Academic Staff Council Minutes 2008 to 2009

Academic Staff Council
April 27, 2009

Present: Dodge, Sasaki, Robinson, Vahala, Van Roosenbeek, Burton, Lo, Kolkmeier, Leahy,
Excused: Heyer,

I. Emeriti
An Academic Staff recently got the Emeritus Status and was trying to get the parking permit Emeriti Academic Staff are entitled to, which was stated on the Human Resources website. After talking to the Parking office, we were told that this had been changed. Chair Van Roosenbeek contact Vice Chancellor Hetzel to see about the changes. He said that as of July 1, 2008, there is no longer a lifetime parking benefit for Academic Staff Emeriti. However, Faculty Emeriti still have the benefit. Chair Van Roosenbeek will be contacting Vice Chancellor Hetzel with some follow up questions.

II. Minutes
Motion to approve, First, Lo, Second, Robinson. APPROVED.

III. Elections
We have received petitions from two people and one more is on the way. Someone else is thinking about it. Council members suggested some people to approach.

IV. UW System Representative Report
Leahy contacted Al Crist about the Academic Staff Contract Language. He referred to System Policy 10. Chair Van Roosenbeek will be asking Human Resources how many academic staff have been here for 7 years and how many have been at UW-L for 10 years and what number of academic staff have each type of contract. The Academic Staff Representatives will be meeting this Friday.

Meeting adjourned at 4:23 pm.

Academic Staff Council
March 23, 2009
263 Cartwright

Called to order at 3:06 pm.

Present: Dodge, Leahy, Burton, Kolkmeier, Van Roosenbeek, Sasaki, Bean-Thompson, Lo.
Excused: Robinson, Heyer, Vahala

I. Minutes
Motion to approve, First, Burton. Second, Sasaki. APPROVED.
II. Decoupling
The resolution was approved and forwarded on to the appropriate people. Leahy suggested that the Academic Staff Council also forward the resolution to the Legislature’s Joint Budget Committee. Van Roosenbeek met with Cyndi Taylor, a union representative, who shared a list of UW-L staff and the union they would join. However, the list is not up to date nor is it complete.

III. System Representative
Leahy forwarded a letter to the group that was sent to President Reilly by the System Representatives group about UPG 3.05. The Council decided to also forward the letter to Chancellor Gow, Vice Chancellor Hetzel, Provost Enz Finken, Vice Chancellor Knudson, Faculty Senate and Student Senate. Motion to state that the Academic Staff Council also supports the stance taken in the letter, First, Sasaki, Second, Leahy. APPROVED.

IV. Joint Planning and Budget
Van Roosenbeek distributed an ‘Auxiliary Assessment for Financial Aid and 1% Across-the-Board’ sheet which was the focus of the most recent JPB meeting. The second box, ‘Recommended Distribution for Auxiliary Assessment’ is how they decided to come up with the money UW-L has to give for financial aid. The Council would like to send a resolution about this. Leahy and Sasaki will draft a resolution and send it out to the rest of the Council.

V. Elections
There are five seats up for election. The Council brainstormed people that may be interested.

VI. Academic Staff Forum
We are accepting questions via email and people will also be able to submit them anonymously at the forum. Encourage people to attend and submit questions.

VII. Morale Retreat
April 2 from 10:30am – 2:00pm. Sponsored by Campus Climate.

VIII. Miscellaneous
Tickets are available for the International Banquet.

The Mission Statement Drafts are out. The results will come back the governance groups.

Meeting adjourned at 4:04pm.

Academic Staff Council
March 9, 2009
263 Wing
Present: Dodge, Heyer, Van Roosenbeek, Burton, Robinson, Leahy, Bean-Thompson, Lo, Sasaki,
Excused: Vahala, Kolkmeier,
Guest: Tim Tritch,
Meeting called to order at 3:04 pm.

