Joint Academic Staff and Faculty Representatives Meeting
Friday, February 3, 2012
Agenda

9:00  Discussion among Faculty Representatives (1820 Van Hise)
     Faculty Representatives

9:00  Discussion among Academic Staff Representatives (1920 Van Hise)
     Academic Staff Representatives

2. * 2014 – River Falls (Tentatively) (Parkside)
3. 2015 – Steven’s Point
4. 2016 – LaCrosse
5. 2017 – Colleges (one of them)
6. 2018 – Eau Claire

2. Updated from Reps who sit on the UPS committee – Tom Culviner -6 working groups –
   Recruitment and Assessment, Benefits, Compensation, Employee Environment, Employee Movement,
   *The leaders are all HR people.
   *Jason Beir gave the charge by March 15th current problem list and determine what needs to be
dealt with by July 13th, 2. Need to be done sometime, 3. Nice to have
   *Loosen examination criteria – what other than examination could be used to determine best applicant.
   *Faculty exempt and non-exempt rather than academic staff v faculty – was in place and wiped out in the 80s
   * It has yet to be determined how long these groups will be maintained
   *Benefits group is looking to make them be more equal
   *Madison has 11 working groups – similar to the six. Academic Staff will continue to be a
   separate category, but who is in it might be different.
   *Last Friday – all HR directors had to submit a communication plan.
   *We can be more helpful and assisting – Mike would rather pin them to the wall. We want to be
   collaborative in our approach while still seeing a pattern of behavior.
   *Madison had some principles out there that would help calm fears – no one will lose pay based
   on this process. The intention of this process is not to lay off.

3. Create document with appointment types available at all campuses- Heather Daniels – will send
   out google document.
4. Updated from Heather Daniels on conversation with Regent Falbo on Job Security – Opportunity
   to meet with 3 of the regents including Falbo. Encouraged written feedback from governance
   groups including the legislative task force that he is leading. Frame it as our equivalent of
   severance pay in the private sector. Tired of hearing all campuses complaining about pay.
5. Bill 3202/1 Relating to pension – Wendy Volz Daniels
6. General Discussion of the issue about being consulted and represented in Personnel Decisions – several campus governance groups did not know.

7. Eric Ernst ??? Tom Culviner - March

8. Heather’s survey – If your campus is interested in participating – will be on qualtrics. Campuses who want to participate.

10:00 Joint Session of Academic Staff and Faculty Reps with Interim Senior Vice President Mark Nook, and Associate Vice President Stephen Kolison (1820 Van Hise)

- HR Issues (Al Crist, Associate Vice President for Human Resources & Workforce Diversity)
  - Personnel Systems & Committees – Document is being passed out with a development and timeline. July 1, 2013. Need to present at March BOR, then Policy work, then JOCER. So need to have legislative action now or wait until next March. Need to finalize so that we can get things in place. Need input from everyone – but need to get approval only one time. Want BOR and Chancellors to be vested with authority and not have to keep asking. HR Directors have communications plan and opportunity to provide input/feedback, and keep us informed.
  - Al take responsibility for not including governance. Wanted to talk with Chancellors first on some things. Don’t want to be seen usurping chancellor and provost authority.
  - How will this restructuring affect faculty? The reason for faculty to be involved is that we are bringing all types of employees into the same systems. We need to attract and retain the best faculty and staff across all systems – feel more of a sense of belonging.
  - How are IAS being treated? It is being talked about in the job category work group. It doesn’t have to be done by 2013.
  - Madison has created some boundaries about what is for consideration, but the other group has not set parameters at this time. There will likely be differences in the new system.
  - May Multiples –update – discussed at HRS steering group – people have confidence that this will be able to be spread out for at least 2 months maybe 3. Cautiously optimistic that 9-10 month folks will be impacted this year. Drop dead deadline will be at the beginning of March. The impediment is the software. For the next year is would be in the 5 month period. “the trough of discontent” but not at all unusual for big systems.
  - March meeting of the Legislative Task Force.
  - Other Issues
- Legislative Update (Dave Giroux, Executive Director of Communications and External Relations)
- Budget Lapse – DOA has submitted to Joint Committee for passive review. Normally passed in 14 day window. Possibility of a meeting of Joint finance. It is pure speculations as to whether life is too busy, or they are holding hope for better budget circumstances. Budget reports are due in Feb.

- Wisconet – looking to extend the deadline by one year to examine. Audit is happening to be done in 1/13. It is supposed to be ended 7/13. The hope is that given the audit you might have time to make acceptable changes.

- Lift the cap on new DT. Pointer Compact is most impacted. Gesture but no meaningful change.

- Optional Retirement plan Bill – allows BOR to consider and approve if necessary for NEW entries to the UW System. Opt in WRS or some other private provider. People would never lose the employer contributions portion. What would it mean for WRS? Hold off on any position on the bill at this time? We need to be cautious at this time? ETF needs to crunch the numbers.

- Legislative task force meets on Wednesday – was supposed to discuss governance structures. Have 6 task force areas. BOR can set tuition subject to a big long list – then those restrictions were removed and replaced by the 5.5% cap. Once that expires the statute says “BOR can set tuition”.

- Open records law for Syllabus. System said not covered by. Now they are being sued.

- This weekend looking for a story about the “State of Mental Health Services for Students”. We expect a large amount of attention to be drawn to us having a low counselor to student ratio. “Center for Investigative Journalism”.

- Academic Affairs Update (Mark Nook & Stephen Kolison)
  - Board of Regents Meeting – Items on that agenda, cost containment/educational attainment presentation, speaks well to how we’ve contained the costs to students. Shifts of where we are spending our money to instruction over operations. Graphs on Degrees produced. Specific on control cost and improve operations and control costs to students.
  - Growth Agenda Grants programs – Collapsed all grants into two. RFP have been sent out. Institutional Grants. Scoring rubric has been developed and sent out. Due February 20th. Must provide two names from each institution by February 13th, two committees of 17 to review grants. Experience reviewing grants in the past. Looking for diversity in all senses. Looking for a progressive 3 year structure.
  - Program Planning & Review Working Group-Stephen Kollison, fix academic program planning cycle. System will leave the quality question to the capable hands of the faculty, system will
look at the array. First time in a long time that a comprehensive look at this time has happened.

- BOR – Now put things in reports that force some questions and think a little bit more deeply about what we order for our systems. Managing the array of programs at the BOR level – there are a number of questions that need to be asked at this meeting. Provosts will receive the data on program review on Monday and hopefully they will be able to give some context to why movement is happening.

- Other Issues

11:30  Discussion among Faculty Representatives (1820 Van Hise)
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11:30  Discussion among Academic Staff Representatives (1920 Van Hise)
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12:00  Lunch

1:00  Discussion between Academic Staff Representatives and Interim Senior Vice President Mark Nook and Associate Vice President Stephen Kolison (1920 Van Hise)
  - Approval of Minutes
  - Discussion

1:30  Discussion between Faculty Representatives and Interim Senior Vice President Mark Nook and Associate Vice President Stephen Kolison (1820 Van Hise)
  - Campus Reports
  - Other Issues

2:00  Meeting Adjourns

Next Meeting: Friday, March 9, 2012, 1820 & 1920 Van Hise Hall