

**Final 2010 – 2011
Academic Staff Assemblyⁱ
11 May 2011 Agenda**

**12:15 – 1:00 p.m.
University Center 68A**

- 1. Budget Repair Bill and 2011 – 2013 Budget Updates**
- 2. *Approval of 4 May 2011 Minutes***
- 3. Academic Staff Committee Reports**
 - a. Awards [Weber]
 - b. Economic Issues [Ehlen]
 - c. Elections/Balloting [Clokey]
 - d. Government [Fragola]
 - e. Organization [Miolo]
 - f. Professional Development [Ehlen]
 - g. Instructional Promotions [Farmer]
 - h. Review [Ogunsola]
 - i. Title Appeals [Ehlen]
 - j. Titling [Naff]
 - k. Rewards and Recognition [Simes]
- 4. Updates/Announcements**
 - a. Director of FUN [Naff]
 - b. Assembly Priorities [Ehlen]
- 5. Other Business**
 - a. Collective Bargaining [Clokey/Ehlen]
 - b. Unit Clarification [Clokey/Ehlen]
 - c. *New Badger Partnership/Wisconsin Idea Partnership Proposals [Ehlen]*
 - d. *LGBTQ Taskforce Meeting [Simes/Ehlen]*
 - e. Miscellaneous/Round Robin [Assembly Staff]

ⁱ *Italicized items include attachments for review/discussion.*

**2010 – 2011
Academic Staff Assembly
4 May 2011 Minutes**

**12:15 – 1:45 p.m.
University Center 68A**

PRESENT: Freda Briscoe, George Clokey, Denise Ehlen [Chair], Nancy Farmer, Mike Flanagan, Patty Fragola, Giuliana Miolo [Vice Chair], Kyle Naff, Elizabeth Ogunsola, David Reinhart, Kim Simes, and Curt Weber

ABSENT: Nadine Kriska

1. **Budget Repair Bill and 2011 – 2013 Budget Updates:** The Assembly discussed the Budget Repair Bill and 2011-2013 Biennial Budget.
2. **Approval of 13 April 2011 Minutes:** Simes/Weber moved to approve the minutes. The Assembly discussed/reviewed the minutes. Approved by unanimous vote.
3. **2013 – 2014 and 2014 – 2015 Academic Calendar Dates:** The Assembly discussed the 2013 – 2014 calendar. Flanagan/Clokey moved to approve the calendar contingent upon the following modifications/recommendations. The dates when grades are due at the end of each semester are added as well as the calendar be placed in a more prominent place on the website and, it, along with the exam schedule be added to the campus directory. Approved by unanimous vote. The Assembly discussed the 2014 – 2015 calendar. Simes/Weber moved to approve the calendar contingent upon the following modifications/recommendations listed above as well as the removal of the mini break from the calendar as it is very close in proximity to the start of classes after spring break. Approved by a majority: 9 aye, 1 nay (Farmer), and 1 abstain (Briscoe).
4. **Retirement Resolutions for Jeanine Fassel and Gail Fox:** Ehlen reviewed the retirement resolutions for Jeanine Fassel and Gail Fox. Simes/Fragola moved to approve the resolutions. Approved by unanimous vote.
5. **Fall Meeting Dates and Time:** The Assembly agreed on a start time of 12:00 pm for networking and 12:15 pm as the start time of the meeting. The Assembly decided on the following meeting dates: 14 and 28 September 2011, 12 and 26 October 2011, 9 and 30 November 2011, and 14 December 2011. Spring dates will be determined at the first meeting of 2011-2012 on 11 May 2011. Room location will be announced at a later date.
6. **Academic Staff Committee Reports**
 - a. Awards [Weber]: Weber reported that the instructional excellence academic staff award winner is Brian Leeper and the non-instructional excellence academic staff award winner is Connie Wiersma.
 - b. Economic Issues [Ehlen]: No report
 - c. Elections/Balloting [Clokey]: Clokey reported that the 2011 election was closed on 25 April 2011 and requested approval of the following results:

The three non-instructional candidates receiving the most votes are listed below in alphabetical order.

Denise Ehlen
Mike Flanagan
Kim Simes

The four instructional candidates receiving the most votes are listed below in alphabetical order.

