

## **Minutes**

Vice Chancellor for Research and Graduate Education  
Committee on Academic Staff Issues  
Monday, February 9th 2015 from 1:30 – 3:00 pm  
Bascom Hall Rm 334  
Minutes: Jenny Hackel

### **Convene at 1:30 pm by Nicci Schmidt**

**Present:** Nicci Schmidt, Jenny Hackel, Julie Karpelenia, Wayne Feltz, Tom Zinnen, Julie Schears, Kristin Harmon, Kristin Crosno, Moira Harrington, VCRGE Marsha Mailick

**Guests:** Kathi Kilgore (Swandby/Kilgore Associates, Inc and serves ASPRO), Deb Shapiro (ASEC)

**Absent:** Alex Converse, Judith Baumann

**Review and approve minutes December.** December minutes to be reviewed and approved via email

### **General Reports**

ASA/ASEC report (Feltz/Shapiro)

ASA: Today's ASA meeting will be held at Union South. Chancellor Blank will be presenting regarding the State of Wisconsin 2015-17 biennial budget.

ASEC: ASEC met with Kathi Kilgore at the last meeting. The definition of "academic staff" is contained in Chapter 36 and might be struck as a result of the proposed budget bill. The Board of Regents has indicated that what was in Chapter 36 and ends up struck from the budget will instead become UW System-Public Authority policy instead. ASEC is working on developing an updated definition for academic staff if the proposed deletion passes with the budget.

Deb Shapiro is a new member of ASEC and is the new VCRGE CASI/ASEC liason.

### **Committee Reports**

Personnel Policies and Procedures/HR Design (Hackel)

Updates continue to be posted at <http://hrdesign.wisc.edu/>. Julie Karpelenia provided a divisional update explaining that policies regarding performance management, recruitment and selection, and onboarding are the current focus right now. She will be following up with centers for inputs to help develop the new division policies, recognizing there is a greater need for accountability but also there are no new financial resources available to assist with the implementation of any policy changes. She also noted that smaller centers do not have access to dedicated staff to help implement these policies and the divisional HR office will have to assist them. Some topics that are being considered with the policy development in these areas include climate surveys, probationary performance evaluations, and supervisory training.

Communications (vacant, need new subcommittee chair)

Tom Zinnen has agreed to serve as the subcommittee chair. Kristin Crosno has volunteered to join the subcommittee. They will try to meet with former chair John Richards to facilitate the transition to ensure the website is updated.

There was one update to the site identified that needs to happen. The "VCRGE-CASI Members" page indicates that Tom Zinnen (District 7)'s term expired in 2014.

Tom was re-elected in 2014 and this should be updated to reflect an end date of 2017 instead.

#### Nominating and Districting (Feltz)

Upcoming spring elections will be held in March for District 10 (incumbent Judith Baumann), District 3 (incumbent Julie Schears), District 4 (incumbent Wayne Feltz), and District 6 (incumbent Kristin Crosno).

There are two other vacancies right now, District 9 and one appointed position. Julie Karpelenia is working to help identify potential new members.

#### Professional Development (Schmidt)

Instructions for the next round of professional development grants will be enhanced to provide character limit guidance. The next competition will start in February with applications due by mid-March.

### **Other Business**

Guest speaker: Kathi Kilgore (Swandby/Kilgore Associates, Inc and serves ASPRO), legislative update

Ms. Kilgore introduced herself a lobbyist for the past 13 years, representing all UW System Academic staff, funded by the Academic Staff Professionsals Representation Organization (ASPRO). The current issue being worked on right now is Governor Walker's proposed budget for the 2015-2017 biennium. She noted that the full bill is thousands of pages in length and is time consuming to pick apart, so full implications of the bill are not known at this time as her organization is actively working to still review it. Ms. Kilgore presented the following summary of what they do know is contained in the bill:

- There is a proposed \$150 Million cut per year for two years, totaling \$300 Million for UW System
- Defunds state dollars to public TV and radio
- Splits off the Veterinary lab and the Hygiene Lab; both would go to the Department of Agriculture, Trade and Consumer Protection
- Proposed a new public authority model for UW System
  - o Public authority would begin July 1, 2016
  - o UW System employees would no longer be considered "state employees" but instead be "public" or "municipal employees"
    - They would keep Wisconsin Retirement System and insurance benefits
  - o Much of Chapter 36 as currently written would be removed from State Statutes
    - UW System has indicated that whatever comes out of Chapter 36 will become System-Public Authority policy, including shared governance
    - The ability to have sick leave is in Chapter 36 and currently remains. The ability to accumulate sick leave is struck.
      - Nothing in the bill changes this for other state employees.
      - UW System says it "remains to be seen" if this will be preserved by policy
- There is a proposal for a \$2K stipend per year as an incentive for individuals who decline to participate in the state health insurance program during open enrollment periods.

