Minutes
Academic Staff Full Council Meeting
Monday October 12, 2015
10:30AM – 12:00PM
263 Cartwright

I. Call to Order: Pat Markos made a motion to call the meeting to order at 10:30AM. Sara Tienhaara seconded the motion. All in favor.

Present: Pat Markos, Chris Stindt, James Bushman, Sara Tienhaara, Cheryl Brye, Jenny Hartzheim, Miranda Panzer, Heather Holm, Richard Sims, Maren Walz

Absent: Cynthia Carlson

Guest: Bob Hetzel

II. Approval of Minutes for September 14, 2015: Miranda Panzer made a motion to approve the minutes of September 14, 2015. Seconded by Heather Holm. All in favor. Motion approved.

III. 10:35AM: Nizam Arain – Discussed drafts of a new spousal hire policy and a nepotism policy

A. Spousal Hire

1. Discussed goals and issues in trying to address some missing pieces. The policy has more consistency. Requires better documentation and accountability. Tried to make the process more sufficient with checks and balances.
2. An interest in spousal hire needs to be invoked during the negotiating process.
3. The terms “spouse” and “partner” are used interchangeably.
4. This policy now applies to University Staff. It is very broad across all employment categories.
5. Spouse A is the first spouse/partner offered employment at the University. Spouse/Partner B is the spouse/partner of “A”. Department B reviews Spouse B’s credentials. Stresses importance of Department B in the interview process.

B. Nepotism Policy

1. Now provides a mechanism for conflict of interest.
2. It is the obligation of the related persons to disclose the relationship. If they want to pursue the hiring process, they must prepare a written Plan of Action to remedy the potential conflict of interest. Related persons must sign the Plan of Action.
3. If the Plan of Action is violated, the person will be subjected to penalties.
4. Discussed Sections 5.2 and 5.3—Procedure for Approval
5. It is possible that the University could create forms for a Plan of Action.
Nizam will contact the Academic Staff Council if there are any changes to the new Spousal Hiring and Nepotism policies.

The policies were drafted by Nizam Arain and Madeline Holzem.

The ASC will vote by e-mail.

IV. Committee Reports

A. JP&B: Bob Hetzel visited the full council meeting.
   - Discussed enrollment – 80 students have dropped out. Will try to rebound in enrollment next year (150 students)
   - 7M dollar cut at UWL. 45 FTE eliminated. Eighty-one positions will have been lost.
   - Strategic Planning process will start and JP&B will take the lead in looking at the direction of the University. May hire an outside person to facilitate the process.
   - Discussed Compensation Plan. May need to look a GQA due to shortfall in enrollment.
   - System has started another budget cut and tuition freeze for the next biennium. Compensation “could be” 1% in FY18.
   - Enrollment group will look at non-Traditional students as a source of revenue as well as more graduate programs.
   - Regarding FY17 and FY 19, Bob stressed the need to communicate with the legislature to help prevent future budget cuts.
   - Discussed employee morale

B. Title Review: No discussion

C. PD Grants: Four proposals have been submitted.

D. Other Committee Reports: No discussion

V. Madison Rep Update: Written Report from Cynthia Carlson: No discussion

VI. Old Business: No discussion

VII. New Business: No discussion

VIII. 11:30AM: Interim Provost Betsy Morgan – Discussion of the reorganization of several units.

Interim Provost Morgan presented the new Academic Affairs Reorganization Plan as of 10/2015.
• International Education and Engagement (IEE) will report directly to the Provost, who then reports to the Vice Chancellor of Administration and Finance
• In new organization chart the Enrollment Services unit has been kept together. The role of the Associate Vice Chancellor of Enrollment Management has been discontinued mainly due to the budget shortfall.
• Discussed rationale for not informing governance groups about the position cuts. Timing issues and communication were problematic.
• Need only ask constituents if they have alternatives. Units can discuss changes with Betsy.
• Pat Markos will send out an e-mail to Academic Staff asking them to provide feedback about the Reorganization Plan. She will also let them know that the ASC met with iPVC Morgan. The can also attend the Faculty Senate meeting on Thursday, October 15th at 3PM in the Faculty Senate Chambers, 325 Graff Main Hall. Feedback can also be sent to Chris Stindt.

IX. Adjournment: Chris Stindt made a motion to adjourn the meeting at 12:30PM. Motion was seconded by Richard Sims.

Respectfully Submitted by Maureen Nelson