I. Approval of Minute
First, Burton, Second, Heyer. APPROVED.

II. System Representative

Collective Bargaining – Leahy distributed ASPRO’s position and the resolution that the University of Wisconsin-Stout Senate of Academic Staff passed. The resolution from UW-Stout is opposed to decoupling. ASPRO has proposed to have 3 separate units around the state (as opposed the governor’s proposed 6) made up of faculty and academic staff. There would be one at UW-Madison, one at UW-Milwaukee and one for everyone else. The UW-Stout resolution is in favor of one unit for the whole state. Tim Tritch, an ASPRO board member from UW-L, and Kathi Kilgore, from ASPRO, recently met with State Representative Jennifer Shilling to discuss ASPRO’s proposal. Chair Van Roosenbeek will contact Elise Denlinger, Chair of the Instructional Academic Staff committee, to ask for her input on a future resolution. Leahy will work on the resolution and send it to the Council. Motion in favor of writing a resolution opposed to decoupling, APPROVED.

Budget Hearing – There will be a budget hearing in Sparta on Monday, March 23rd from 10:00am – 4:00pm at the Legion Hall.

3 Year Bachelor’s Degree – This was brought to the Academic Staff Representatives but the group questioned if they were the appropriate group to bring it to. Some people on campus have expressed an interest in this but there would be some issues in implementing it.

III. Joint Budget and Planning

They talked about UW-L’s $11 million responsibility. $4 million is coming from GPR and $7 million from program revenue. $1.6 million base reduction and $150,000 in hold backs (positions to be left open for one year and then filled). Increase in tuition = 5.5% in 2010 and another 5.5% in 2011. $500,000 cut in travel: this is not to reduce travel but to rethink how travel is funded. It is looking like it will mostly affect faculty travel. One idea to bring this money together is to collect money from all the areas which travel into a shared account. $700,000 from GPR funds are spent per year on travel. Chancellor Gow was one of three Chancellors to address the Board of Regents last week.

If there are any ideas for hold backs, share them with your supervisor. Each college has a small 128 account which will be hit in addition to Residence Life, Dining and Parking. The goal is to keep all the jobs we currently have. Most GQA dollars were preserved and we will be hiring about 40 faculty positions.
IV. Mission Statement
The committee charged with coming up with a mission statement has narrowed it down to 5 possibilities. The committee has sent a draft of the method for completing the process to the governance groups and would like approval of it before they proceed. Council members can give feedback via email.

Meeting adjourned at 4:42pm.

Academic Staff Council
263 Cartwright
February 23, 2009

Meeting called to order at 3:07pm.

Present: Sasaki, Dodge, Leahy, Kolkmeier, Robinson, Van Roosenbeek, Vahala, Burton, Heyer
Excused: Lo, Bean-Thompson,
Guests: Jennifer Wilson and Joy Gutknecht (Human Resources), Larry Sleznikow (Education Technologies)

I. Minutes
Approval of Minutes: First, Vahala, Second, Sasaki.  APPROVED.

II. Human Resources
Title Changes in Campus Connection – HR is working with Sue Lee at the Campus Connection. They are hoping to run the information in July and again in September.
Grievance – Recommendation 1: getting rid of emergency hires. UWL has eliminated emergency hires. Everyone being hired at UWL will be going through a search. However, if we have a position that is unique enough and have someone that fits the positions, we will do a direct hire. If a position needs to be filled temporarily, there would be specific recruitment criteria and the person hired had to be aware that the position would only last a specific amount of time. Recommendation 2: reappointment process. Dean and division officers are reminded about reappointment via email. Human Resources is willing to help the person who must have that conversation and make sure nothing is missed in the conversation. HR will send Chair Van Roosenbeek a copy of the timeline the dean and division officers will receive.
Recommendation 3: training for supervisors. HR has done some training for department chairs. They recently held workshops on FMLA for employees and for supervisors. The HR website has an area for supervisors.
Academic Staff Pool – Is in the works. It is hoped that it will be operational on June 1, 2009. PeopleAdmin will also be used for typical searches.
Consultative Layoff Committee – Should the Council get the committee ready to meet? This is not being recommended right now.
Miscellaneous – If a position is lost and another employee takes on additional job responsibilities from that job, it needs to be documented. Supervisors need to be realistic as to what one person can take on.
If there is no meeting with the supervisor during the IDP process, that fact can be noted by the employee.

