Academic Staff Reps Meeting
9.30.16
Submitted by Katie Wilson, UW-Eau Claire Academic Staff Representative

**Academic Staff Reps – discussion**

UW-Madison’s faculty senate is sending a letter to their chancellor to reassert the value of shared governance. In particular, it asserts that the faculty have been and should continue to be the primary agent for academic and curricular matters, and that academic staff are the primary agent on academic staff issues.

Discussion of supplemental compensation plans – many campuses are offering supplemental pay plans. UW-Madison is putting $3.5 million for faculty and $3.5 million for staff and a bonus of $2 million in one-time dollars. Reps discussed the performance metrics for merit in these plans. They also discussed the issue of competition between campuses and how different campuses are advocating for different performance metrics based on their strengths. The Reps agreed that it feels like a very competitive environment and does not feel like a “system” of institutions any longer but rather institutions in competition with each other, with a wide variety of rules and procedures.

Discussion about how many academic staff are leaving their institutions because they have better job offers that will give them better compensation. Reps discussed that this is even more reason to offer increased job security to academic staff by means of longer-term contracts.

Shenita Brokenburr from UW System administration joined the Reps and gave an update on the UW System Title and Total Compensation study. The goal of this study is to reduce and consolidate titles across the UW System. They are looking at total compensation (not just salary) with the goal of attracting and retaining the best and brightest faculty and staff. The request for bid closes today and after they award the contract, it will be 18-24+ months before the study is completed by the outside consulting agency. Brokenburr strongly asserted that the goal of this study is NOT to eliminate jobs. HR directors will do a lot of the heavy lifting for the study. An equity study is not planned after implementation to address inequities but institutions could do those studies on a campus level.

Question about the status of UPG 3.05? All the UPGs have been relocated/subsumed in UPS operational policies. UPG 3.05 has been subsumed into UPS Operational Policy HR1. Brokenburr polled HR directors regarding how they are engaging shared governance in policy development; they reported that they engage widely in the shared governance process when developing and implementing policy.

Question about rolling horizons and indefinite appointments for academic staff? These are largely going away under many chancellors. UPS HR1 gives authority to the chancellors of each institution to make decisions regarding contracts. However, the Academic Staff Council (of Reps) can ask for changes to UPS. When asked which policies were still in effect, Brokenburr reported that the Administration Code is still in effect, as are Board of Regent policies, but reiterated that the UPGs are no longer being used.

**System Administration + All Reps – discussion**

President Cross gave a presentation on the strategic framework and shared the UW System 2020 Forward plan.
Budget Request – the UW System is asking for $42.5 million in new money. They are also expecting the $50 million back from the “lapse” in the last biennium. They have not yet determined how they will distribute the funds to each campus. There might be a change to the allocation model. The allocation model for campuses has been the same percentage for a long time, possibly since the institutions merged to become one system. Next spring they will be looking at a change to this model; clearly this will be a contentious issue, as some institutions will get more money and some will get less.

Sexual Violence and Harassment Task Force – the task force chairs gave an update to Reps. There will be changes to some policies and they asked for faculty and staff on campuses to share feedback on the changes. For instance, the consensual relationship policy will now lay out what is acceptable and what is unacceptable in terms of consensual relationships on campuses. In the area of sexual harassment and violence, there will be a new unified policy on these issues instead of policies in many different places. The Task Force will recommend a campus climate study on sexual violence and will have templates for guidance on these studies.