Nadine Kriska
Giuliana Miolo
David Reinhart
Curt Weber

Elizabeth Ogunsola and Thomas Drucker are alternates and one of them will be voted on the Assembly once the Chair is elected. Flanagan/Briscoe moved to approve the results of the election. Approved by unanimous vote.

Clokey nominated and called for a vote to elect Denise Ehlen as the Chair of the Assembly. Miolo/Flanagan moved to approve the recommendation. Approved by a majority: 11 aye, 0 nay, and 1 abstain (Ehlen). Ogunsola will fill the non-instructional vacancy.

Clokey called for nominations for Vice Chair of the Assembly. Miolo nominated Fragola and Simes nominated Naff. Fragola and Naff each accepted the nomination. The Assembly voted in an anonymous ballot election and Fragola received the most votes. Naff/Miolo moved to approve the results of the election. Approved by a majority: 11 aye, 0 nay, and 1 abstain (Fragola).

- d. Government [Fragola]: No report
- e. Organization [Miolo]: No report
- f. Professional Development [Ehlen]: Ehlen reported that seven applications were received for the April round. One applicant withdrew their application after submitting. The Committee recommended full funding for four applicants, partial funding for one applicant, and no funding for one applicant. Simes/Farmer moved to approve the recommendations. Approved by a majority: 10 aye, 0 nay, and 1 Abstain (Clokey).
- g. Instructional Promotions [Farmer]: No updates
- h. Review [Ogunsola]: No updates
- i. Title Appeals [Ehlen]: No updates
- j. Titling [Ehlen for Naff]: Ehlen reported that there are a number of titling meetings in the upcoming weeks.
- k. Rewards and Recognition [Ehlen for Simes]: Ehlen reported that Simes is working with the Committee to make the nomination deadlines consistent (i.e. every first of the month). Simes will provide an update at an upcoming meeting.

7. Updates/Announcements

- a. Director of FUN [Naff]: Naff reported that the FUN social scheduled for 12 May 2011 has been rescheduled to 19 May 2011 at 5:00 pm at Randy's. Naff/Pellien will send a reminder to all academic staff.
- b. Assembly Priorities [Ehlen]: Ehlen reported that Pellien will set up a meeting of the Annual Review Taskforce. All other priorities have been addressed. Ehlen/Pellien will bring a summary of the accomplished goals to a fall meeting.

8. Other Business

- a. 2008 – 2009 and 2009 – 2010 Workforce Data [Ehlen/Ogunsola]: Ogunsola reviewed the workforce data with the Assembly. Pellien will add the data to the news and resources page of the Assembly website.
- b. Affirmative Action/EEO/Diversity Committee Meeting Minutes [Ehlen/Ogunsola]: Ogunsola reviewed the minutes with the Assembly.
- c. Miscellaneous/Round Robin [Assembly Staff]: Ehlen reviewed the New Badger Partnership/Wisconsin Idea Partnership Proposals summary submitted from the UW System. Pellien will add to the agenda for discussion at the next meeting.

Consensus to adjourn at 1:15 p.m.

Respectfully submitted,
Casey Pellien, Governance Associate

Current Law Compared with New Badger Partnership and Wisconsin Idea Partnership Proposals