**New Employee Orientation** – The Council would like to keep doing this. It was well received last year. As long as there is someone from the Council who can work with Human Resources, they would like to continue this also.

**New Faculty Social** – New faculty and IAS have a social in August. Can Academic Staff also be invited to the social? The Chancellor or Betsy Morgan would be best to contact for information.

**IAS policy changes** – The IAS committee has done some work but it hasn’t been sent to Human Resources. They have been focusing on contracts.

**Sick Leave** – Is the new system helpful and money saving? This was done to be in compliant with the Fair Labor Standards Act.

### III. Budget
The Chancellor had an open forum on Friday. It is looking like UWL will be cutting $5.35 million over two years. JPB has already cut $1.6 million. UW System will be covering this year’s lapse. President Reilly and the Chancellors may sit down with the Governor to talk about how taking money from reserves would affect students. There is talk of taking money from reserves for financial aid. Chancellor Gow also talked about the Star Fund which is used to retain employees and has $15 million in it. It seems that it is used by UW-Madison. On February 19th, the proposal for the academic building was out for bid; we should know by March 2nd. Superior, Oshkosh and Parkside also have projects. Superior does not have all the funds they need. Oshkosh has about half of their goal. Parkside has a major donor but the donor is having financial issues. Voluntary reduction to 10 or 11 month contract? They are looking into this. The CLS dean search is meeting today with the Provost. The assessment position was frozen but due to accreditation it may be filled later.

Meeting adjourned at 4:50pm.

Academic Staff Council
263 Cartwright
February 9, 2009

Meeting called to order at 3:08pm.

Present: Heyer, Van Roosenbeek, Kolkmeier, Vahala, Leahy, Dodge, Sasaki, Lo, Bean-Thompson, Heyer
Excused: Burton, Robinson,

I. Approval of Minutes
Motion to approve minutes from the last two meetings: First, Kolkmeier, Second, Bean-Thompson. APPROVED.

II. Comments on Last Meeting
-would like to invite the Chancellor and Vice Chancellor back after spring break
III. Upcoming Meetings
- Jennifer and Joy from Human Resources will be guest speakers at the next meeting
- Chancellor Gow will be coming to a meeting in April
- Chair Van Roosenbeek will invite Joe Heim to an upcoming meeting

IV. System Representative
The Academic Staff Representatives came up with a letter to President Reilly about UPG 3.05, which relates to contract length. It is still in draft form. The group meets again in two weeks.

V. Pay Plan
Motion: Until the Pay Plan raise exceeds annual inflation/cost of living increase, we ask the Chancellor to give the entire raise across the board. First, Leahy, Second, Vahala.
APPROVED.

Meeting adjourned at 4:22pm.

Academic Staff Council
126 Wing
January 26, 2009

Present: Van Roosenbeek, Leahy, Kolkmeier, Dodge, Sasaki, Lo, Bean-Thompson, Heyer, Robinson, Vahala
Excused: Burton
Guests: Chancellor Gow, Vice Chancellor Hetzel

Meeting called to order at 1:18pm.

I. Pay Plan
The Regents have recommended an increase of 2.5% in each year of the next biennium. However it is not currently funded. This kind of increase is typically distributed as 2/3 performance and 1/3 merit. Vice Chancellor Hetzel came to get the Council’s opinion of this distribution. The pay plan is distributed first to the University and then to the four divisions. If not everyone is awarded merit money, any excess funds are turned back over to the central fund.

Governor Doyle will be here on Friday in Port O Call at 12:45pm.

