Attendees:
   Jenny Brockpahler, UW-Eau Claire
   Sherri Arendt, UW-Green Bay
   Brenda Leahy, UW-LaCrosse
   Susan Crowley, UW-Madison
   Jon Lenichek, UW-Milwaukee
   Lynn Freeman, UW-Oshkosh
   Margaret Gename, UW-Parkside
   Matt Zielinski, UW-Platteville
   Michael Martin, UW-River Falls
   Mike Pagel, UW-Stevens Point
   Dennis Shaw, UW-Stout
   Denise Ehlen, UW-Whitewater
   Richard Krupnow, UW Fox Valley
   Tom Culviner, UW-Extension
   Donna Silver, UW System Administration
   Rebecca Martin, Senior Vice President, UWSA Academic Affairs
   Stephen Kolison, Associate Vice President, UWSA Academic Affairs
   Freda Harris, Associate Vice President, UWSA Budget and Planning
   Al Crist, Associate Vice President, UWSA Human Resources & Workforce Diversity
   Vicki Washington, Interim Asst. V. P., UWSA Academic Diversity and Development
   Bob Jokisch, Special Assistant, UWSA Academic Affairs
   Bill Steffenhagen, UW-Madison (ASPRO President)

Absent:
   Donna Dahlvang, UW-Superior

Rebecca Martin, Stephen Kolison, and Bob Jokisch from UW System Administration joined the meeting at 10:30 following discussion among Academic Staff Representatives.

Senior Vice President Rebecca Martin began the meeting by introducing Stephen Kolison, the new Associate Vice President for Faculty and Academic Programs. Stephen was Dean and Research Director of the Institute of Agricultural and Environmental Research at Tennessee State University. Stephen also noted that he was active in the Faculty Senate at Tennessee State.

Dennis Shaw noted that much of their morning discussion by the Academic Staff Reps focused on Donna Dahlvang’s presentation to the Board of Regents on recruitment and retention of academic staff.
Rebecca Martin provided the Growth Agenda Action Steps Update, which was shared with the Board of Regents in October. Rebecca then briefly discussed the Budget with the Academic Staff Reps, which was covered more thoroughly by Associate Vice President Freda Harris in the joint session. The Academic Staff Reps next discussed with Rebecca Martin what is going on at campuses, particularly the Climate Survey which has been completed at five campuses and is being planned for three more campuses.

During the joint meeting of the Faculty and Academic Staff Reps, Rebecca Martin and Vicki Washington discussed Inclusive Excellence, and shared a draft document that explains the Inclusive Excellence Framework. Inclusive Excellence is a decentralized planning model based on the research of Professor Estela Bensimon of the University of Southern California and Associate Provost Damon Williams of UW-Madison. The model facilitates the development of a comprehensive set of strategic actions that move equity, diversity and inclusion to the center of an institution’s core academic mission, vision, and priorities. Inclusive Excellence builds on the knowledge already gained through work including the Equity Scorecard, Transfer Equity Study, the Climate Studies, and KnowHow2Go. Rebecca Martin also noted that a Systemwide feedback group is being formed to work on moving the discussion of this effort to UW System institutions and serve as a sounding board of key issues from a campus perspective. In response to questions from the Academic Staff and Faculty Reps, Vicki and Rebecca noted that Inclusive Excellence is a work in progress and does not have a definitive start and end date, but instead revolves around continuous improvement.

Associate Vice President Freda Harris next provided an update on the Budget. The Board of Regents submitted the Operating and Capital Biennial Budget Requests in September focused on the Growth Agenda. Since then, the economy has declined significantly and the present estimate is a $3 billion structural deficit for 2009-11. Another revenue estimate for the State will be released at the end of November and that is expected to tell us more about the size of the structural deficit. As has been done the past ten years, the UW System will be submitting a 10% budget reduction plan in November. This plan is put together centrally. If there are actual cuts in the next budget, these will be handled at the campus level.

Associate Vice President Al Crist next discussed the November Board Presentation on Academic Workforce Recruitment and Retention Challenges. Al shared the materials on this topic sent to the Board. The presentation will include a panel of Provost Pat Farrell of UW-Madison on studies they have done, Donna Dahlvang from UW-Superior on the important role academic staff play on campus and the compensation challenges they face, and Chris Sadler from UW-Stevens Point on faculty recruitment and retention problems. An important focus of the panel will be to discuss what these compensation issues mean for students.

The meeting ended following lunch and further discussion among Academic Staff Representatives.