The Academic Staff Representatives met with Al Crist, Associate Vice President for Human Resources & Workforce Diversity prior to the Joint meeting with Faculty Representatives. Al explained that new personnel systems for UW-Madison and for the remaining UW System institutions have to be approved by the Joint Legislative Committee on Employment Relations (JCOER) before July 1, 2013. The UW System will then be separate and distinct from the State in personnel systems. The issue of pay plan approvals, however, is yet to be determined for the 2013-15 biennium and beyond. A legislative task force will be looking into this issue. The new legislation is 36.115. President Reilly has asked Chancellors Shield and Ward to convene a task force to assure the Board of Regents that we have collaborated on the development of these two systems and that the new personnel systems will meet the needs of each of the UW System institutions.

The UW System Board of Regents already has authority for the personnel system for faculty and academic staff. The HR processes for faculty and academic staff will not change because of this
bill but may change through the governance process under the current authority of the Board. What needs to be done is to develop new personnel systems that include employees currently covered under the state classified service system. Part of the process of assessing the current state of our personnel systems will also look at issues and concerns for faculty and academic staff, but improvements in these areas does not need the approval of JCOER. Al noted that input on the current state of our personnel systems should be submitted through HR offices by November 9.

This process will not be looking at changing benefits. The review of benefits by the State is due by June 30, 2012. There is also a Legislative Task Force on the Structure of the UW System that may begin its work soon. The pay plan recommendation for the current biennium will be released at the end of October.

The UW System can provide supplemental compensation in this biennium for its employees. It has to be approved by JCOER and paid for by the UW System. The earliest any supplemental pay plan is likely to be in place is July 1, 2012.

On unit clarification, Al assumes it will be withdrawn. WERC still plays a role in determining who will be classified and academic staff. The audit of HR policies will continue with UWSA HR and Audit staff.

The Joint Session of Academic Staff and Faculty Representatives began with an update from Mark Nook, Interim Senior Vice President for Academic Affairs, on the President’s Advisory Committee on the Roles of UW System Administration. The Committee was comprised of chancellors, provosts, regents, faculty, academic staff, and others. It met four times. The recommendations in the report were embraced by President Reilly. Changes in Academic Affairs as a result of the Committee Report include:

- Program Review Process – System Administration will leave quality control issues to UW institutions and accrediting agencies. System Administration will review the entire program array and community needs to impact economic growth in Wisconsin. UW System Administration will work with UW institutions and the Board of Regents over the next year to review the program review process.
- Grants - $2.6 million through 11 grants will be collapsed into 3 grants focused on the Growth Agenda. These new grant programs will operate like national grant programs, with the review teams primarily from UW institutions. These changes in grants do not impact programs run by Academic Affairs, such as Teaching Scholars and Faculty College.
- Programs moved to UW institutions – plan is to move Institute for Urban Education, Council on International Education, Women’s Studies Consortium, and System Advisory Group on Liberal Arts to UW institutions.

Al Crist then reviewed the plans for creating two personnel structures with Faculty and Academic staff Representatives. The issues of the health insurance payment in May for nine month appointments and 12 paychecks for nine month appointments were raised. Al explained that this issue was raised during the HRS planning and because of the cost, it was decided not to build this into HRS. Banks and credit unions can help staff with these issues. Faculty and Academic Staff Representatives said for new staff it is assumed this service is available.
Dave Giroux, Executive Director of Communications & External Relations, provided a legislative update. The Legislative Task Force on the Structure of the UW System will name members soon. The Task Force will study six topics:

1. Structure
2. Pay Plan
3. Personnel Systems
4. Transfer
5. Tuition
6. Additional Flexibilities

The Department of Administration (DOA), Legislative Fiscal Bureau (LFB), and UW are to staff the Task Force.

Dave also provided the following updates:

- There will be a special session on bipartisan jobs bills.
- The UW System is also working with the Government Accountability Board on Voter ID laws.
- As a result of the Concealed Carry law, 12,000 signs are being placed on all UW System doors.
- Proposed relief on Cap on Differential Tuition for those UW institutions that don’t have it.
- Proposal to have at least one member of the Board of Regents from each congressional district
- Proposed Fetal Tissue Research Restriction

The meeting ended following further discussion among Academic Staff Representatives.