II. Budget
The federal stimulus package has talked about shovel ready projects and Centennial Hall is one of a few in the state. That has shifted to talk of funding work related to renovation and maintenance. The Cowley Auditorium and lab renovations have been added to the list. It is not guaranteed that we would receive any funds. The University is examining how other states are dealing with their deficits. The website set up for
people to give suggestions on cost saving idea has received about 100 suggestions which have been distributed to the Council. The goal is to save about 2.1 million dollars.

**Bookstore** – The technology in the bookstore is becoming outdated and the purchasing power of a single bookstore is quite limited. It turns out that neither the Bookstore or Textbook Rental is currently self-sustaining. The university is focusing on bringing a business-minded attitude to running the Bookstore and Textbook Rental. 90% of bookstores on college campuses are outsourced. Five other UW schools of comparable size have outside groups which manage their bookstore and/or textbook rental. We will be asking for information from companies who run bookstores on other campuses. If the employees currently in the bookstore do not find a good fit with the company that comes in, the University will work to find another place on campus for them. An agreement reached with the outside company would give us at least an agreed upon amount of money per year. The University would like to use this money to fund undergraduate research.

**Alternative Funding for Counseling and Testing** – The University is looking at raising fees at the Health Center to support funding for Counseling and Testing.

**Copy Center** – The University is looking at doing something similar with the copy center as they considering doing with the Bookstore.

**Mission Statement** – The group is still working on it. A couple ideas have been suggested and are being considered. The goal is to have a mission statement in February sometime.

Meeting adjourned at 3:05pm.

Academic Staff Council
126 Wing
November 10, 2008

Present: Leahy, Bean-Thompson, Lo, Sasaki, Van Roosenbeek, Burton, Vahala, Kolkmeier,
Excused: Heyer, Robinson, Dodge

Meeting called to order at 1:22pm.

I. Minutes
Motion to approve, Bean-Thompson; Second, Vahala. APPROVED.

II. Amethyst Initiative
The Council would like to encourage further discussion on the initiative. Faculty Senate and Student Senate have tabled it for the time being. The Council would like to encourage Academic Staff to attend a webinar planned for December. Chair Van Roosenbeek will collect some information to send out to all Academic Staff via email.

III. 2010-2011 Academic Calendar
Motion to approve, Vahala, Second, Sasaki. APPROVED.
IV. Joint Planning and Budget
$311,000 from GQA that can be put towards non-faculty positions. This equates to approximately 9 positions for next year. 31 proposed positions were submitted. These were put on D2L for the committee to review. The committee received input from Dean Knudson and Provost Enz-Finken. The committee is now looking at the top rated positions. Among these are 2 for Admissions (Diversity Recruiter, one to work with PeopleSoft), Financial Aid two for (one for Financial Aid Counselor, one for PeopleSoft), two for Records and Registration (one for PeopleSoft, one Classified support positions), two counseling positions for Counseling and Testing, one Violence Prevention Specialist, one Director of OMSS and an Internship Coordinator in Career Services.

There was a debate about the 3 PeopleSoft positions as these are not always seen as directly related to GQA. It was expressed that the positions would be funded if GQA funds were not available. This has not yet been resolved.

The committee members need to vote on the top ranked positions to narrow it down to 9. They meet again on Wednesday for further discussion.

V. Wilder Office Relocations
ROTC is going to the basement of Whitney and eventually Wittich. Student Support Services is going to a yellow house near Cleary. Counseling and Testing is moving to the lower level of Morris. Career Services and Academic Advising is moving to the lower level of Cartwright. Residence Life is moving to Whitney. Campus Climate and the Provost will be switching offices.

VI. UW System Representative
Vicky Washington came to talk about Inclusive Excellence, the follow-up to Plan 2008. They are hoping to create a statewide steering committee with two representatives from each campus. The representatives expressed the view that they would like to focus on retention as well as recruitment.