Needed Flexibility	Current Law or Practice	New Badger Partnership (NBP)	Wisconsin Idea Partnership (WIP)
<p>1. Budgeting <i>The ability for UW campuses to move funds among appropriations with the flexibility to prioritize available funds to address emerging student, core institutional academic operations, and state economic development needs.</i></p>	General Purpose Revenue (GPR) and Program Revenue (PR) funds appropriated to the UW System in separate appropriations for specific purposes. Only the legislature can move funds across appropriations.	As a public authority, UW-Madison would receive a GPR block grant from the state, with complete control over budgeting. Most PR appropriations for UW-Madison are removed, except debt service and segregated funds. No state appropriation for academic fees, auxiliaries, gifts, and federal funds. All other UW campuses would continue to operate with multiple GPR and PR appropriations, limiting the ability to manage resources.	All UW campuses receive a GPR block grant from the state. PR funds are generally not included in state funding streams. Segregated funds are included.
	Funding for utilities is in a separate appropriation.	While most GPR is included in the block grant, the NBP includes separate funding for utilities.	WIP does not include separate funding for utilities and allows campuses to retain savings on utilities.
	State Lab of Hygiene and Veterinary Diagnostic Lab have separate appropriations.	No separate appropriations for State Lab of Hygiene and Veterinary Diagnostic Lab.	Retains separate appropriations for State Lab of Hygiene and Veterinary Diagnostic Lab since they are “attached” entities.
	Retention of proceeds from sale of real property specifically addressed in 20.285(1)(ka), Stats.	No provision regarding the sale of real property.	Retains sale of real property under s. 20.285(1)(ka), Stats., to ensure the university can retain net proceeds.
<p>2. Tuition/Pricing <i>The ability to set tuition levels to meet the needs of students, enhance educational quality, address competitive compensation challenges, improve student services, boost retention rates, and increase</i></p>	The Board of Regents establishes tuition for differing classes of students with limitations on resident undergraduate increases and limitations on nonresident remissions. The Board also establishes nonresident definitions.	The Board of Trustees may establish tuition without limitations and establish certain remissions and nonresident definitions.	Same as NBP. Board of Regents may establish tuition in a campus-by-campus manner and establish certain remissions and nonresident definitions. Removes the statutory ceiling on nonresident remissions.

Needed Flexibility	Current Law or Practice	New Badger Partnership (NBP)	Wisconsin Idea Partnership (WIP)
<i>graduation rates.</i>			
<p>3. Human Resources <i>Titles, pay ranges, pay plans, benefit plans, and other human resources decisions are now frequently made by the Office of State Employment Relations (OSER), and are generally applied uniformly across all agencies. The current system does not take into account UW's unique need to compete in a global market for human capital.</i></p> <p><i>The proposed statutory changes under the Wisconsin Idea Partnership would provide all UW campuses with the capability to address growing challenges associated with recruiting and retaining the quality and diversity of staff needed to further their institutions' missions. The changes would address the need to provide incentives for innovative practices and reward creativity and initiative on the part of faculty, academic staff, and limited appointees (unclassified staff), non-represented classified employees, and represented classified employees.</i></p>	<p>Pay plan request from the Board of Regents must be submitted to OSER and then approved by Joint Committee on Employment Relations (JCOER) [s. 230.12(3)(e), Stats.].</p>	<p>Board of Trustees would approve pay plans for UW-Madison public-authority employees, without going through OSER.</p>	<p>Board of Regents would have full authority for approving pay plans for its unclassified staff, represented classified staff, and non-represented classified staff without going through OSER.</p>
	<p>OSER has the authority to administer the classified personnel system. UW System and UW-Madison have delegated authority for some but not all aspects of the classified personnel system (ch. 230, Stats.).</p>	<p>NBP provides for a personnel system, separate from the state's personnel system, which combines unclassified and classified staff. This combination may require either costly modifications to the Human Resource System (HRS) or a new, completely separate human resources system.</p>	<p>Without having a separate personnel system as in the NBP, the WIP provides the Board of Regents full authority for administration of the classified personnel system for UW System employees, including but not limited to creating specific classification titles.</p>
	<p>OSER bargains with all classified unions and with two graduate student unions (TAA and MGAA). Contracts are submitted to JCOER for approval [s. 111.815(1), Stats.].</p>	<p>Board of Trustees would have authority to bargain with all classified and unclassified unions and be responsible for approving and administering those contracts for UW-Madison employees.</p>	<p>Similar to NBP, under the WIP the Board of Regents would have authority to bargain with all classified and unclassified unions and be responsible for approving and administering those contracts for UW System employees.</p>
	<p>State statutes, and the Board of Regents and OSER through a 1993 memorandum of agreement, determine which positions are unclassified and which are classified, with selected positions requiring OSER approval [s. 36.09(1)(i), Stats.].</p>	<p>A personnel system separate from the state would provide the authority to determine which positions are more appropriately placed in the unclassified service instead of classified service.</p>	<p>Similar to NBP, the Board of Regents would have the authority to determine which positions are more appropriately placed in the unclassified service instead of classified service.</p>
	<p>All state employees except for legislators have a \$12,000 cap on earnings received from another</p>	<p>UW-Madison public-authority employees would be exempt from the cap on earnings from another</p>	<p>All UW System employees would be exempt from the cap on earnings from another agency.</p>

