Term Staff. An advisory council has been established and Steve Wildeck, UW-Ext CBO, is our institutional representative. An external consultant will be hired to manage the process that could take ~2 years. The Council expressed interest in discussing ways to develop a pathway to wage increase. To discuss further, it was suggested that we invite Steve Wildeck to future meetings.

Questions include:

--explain the Title and Total Compensation process

--where does the money come from to hire consultants during this time of no wage increases and layoffs

--what are the concrete goals anticipated from the study

--explore path to success and current compensation options that exist (Jason?)

A Council member reported that a Lowell Center/Pyle Center custodian staff study had been done and proved to be successful. The study revealed that new hires are making more than the long-term employees. The study addressed the inequity.

- Program Managers progression series draft document and next steps – with the launching of the Title and Total Compensation Structure Review Process, it's unclear how the progression series will tie into the Titling Review Process. Revisit this topic at future meetings.
- Fair Labor Standards Act has been approved. Affected individuals need to be notified along with their supervisor. For more details, see June 6 email sent by Jason Beier and/or these weblinks:
<http://news.wisc.edu/major-change-proposed-in-whos-considered-hourly/>
<http://www.ohr.wisc.edu/compensation/flsa.aspx#3>
- UW System reviewing usage of accrued hours in an ALRA or Sabbatical Account – UW System creating a pool of money (effective 7/1) in preparation for employees who decide to “cash out” an ALRA or Sabbatical Account at the time of retirement or separation of service. Previously, the employing department/program area/division money was used.

nEXT Generation Project Management Team Update – Rick Klemme, Jay Rowan, Annie Jones, Dave Berard, Jacob Mullin

- A weekly update is being emailed to all individuals in Coop Ext.
- The Executive Sponsors (Rick Klemme, Steve Wildeck, and Aaron Brower) have completed 14 county visits thus far and all conversations have been productive. County visits will continue through August.
- The first wave of work groups will start their work in the next couple of weeks, with the others to follow in a couple of weeks after that. Discussion followed.

Review votes of “no confidence” in UW System President and Board of Regents taken by other state governance groups.

- The Council is in favor of a “no confidence” vote if it were tied to goals that would change the current dialogue.
- Faculty Senate meeting today decided not to support a “no confidence” vote.

2015-2016 Vision List Topic: Explore mechanisms for rewarding long-term employees or showing how they are valued for their continuing great work.

- The Council discussed how this topic ties into the Title and Total Compensation Structure Review Process (see earlier report by Jason Beier). Revisit this topic at future meetings.

2016 Out of Madison Meeting with Board of Regents Member – all

- Scheduled for July 27-28, Eau Claire, showcasing the work of WPR Eau Claire bureau lead by Dean Kallenbach, Regional Manager with dialogue around next generation broadcasters/performers. Lori Skelton has confirmed Dean Kallenbach’s participation and will work with him on securing a meeting space for the BOR dialogue (May 27) as well as the Council meeting (May 28). Shelle is unable to attend.
- Work needs to be done to frame the day(s) – time with the Regent(s), time with Dean Kallenbach, time with others?, time for business meeting.
- Bill will contact Molly Vidal for assistance in inviting John Behling and/or Edmund Manydeeds.
- Judy will contact the Hampton Inn-Eau Claire for lodging availability.

Chair Report – Bill Klase

- The Council is asking Judy to “call out” for nominations one more time. Promotional language and more descriptive words will be added.
 - We must fill at least one seat from BAMI, and can fill a maximum of three seats from BAMI. **Currently one candidate from BAMI.**
 - We can fill one seat from CEOEL. **Currently five candidates from CEOEL.**
 - We can fill a maximum of two seats from COOP. **Currently no candidates from COOP.**
 - We can fill a maximum of two seats from GEA/DEED **Currently no candidates from GEA/DEED.**
- Reviewed the current election ballot and worked on rewording/reordering the divisions.
- Academic Staff and/or Academic Staff Council representation on other governance groups will be determined by the 2016-2017 ASC.
- As a way to get to know the Academic Staff Council and to seek interested individuals to run for future seats on the Council, it was suggested that we utilize the June “Third Thursday” Pyle Center Rooftop as a place to gather and mingle. Shelle will draft an email message.

Committee on Academic Staff Issues (CASI) Update – Bill Klase

- No report

nEXT Generation Steering Committee Update – Bill Klase

- Nothing to add to the earlier presentation/report by the nEXT Generation Project Management Team

Committee Reports:

Nomination Committee – Bill Klase

- No report

Distinguished Prefix – Lori Skelton, Chair

- No report

Communications Committee – Ryan Anderson, Chair

- The “Big 3” from this meeting –
 1. The nEXT Generation Project Management Team provided an update on their efforts thus far.
 - Action: If you’d like more detailed information, an update is sent out every Thursday to all individuals in Cooperative Extension.
 2. We had continued discussion on the Title and Total Compensation Structure review process with Jason Beier.
 - Action: A website will be shared soon to provide updated and timely information.
 3. Discussed impact of the Fair Labor Standards Act (FLSA).
 - Action: Staff directly impacted will be notified by their divisional HR staff.

Special Notice: Contact Judy Ballweg ASAP to nominate yourself or someone you know for an open seat on the Academic Staff Council. Members of the ASC are willing to talk to you about the role and its obligations -- <http://www.uwex.edu/secretary/academic-staff-council.html>

Future agenda topics:

- Institutional Philosophy / Guidelines update (ASC subcommittee?) – Jason Beier, Aaron Brower
- 2015-2016 Vision List Topic: Play a role in the re-imagining of the organization and strategic planning on the ground level
- July 27-28, 2016 meeting in Eau Claire with Board of Regents Member
- Title and Total Compensation Structure Review Process and next steps – invite Steve Wildeck
- Fair Labor Standards Act

Meeting adjourned at 1pm

~minutes submitted by Judy Ballweg~