Budget: The focus for the upcoming budget will be the continuation of the growth agenda. By November 20, there should be a better understanding of the where the budget will be.

Al Crist talked at the last Regent meeting about faculty and academic staff workforce recruitment challenges. Leahy will forward the report to the Council.

Some campuses are seeing instances where in trying to fill an open academic staff position, they are encouraged to consider filling the position as a classified staff position.

VII. Other
Reminder: The Board of Regents will be meeting at UW-La Crosse in December.
Meeting adjourned at 2:49pm.

Academic Staff Council
October 27, 2008
126 Wing

Present: Van Roosenbeek, Burton, Robinson, Bean-Thompson, Heyer, Dodge, Kolkmeier, Leahy
Excused: Lo, Sasaki, Vahala
Guests: Matt Vogel, Bobby Erickson,

Meeting called to order at 1:19pm.

I. Introductions

II. Amethyst Initiative
This is an initiative that is a statement from the university that public officials have an open discussion about the national drinking age. Next year, the National Minimum Drinking Age Act will be up for renewal in Congress. Any state that does not set the drinking age at 21 looses 10% of their federal highway funds. The hope is the formative of a more effective alcohol policy nationwide to reduce binge-drinking and other adverse side affects of alcohol. 130 colleges and universities have signed onto it. Chancellor Gow has said that if the three governing bodies of UW-L support the initiative, then he would likely support it. Student Senate will be voting on the issue Wednesday, November 5. They had looked at it and tabled it until that time. There will be a one hour seminar on December 12, location to be determined.

III. Minutes
Motion to approve: Heyer, Leahy. APPROVED.

IV. Chapters 8-13
It seems likely that there will some more changes to Chapter so voting on that Chapter will be delayed until the appropriate time. There are areas where the requirements for voting by the committees are confusion. The Council will agree on the changes but our Bylaws committee needs to look over the document in order to make requirements for committees – what kind of majority is need (2/3, 50%+1), etc. - clear. Motion: to approve the instructional academic staff portions of chapters 8, 9, 11 and 12 and send the non-instructional academic staff portions of those chapters to the Bylaws committee for review and necessary revisions. First, Leahy. Second, Burton. APPROVED.

V. Letter – OMSS
Van Roosenbeek will invite Joe Gow, Bob Hetzel, Barbara Stewart or Paula Knudson to the next meeting to discuss further.

VI. System Representative
Meeting this Friday in Madison.

VII. Dr. Zakahi
Kolkmeier and Dodge went to the meetings and Van Roosenbeek met with him individually.

VIII. Mission Statement
Group is planning to have a new mission statement written up by February.

IX. Chapter 10
The language of terminal, renewable and rolling horizon contracts is still being worked on and the Council will vote on it once it is ready.

Meeting adjourned at 2:57pm.

Academic Staff Council
Full Council
October 13, 2008

Present: Robinson, Sasaki, Van Roosenbeek, Leahy, Vahala, Kolkmeier, Dodge, Heyer, Lo,
Excused: Burton, Bean-Thompson,
Guest: Kerrie Hoar

Meeting called to order at 1:18pm.

I. Introductions

II. Chapter 9: Academic Staff Rules
This was the last piece of work charged to the IAS committee by Faculty Senate. They looked at titling, career progression and work load. The last piece was to look at the language in the contracts, having a policy which reflects reality. It currently states that after you have been here for 7 years you will receive a rolling horizon contract which does not happen. They wanted to change the language to reflect the fact that instructional and non-instructional academic staff is represented by two different governance bodies. All UW-L changes must be approved by the Board of Regents. Faculty Senate is also looking at making changes.

In Chapter 10, they looked at the different types of contracts available. We currently use a terminal contract. There is also rolling horizon. There is a third type of contract: renewable, in which you hire them and plan to continue hiring them. IAS is asking that those who are terminal (whose employment is planned to take place for a limited amount of time) get a terminal contract. The others would get a renewable contract. It would still say that rehiring is not guaranteed. If the Academic Staff Council would approve the wording, it would apply to both instructional and non-instructional academic staff.
There are 4 years in Wisconsin that still give rolling horizons and others that also do renewable contracts.