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	agency during the year (s. 16.417, Stats.).	agency.	
<p>4. Capital Planning/ Construction <i>Ability to reduce project costs by streamlining the planning, design, and approval processes, and by placing the responsibility and accountability closer to the users-- typically those who are also paying for the project.</i></p>	Legislative enumeration required for projects that are over \$500,000 and construct new space, regardless of fund source.	Enumeration of only projects using debt financing [either General Fund Supported Borrowing (GFSB) or Program Revenue Supported Borrowing (PRSB)].	Enumeration of only projects using debt financing (either GFSB or PRSB).
	Building Commission approval of projects over \$150,000. [Projects under \$150,000 each campus submits directly to Division of State Facilities (DSF).]	Building Commission approval of all projects over \$500,000. For projects under \$500,000, no approval necessary.	Same as NBP. Projects under \$500,000 would be performed directly by UW System institutions.
	DSF manages all projects; hires architect & engineering consultants; bids, contracts, and supervises projects; charges 4% fee.	<p>DSF manages only projects using GPR or GFSB; charges 4% fee.</p> <p>UW-Madison would manage all non-GPR, non-GFSB projects; architect & engineering consultants; bids, contracts, and supervision. No DSF fee.</p>	<p>Same as NBP for GPR and GFSB projects.</p> <p>Same as NBP for non-GPR and non-GFSB projects. UW System Board of Regents delegates this flexibility to all UW-Madison projects and to any other UW System institution on a project-by-project basis.</p>
	Section 16.855, Stats., governs bidding and contracting for public projects and includes delivery method and minority and veteran goals.	UW-Madison would be exempt from s. 16.855, Stats. (public bidding, minority veteran business, multiple-prime).	Board of Regents would be exempt from s. 16.855, Stats.; however, the Board would be required to adopt policies that ensure public and competitive bidding and minority business and veteran goals.
	Building Commission approval required to accept gifts of land or real property in excess of \$30,000.	The public authority may accept gifts of land or real property.	Same as NBP.
	Building Commission approval	May allow privately-owned or	Same as NBP; any UW institution

Needed Flexibility	Current Law or Practice	New Badger Partnership (NBP)	Wisconsin Idea Partnership (WIP)
	required to allow construction of privately-owned or operated facility on state land.	operated facilities on university land.	would be able to make use of public/private partnerships.
	All leases are executed by Department of Administration (DOA).	Public authority may execute leases without DOA, but with Building Commission approval.	Same as NBP; UW institutions negotiate leases directly.
5. Financial Management <i>The ability to manage the university's finances and investments and retain all interest earnings on university resources.</i>	Revenues and expenditures are accounted for in multiple, distinct appropriations. All funds are deposited into the state treasury and interest earnings are credited to the UW on select appropriations. The UW is allowed to independently invest only its Trust Funds revenues.	Only GPR revenues are appropriated and established as state funds. All other revenue sources are not specifically appropriated. Other than for gifts, grants, and donations, net cash collected would be transferred daily to the local government fund with interest credited to UW-Madison.	Same as NBP, with interest credited to UW institutions.
	Not in current law.	The UW-Madison Board of Trustees would be authorized to transfer any grant, contract, gift, endowment, or trust or segregated funds bequeathed or assigned to the university to the University of Wisconsin Foundation, Inc., if the transfer is consistent with its terms.	Not in WIP.
	Places limitation on gifts, grants, and bequests to not grow beyond 20 times their original value and caps trust funds being held in common stock to 85%.	The limitation on gifts, grants, and bequests to not grow beyond 20 times their original value is removed, along with the cap of 85% of the trust funds being held in common stock.	Same as NBP with regard to removal of limitations and caps.
	The dollar amount of undergraduate and graduate application fees is set by statute.	Removed from current law. The Board of Trustees would set the amount of the application fees.	Same as NBP; the Board of Regents would set the application fees for UW institutions.

