Attendants:
Katie Wilson, UW-Eau Claire
Leif Nelson, UW-Green Bay
Andrea Higgins, UW-La Crosse
Dana Alder, UW-Madison
Victor Alatorre, UW-Oshkosh
Renee Sartin Kirby, UW-Parkside
Andrea Cool, UW-Platteville
Michael Martin, UW-River Falls
Mike Pagel, UW-Stevens Point
Jerry Addie, UW-Stout
Lynne Williams, UW-Superior
Patty Fragola, UW-Whitewater
Tom Culviner, UW-Extension
Sal Carranza, Academic Planner, UW System Administration Academic Affairs
Aaron Brower, Interim Provost, UW-Extension
Stephen Kolison, Associate VP, UWSA Academic, Faculty, & Global Programs
Al Crist, Associate Vice President, UWSA Human Resources & Workforce Diversity
Dave Giroux, Executive Director, UWSA Communications & External Relations
Carmen Faymonville, Academic Planner, UWSA Academic Affairs
Bob Jokisch, Special Assistant, UWSA Academic Affairs

The joint session of the meeting of Academic Staff Representatives and Faculty Representatives began with an update by Al Crist, Associate Vice President for Human Resources & Workforce Diversity, on Human Resources issues.

Regarding the Personnel Systems, materials are on the web site and HR directors are sharing information at each UW institution. There will be an update on the Personnel Systems at the Business, Finance, and Audit Committee at the October Board of Regents meeting. In addition, they will be asking for approval of two Regent policies and going to the Joint Committee on Employee Relations (JCOER) in February. After JCOER approval, administrative policies will be developed working with governance.

These policy changes will not impact faculty. FLSA-exempt employees will have option to move to academic staff. As these positions open, they will move to academic staff. There is no change in benefits for continuing employees.
Regarding Pay Plan, a recommendation will go to the Board of Regents in December. At the August Board meeting, the Board forwarded a request for the Board to set pay plan. The Faculty and Academic Staff Reps raised concern about a pay plan that doesn’t keep up with inflation or merit pay only affecting some faculty and academic staff.

Al Crist also noted that the retirement contribution will increase by 0.75% for both employees and employers on January 1, 2013. Health insurance will also increase $4-5 on January 1, 2013. Bi-weekly pay and 9/12 won’t be considered until after July 1, 2013, but President Reilly is committed to 9/12. During the discussion, a problem was noted with summer leave reports and people losing hours of sick leave and vacation. Al Crist said he would look into this issue.

Stephen Kolison, Associate Vice President for Academic, Faculty, and Global Programs, and Carmen Faymonville, Academic Planner, summarized the new Program Planning and Review Process. They noted that this process is for proposals that come to UW System Administration before going to the Board of Regents for approval. This new process does not impact the process on campus. Some of the highlights of the new Program Planning and Review Process include:

- UW System Administration still plays an important role in recommending new programs to the Board of Regents for approval and the Board of Regents still has a statutory role in assuring academic quality of new programs.
- 10 working days for review by UW System Administration
- Need to communicate with other institutions in the region
- Need to affirm institution-wide support
- UW System Administration will be analyzing the program array
- The joint review with UW System Administration in five years is eliminated

Stephen Kolison then discussed priority topics for the coming year with Academic Staff and Faculty Reps. For the Academic Staff Reps, the priority topics include:

- UPS Revisions
- Annual Conference
- Academic Staff Reps attendance at Board of Regents meetings

For Faculty Reps, the priority topics include:

- Oversight of the Flexible Degree
- 9/12

At the Academic Staff Reps meeting, Al Crist further discussed HR issues. One of the areas of concern for Academic Staff Reps was the lack of details on HR policies. Al explained that the UW System first needs to get approval from the Board of Regents and JCOER, and then will move forward with administrative policies in consultation with governance. The Academic Staff Reps also raised concern about the lack of training for performance reviews, and Al agreed that needs to be developed. Regarding job families, Al Crist noted that this approach has been adopted by a number of universities. Job families are not restrictive; staff are still able to apply for anything. Al Crist also noted that in the future there will no longer be mandatory or permissive transfers for classified staff. Regarding Directors moving to limited appointments, Al noted that this will be clarified with the operational guidelines. Al also noted the importance of working to get approval for UW to set its own pay plan.

Dave Giroux, Executive Director of Communications and External Relations, provided the Academic Staff Reps with an update on the new UW System Advocacy Campaign. Dave noted
that he has been talking to Chancellors, Provosts, and others about the Advocacy Campaign which focuses on a shared message or theme of “Knowledge is Power” that provides tools for UW institutions to use. Dave also noted that results of a survey of state residents has shown the following:

- 30% of state residents stated that the UW System is a very important use of taxpayer funding
- The top uses of funds for UW include keeping tuition low and providing help for low income students
- Top priorities for funding for the UW System include keeping existing faculty and maintaining buildings
- Important roles for the UW System include job growth and attracting industries
- The UW System could do better in economic development

Dave Giroux also provided an update on the Special Task Force on UW Restructuring and Operational Flexibilities:

- No recommendation for governance changes
- Recommended additional flexibilities for the UW System
- Recommended additional advisory boards

Aaron Brower, Interim Provost for UW-Extension, provided an update to the Academic Staff Reps on the Flexible Degree Program. Aaron Brower noted that he has been a Professor of Social Work at UW-Madison since 1986 and most recently has been Vice Provost of Teaching and Learning before being named Interim Provost three week ago and being asked to help lead the Flexible Degree Program. Aaron noted the Flexible Degree Program needs to start with learning outcomes: the second step is assessment: and the third step is the activities. Setting clear competencies and helping students get there is the core of the Flexible Degree program. Aaron also noted the importance of building quality into the program. He said they hope to have the first cohort of programs up and running by Fall. How this works administratively still needs to be worked out. There are two oversight committees being established:

- Faculty, program-related
- Operational/Administrative

If there is interest by a campus in establishing a flexible degree program, they should contact Aaron Brower.