Concern was expressed over use of instructional/non-instructional. Hoar will go through the document to adjust the wording to fix the confusion.

III. ACE Fellow – Walter Zakahi will be visiting later this month. Please try to make one of the visits. They are October 22, 11:00am – 12:00pm in 325 Graff and October 23, 1:00pm-2:00pm in 327 Graff.

IV. Minutes
Motion to approve, Robinson – Sasaki. APPROVED.

V. Joint Budget and Planning
The committee is working on GWA positions. A round of hiring begins this fall. They are looking at non-instructional. Requests must be to division heads by October 16. They will be hiring 9 positions including program assistants. The Academic Building is on progress and they will be looking for bids starting in early 2009. They are starting on plans for the new residence hall. The stadium is 1 week ahead of schedule. They are putting in a request for a face lift for Wittich.

VI. System Representatives
At the November Board of Regents, Al Crisp will talk about pay plans for academic staff and showing how there is concerns that we are following behind. If you have any information that would help with the presentation, please send that information on and Leahy will forward it on. The next meeting is October 31 in Madison.

Meeting adjourned at 2:38pm.

Academic Staff Council
September 8, 2008
126 Wing

Present: Kolkmeier, Dodge, Van Roosenbeek, Leahy, Lo, Burton, Sasaki, Bean-Thompson, Robinson
Excused: Heyer, Vahala,

Meeting called to order at 1:19 pm.

I. Approval of Minutes
July and August – Motion to approve: First, Leahy; Second, Lo. APPROVED

II. Academic Staff Council Fall Kickoff
An email announcement was sent out today. Janie Spencer will be the featured speaker. The recent Professional Development Grant recipients will have poster presentations at the event.

III. Vice Chair
The Council discussed altering the structure/roles of the executive team to achieve a continuity of leadership.

IV. Foundation
The Foundation would like to come speak to the Council. Van Roosenbeek will invite them to the next meeting.

V. Mission Statement Review
Robinson and Kolkmeier offered to serve on this committee. Their names will be forwarded.

VI. AS Representative
The group will be meeting next week. The number of meetings in Madison will likely be reduced. The group has also talked about how people are notified that it is time for staff to apply for a title change. UWL requires that the last 5 years must be at the institution to go from no prefix to Senior. Other campuses do not require that those 5 years be on the campus; they count years at other universities. Leahy will also ask the other campuses what the budgets of their Academic Staff groups are.

VII. Committees
We would like to think about charges for the committees. Professional Development will likely be changing some items on the application forms for the Professional Development Grants.

Meeting adjourned at 2:26pm.

Academic Staff Council
126 Wing
July 28, 2008

Present: Van Roosenbeek, Lo, Kolkmeier, Dodge, Burton, Robinson, Leahy
Excused: Vahala, Heyer, Sasaki, Bean-Thompson
Guests: Jennifer Wilson and Joy Gutknecht - Human Resources

Meeting called to order at 1:15pm.

I. Introductions

II. Minutes
Motion to approve: First, Robinson, Second, Lo. APPROVED
III. IAS Policy Revisions
There seems to be some confusion over the documents. Right now, Human Resources is not looking for approval. Early chapters, related to faculty, need Board of Regents approval. Later chapters, related to Academic staff, need to go to the UW System for approval. The plan is to get the intention of the IAS committee. The document sometimes uses the terms instructional academic staff and academic staff interchangeably when they actually have different meanings. There are some items that are asked for in one spot and left out in others. Also discussed was contract language. The “not intended for renewal” language was lifted from UW-Madison. However, UW-Madison’s policy is now that once a person receives a hire letter, they will only receive a letter if the intent that they will be let go.