Needed Flexibility	Current Law or Practice	New Badger Partnership (NBP)	Wisconsin Idea Partnership (WIP)
<p>6. Purchasing and Procurement</p> <p><i>The ability to manage the purchasing of goods and services related to the higher education mission and participate in higher education purchasing consortia to reduce the cost of instruction, research and public service.</i></p> <p><i>The ability to manage fleet vehicles, travel policy and contracts, insurance and worker's compensation programs to reduce the cost of instruction, research and public service.</i></p>	<p>DOA is responsible for all state purchasing.</p> <p>DOA is responsible for oversight of fleet vehicles, administering state employee travel policy and the travel schedule amounts, and managing state-wide insurance and worker's compensation programs.</p>	<p>The Department of Administration would specifically delegate to the UW-Madison Board of Trustees the authority to enter into contracts for materials and services that relate to higher education that other agencies normally do not purchase. The Board of Trustees would be able to enter into purchasing agreements with other higher education institutions, groups or consortia.</p> <p>UW-Madison would be able to manage its own fleet vehicle policies. UW-Madison could elect not to participate in the state's insurance or worker's compensation programs with a six month advance notification. In addition, UW-Madison would be able to establish its own employee travel reimbursement program.</p>	<p>Same as NBP for all UW institutions.</p> <p>Same as NBP for all UW institutions.</p>
<p>7. Governance</p> <p><i>Maintain the current governance structure of the Board of Regents, including the gubernatorial appointment and Senate confirmation of its citizen and student members.</i></p>	<p>All UW campuses governed by 18-member Board of Regents, appointed by the Governor, and confirmed by the Senate, for staggered 7-year terms. Two student Regents.</p>	<p>UW-Madison governed by 21-member Board of Trustees, including 11 members appointed by the Governor, with no Senate confirmation. Remaining 10 members represent UW-Madison constituencies (faculty, staff, classified staff, alumni, WRAF). All remaining UW campuses governed by the current Board of Regents.</p>	<p>Retains current Board governance structure.</p>
<p>8. Accountability</p> <p><i>Enhance current annual</i></p>	<p>UW System provides an <u>annual</u> Accountability Report to the</p>	<p>By July 1, 2013, and <u>biennially</u> thereafter, the new UW-Madison</p>	<p>Working with the Governor and Legislative leaders, the UW System</p>

Needed Flexibility	Current Law or Practice	New Badger Partnership (NBP)	Wisconsin Idea Partnership (WIP)
<p><i>Accountability Report which focuses on key indicators of progress toward measurable goals.</i></p>	<p>Governor and all Legislators, with detailed data related to:</p> <ul style="list-style-type: none"> • Critical Thinking • Study Abroad • Professional Exams • Access • Enrollments • Retention Rates • Graduation Rates • Degree Production • Research • Economic Impact • Degrees in High-Need Fields • Civic Participation • Community Outreach • Revenue • Faculty/Staff Diversity • Administrative Spending • Energy Use • Credits-per-Degree • Collaborative Degrees • Partnerships <p>In addition to the consolidated system-wide Accountability Report, detailed reports are issued for each UW System institution.</p> <p>The UW System also produces annual audited financial reports.</p>	<p>Board of Trustees will submit an accountability report to the governor, measuring performance in such areas as:</p> <ul style="list-style-type: none"> • Access and Affordability • Student achievement • Research • Economic impact • Services provided by the university to the residents of the state • Financial accountability of the university's operations. 	<p>would enhance its current annual accountability reports.</p>

Agenda Chancellor's Task Force on LGBT for April 13th, 2011 Meeting Minutes

Present: Kyle Naff, Brent Bilodeau, Amy Edmonds, Krista Kim, Chris Hollar, Ken Kohberger, Michael Perry, Crista Lebens, Eric Barber, Gwen Hering, Katka Showers-Curtis, Kim Simes, Jeff Angileri, Dan Schultz (WSG),

Guests: Lessa Marty, Ashley Struck, Tyler Singleton

Unable to Attend: Cindy Estrup, Dan Colleran, Amanda Helm, Mary Beth Mackin, Elena Levy-Navarro (*teaching at this time*), Joel Rollings, Robin Fox, Kate Burrow

