Attendees:
Jennifer Lee, UW-Eau Claire
Richard Krupnow, UW Fox Valley
Lisa DeLeeuw, UW-Green Bay
Ryan Bronkema, UW-La Crosse
Heather Daniels, UW-Madison
Sara Tully, UW-Milwaukee
Lynn Freeman, UW-Oshkosh
Joel Buschman, UW-Parkside
Kari Hill, UW-Platteville
Michael Martin, UW-River Falls
Becky Mullane, UW-Sheboygan
Mike Pagel, UW-Stevens Point
Jerry Addie, UW-Stout
Donna Dahlvang, UW-Superior
Denise Ehlen, UW-Whitewater
Tom Culviner, UW-Extension
Rebecca Martin, Senior Vice President for Academic Affairs
Stephen Kolison, Associate Vice President for Academic & Faculty Programs
Al Crist, Associate Vice President, UWSA Human Resources & Workforce Diversity
Pat Brady, UWSA General Counsel
Dave Giroux, Executive Director, UWSA Communications and External Relations
Bob Jokisch, Special Assistant, UWSA Academic Affairs

Rebecca Martin, Stephen Kolison, Al Crist, and Bob Jokisch from UW System Administration joined the meeting at 10:00 following discussion among Academic Staff Representatives.

The minutes of the September meeting were approved.

Associate Vice President Al Crist then covered the following issues raised by the Academic Staff Reps for discussion at this meeting:

- **Update on the call for bids from consulting firms to educate administrators about collective bargaining**: Al Crist explained that OSER (Office of State Employment Relations) does not have the expertise and WERC (Wisconsin Employment Relations Commission) is unable to provide guidance because of their role in the collective bargaining process; therefore the UW System is getting an outside consultant.
Questions were raised for Al Crist about the collective bargaining process. Al will clarify whether the voting allows a no vote on representation and still voting to pick a union.

Lynn Freeman will be sharing questions raised on her campus on unions and collective bargaining on the Academic Staff Reps listserv.

- **UPG (Unclassified Personnel Guidelines) 3.05**: Al Crist announced that an audit will be done on campus policies regarding UPG 3.05. The Academic Staff Reps were very pleased. Al will be talking to the UWSA Office of Internal Audit and Review about the audit. He plans to do two or three campuses a semester. UW-Stevens Point, UW-Oshkosh, and UW-Madison volunteered to serve as model campuses and UW-La Crosse and UW-Extension were interested in having reviews of their policies.

- **CUPA (College & University Professional Association) Data for HR**: Al Crist noted that his staff is looking at specific academic staff titles and whether there are problems with ranges. Staff is also looking at peer data for UW-Milwaukee, UW-Madison, and the comprehensive institutions. They are also looking at salary data for WTCS institutions and K-12 institutions. Al noted that they are not considering redoing Hayes/Hill.

- **Unit Clarification**: Al Crist noted that unions have asked for position descriptions for particular jobs at particular campuses.

During the joint meeting with the Faculty Reps, General Counsel Pat Brady first reviewed the Policy on Non-Medical Leaves for Unclassified Staff. The updated policy gives more discretion to Chancellors to allow non-medical leaves for up to five years. The Research to Jobs Task Force recommended this change to allow faculty to take unpaid leave to start up companies. Questions were raised by faculty and academic staff reps about getting classes taught if leaves were that long and Pat explained that this policy just provides institutional discretion to provide this leave. Rebecca Martin also noted that use of this policy would not be common. Rebecca asked that the faculty and academic staff reps send any further input to Academic Affairs before this draft is finalized and goes to the Board of Regents in December.

Al Crist then reviewed the two recommendations from the Fringe Benefits Advisory Committee. The first would increase the sick leave reinstatement period to five years for unclassified staff who return to the UW System. This would match classified staff. The second recommendation would allow cash-out of up to 40 hours of vacation per year for unclassified employees who have completed 15 years of service. Many classified employees have this option also.

The faculty and academic staff reps asked Al whether health insurance benefits for children 21-27 is taxable. Al will get back to these groups on this. They also asked whether the UW System supports “Smart Furloughs” for the second year of the biennium. Dave Giroux said that they would have to review the specific legislation.

Rebecca Martin then provided an overview of the Task Force on a Competitive Workforce. Rebecca noted that as we look forward to the next biennium, the UW’s role in developing Wisconsin’s workforce and shaping the economy is becoming more important. President Reilly will be charging a statewide taskforce with addressing the compensation needs of the UW
System workforce. The task force will be comprised of representatives from the private sector along with representatives from the Chancellors, Provosts, CBOs, faculty, and academic staff. The task force will look at comparative data with the WTCS System, Minnesota system, and other comparable areas. The faculty and academic staff reps suggested that the task force have at least half of its members from outside the UW System, because they would be most effective as spokespeople. Rebecca asked the faculty and academic staff reps to provide nominees for faculty and academic staff.

Dave Giroux, Executive Director of Communications & External Relations, provided a legislative update. Dave noted that the UW System has been working with the Governor’s Office on longitudinal data tracking students throughout their PK-20 education. This student data would be cooperative between DPI, WTCS, and the UW System, and is required for federal Race to the Top funding. Dave also noted proposed legislation to expand valedictorian scholarships to the second and third ranked students and how the UW System has taken the opportunity to note the importance of need-based aid. On the federal level, Dave noted the proposal to move to direct lending and use the funding saved to increase Pell grants. In addition, the UW System is working to insure Pell Grants remain subsidized.

Finally, on the Textbook Guidelines, Rebecca and Stephen discussed the process for transforming the guidelines into Regent policy. It was decided that feedback would be sent to Carmen Faymonville and Bob Jokisch by February 8 and then discussed at the February 19 meeting. The goal would be to take the policy to the April Board of Regents meeting.

The Faculty and Academic Staff Reps also asked for the Recruitment and Retention guidelines. In addition, they requested data on what percentage of the funds were used for recruitment versus retention.

The meeting ended following further discussion among Academic Staff Representatives.