Ms. Kilgore also provided insight about the timeline for review and acceptance of the budget proposal. Within the next four weeks, the state fiscal bureau will release detailed analysis of the bill. In a month, state agencies will also give their briefings on it. Three

weeks following that, there will be public hearings to debate the budget bill. There is a new policy stipulating that a legislator can only speak up two times regarding a motion that is unclear exactly what that means at this point. The Joint Finance Committee will aim to wrap up their review by the end of May.

At this time, ASPRO is trying to figure out how to tease out and define what they are most concerned about and what position to take on these matters. ASPRO meets with other groups such as PROFS and ASM to try to understand what each group is prioritizing and will largely focus their lobbying efforts on the issues that impact Academic Staff.

*Comments, questions, and concerns expressed by CASI:*

Regarding the potential loss of accumulated sick leave, Tom Zinnen inquired whether or not such an action would be legal since as employees there is a perceived contract when we were hired that we've been told that we are accumulating sick leave to date.

Nicci Schmidt noted that her perception is that campus leadership and faculty support the public authority, however staff and students are more skeptical. On this subject, VCRGE Marsha Mailick noted that she attended the most recent meeting of the faculty senate, which featured great discussion about the public authority as well as a wide range of opinions on the subject and observed there wasn't a clearly prevailing opinion. She also noted that the biggest potential fiscal gain to be recognized from the autonomy was regarding building projects and tuition flexibilities.

Tom Zinnen asked if other state codes that relate to the university will still exist? Ms. Kilgore indicated that it is unclear what will stay or go, but some codes related to public safety and health will remain. She indicated that we cannot assume the proposed public authority model for the UW will look the same as UW Hospital or other existing public authorities.

Jenny Hackel asked for clarification, the budget cuts would begin on July 1, 2015 but the new autonomy would not begin until July 1, 2016, with the exception of setting tuition which would not begin until July 1, 2017? If this is correct, then that means the UW System is being asked to cope with a full \$150 million in cuts for the first year without any flexibilities being provided. Ms. Kilgore confirmed that is the case as currently proposed.

Jenny Hackel asked for clarification as well about the new flexibilities such as personnel that are being touted as a benefit of the new bill. Wasn't that flexibility already approved with HR Design? Ms. Kilgore indicated that HR Design is still approved to go forward, but there would be further HR flexibilities provided as a result of this bill.

VCRGE Mailick talked about tuition-setting ability as a double-edged sword in the budget debate, the main concern being the price of tuition and accessibility for Wisconsin residents. She noted that the UW is well aware of the need to keep prices reasonable, but currently the out of state tuition pricing for UW Madison is an area to look at for change. She provided an example of the veterinary program, that an Illinois student can come here and pay less for our out-of-state tuition rates than it would cost for them to pay in-state tuition to attend school in Illinois.

**Updates from previous action items**

None to report

**Review future topics and speakers:**

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| <ul style="list-style-type: none"><li>• Communications</li><li>• Research training &amp; marketplace</li><li>• PI Portal initiative/project management for research</li><li>• Harry Webne-Behrman, HR Design</li></ul> | <ul style="list-style-type: none"><li>• UW budget modeling</li><li>• Administrative Excellence</li></ul> <p>Site Visits:</p> <ul style="list-style-type: none"><li>• Biotron</li></ul> |
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- Classified Research Bill
- Open Book person
- Human Resources, climate

- Arboretum
- SSEC

**Action Items**

No new action items

**Adjourned at 2:58 pm**

**Next Meeting:**

March 9, 2015; 1:30-3:00pm

Bascom Rm 334 (location for remaining meetings of FY15)

**Future Minutes:** Wayne Feltz

**Respectfully Submitted,**  
**Jenny Hackel**