1. No changes to the March 9th Minutes
2. **LGBTQ workshop is planned for Friday, May 6th, 8:30-4:30 and Saturday, May 7th 9-3:30am.** Please contact Lauren Smith *by April 22nd* if you are interested in attending. There will be several open sessions, a student panel and Sue Rankin will be the featured speaker. This grant-funded workshop written by Brent Bilodeau, Jim Winship, Kim Simes and Lauren Smith to help create a better climate for LGBTQ people on campus.
3. Possible permanent display location and possibility of securing a \$1000 for **LGBT materials in library.** Please keep in the back of your mind while *Kyle learns more.*
4. The last Safe Zone training will take place on Thursday, April 21st at 12:30pm in UC 260 facilitated by Michael Perry & Chris Hollar. The IMPACT meeting Safe Zone training had about 9 people present and the Wednesday, March 16th had 4 people attend.
 - a. We may want to look over the information currently handed out to see how we can update those pieces of information
5. Campus PRIDE Website was pulled up on the computer in our meeting area to review. **Kim Simes will be connecting with this company** to identify the trends they are seeing on the sight, how much action this site gets and if anything would match up with the Campus Climate Survey. It covers a lot of important topics but not sure how legit the information contained in this site. Most of the information is based upon your own opinion of the campus.
6. **The first draft of the Full Time LGBT Coordinator position** was moved for approval by Amy Edmonds and seconded by Jeff Angileri. Concern was expressed regarding no statement in the job description explicitly about knowledge of transgender issues. The Taskforce feels confident by having a broad description people will be able to refine it more as it moves to the Chancellor and then onto his designee(s). There remain unanswered questions as to where this person would be housed and where funds will come from to pay for this position. This is a living document and modifications will be made as it moves through the process of becoming an official position. Currently identifying different departments/groups on campus who would write letters of support for this position.
7. **The next Transgender Brainstorm session is April 20th** at 1pm in UC 262. Each committee reported on their general findings and we will drill down these concepts when we meet. The next Transgender Brainstorming meeting will be on May 18th April 23rd at this meeting it will be decided to continue meeting during the summer or to take a break and reconnect in September.
8. **Other Topics that were discussed:**

IMPACT will be holding their elections on April 19th for the new executive board in the fall. Tyler Singleton expressed his interest in running for President and shared a list of programs he is interested in bringing to campus.

Tyler Singleton shared how UW-Platteville creates their “Coming Out Group” in which posters say who they can get in contact with at UHCS and then at that meeting they are informed of the meeting, location, date and time.

Several students are planning to attend the “Break the Silence” campaign on Friday, April 15th in Madison. You can load the bus at 1:45pm near the visitor center with the return time being at 11pm.

Dan Schultz shared information from the Taskforce with WSG members, most specifically about the transgender brainstorming pieces.

Warhawk Involvement Center is winding down their programming for the semester. If you have ideas or programs you would like to see happen in the fall please contact Chris. Jan Bilgen and Ron Buchholz have been conducting focus groups to secure raw data on the direction the Centers should head in the future. Please share suggestions with them as well.

Katka Showers-Curtis and Ashley Struck presented information on their Undergraduate Research topic under the direction of Jennifer Flad regarding faculty training on teaching LGBT students. Professors are interested in being inclusive but may not know how. Safe Zones should go beyond definitions e.g. “How to talk about a topic in class without alienating the one person who may be in class.” There were multiple faculty members who expressed resistance to changing their thought process. Assist student to talk more about “How to be inclusive”. One suggestion was having students attend department meetings for about 15 minutes to talk about situations they may have found themselves in and identify ways to problem solve.

Two other students were mentioned as having done research work surrounding LGBT areas are Alison Blanchard and Kristen Franseen. There is interest in having these two individuals join us to share their findings.

9. This was Eric Barber’s final meeting before he leaves for UW-Madison. Eric has been on the UW-Whitewater campus for over 20 years in a variety of capacities and he will be truly missed.
10. **The next meeting will be** May 11th in UC 259B from 1 until 2pm