One thing that needs to be changed is that the location of the Academic Staff Council office. The one listed in the documents is out of date.

IAS are allowed to choose if they want to be represented by the Academic Staff Council or the Faculty Senate. There is no list of what people have decided. A system needs to be developed so that information is shared with the correct offices.

HR is working on databases for IAS and NIAS which would track where the employees are in the career progression track. This may be a place where governance representation can be listed.

If someone has a split appointment, they need to make the choice. Some one who is majority lecturer would automatically be represented by the Faculty Senate.

The Council or a Council representative would like to meet with the IAS committee. Van Roosenbeek will serve as the Academic Staff Council contact for coordinating the meeting.

IV. Academic Staff Council Budget
The Council reviewed a draft budget proposal. Van Roosenbeek will look into who should be paying for the Leadership Conference. The AS Rep line may need to be increased as the group is looking at more meetings in Madison.

The Council would also like to look at eventually eliminating the phone line and transitioning to email as the means of communication.

V. University Budget Council Update
Van Roosenbeek has been attending these meetings. The group has been meeting every Monday and Friday for two hours each day. The group is discussing how to deal with the deficits of the university. He handed around some information. In the original budget, we were looking at a lapse of $30 million for the System. Now it is $25 million. At the last meeting, the group began discussing how to address the shortfalls. The group is looking at creating a policy of what to do if an account goes into deficit.
Meeting adjourned at 2:55pm.

Academic Staff Council
126 Wing
Monday, June 23, 2008

Present: Dodge, Van Roosenbeek, Robinson, Heyer, Leahy, Burton, Lo, Bean-Thompson,
Excused: Sasaki, Kolkmeier, Vahala,

Meeting called to order at 1:23pm.

I. Minutes
Motion to approve: Lo    Second: Burton.    APPROVED

II. Academic Staff Council Budget
It was nice to find out where the money is coming from, what the budget is, etc. The amount may change a little bit but right now it is $17,096. At the first meeting with Dr. Hetzel it was shown that we were over for the 06-07 fiscal year and were heading towards being over for the 07-08 fiscal year. Initially, it was desired that the overspending for 06-07 be repaid. A compromise was reached on this. The co-chairs have not yet received their compensation for the 07-08 school year. Now that we know what our budget is, we can work towards not overspending. We did get a breakdown of the spending and found spots to cut spending. Van Roosenbeek will be having a meeting with Dr. Hetzel and Sharon Radtke to set up the budget.

III. Academic Staff Leadership Conference
There are four current Council members interested and two former members interested. We will plan on sending the 6 people to the conference.

IV. Excellence Award
Hong Rost was chosen as the Academic Staff Excellence Award winner. The Chancellor knows and Hong knows. Hong will be out of the country for most of the month of October, which is when we traditional have the ceremony. We will aim for a date in late September.

V. Vice Chair
This position has not been chosen yet. Vahala has said that she would be willing to be Vice Chair this year but would not want to be Chair the following year. Next month, we will discuss coming up with a co-chair model to implement in the near future.

VI. Committees
Employee Orientation – Please let Sharie Brunk know if you are available to help at the employee orientation. You only need to be there for the first hour.

VII. System Representative
In May, the Academic Staff reps met jointly with faculty. It was expressed that Faculty have never supported decoupling. Also, they feel that the number one issue is compensation. President Reilly wants to create a Commission for Quality and Competitiveness. He is still coming up with the composition of the group but is looking at students and business leaders.

Contracts – Oshkosh has rolling contracts and was planning to share the information of how they do this with other Human Resource offices.

VIII. Council Representation on Committees
There are a few committees which require a Council Representative: Bylaws, Salary and Personnel, Search and Screen, Joint Legislative/Regents, JPB. Council members volunteered for the following committees:
Joint Legislative/Regents: Leahy
Search and Screen: Heyer
Bylaws: Robinson
Salary and Personnel: Burton
JPB: Vahala

Meeting adjourned at 2:33pm.