

UW-Extension University Committee
432 N. Lake Street, Room 523
Madison, WI 53706

October 14, 2008

PRESENT: David Nack, Chuck Prissel, Chris Kniep, Kathleen Haas, David Hart and Greg Blonde

GUESTS: Chancellor Wilson, Christine Quinn, Ray Schultz

- I. CALL TO ORDER: David Nack called the meeting to order at 1:05 pm and was certified as having met open meeting compliance.
- II. PROVOST/VICE CHANCELLOR WELCOME AND INTRODUCTION OF NEW MEMBERS: All around the table introduced themselves and talked about the work they do. Christine offered a synopsis of her background.
- III. APPROVAL OF MINUTES: Motion to approve September 09 minutes as drafted by Chick Prissel and seconded. Minutes approved.
- IV. Chancellor Report: David Wilson: Officially welcoming Christine and looks forward to working with her.
 - 1) Just attending the WI counties Assoc. meeting in WI Dells with over 1,000 attending, the best turnout they have had in the past ten years. He and Rick Klemme both addressed the group.
 - 2) Board of Regents (BOR) will meet on Nov. 6th and will discuss the role of retention and recruitment at this meeting. The Academic Staff Rep at UW-Stout will be asked to make remarks regarding recruitment and retention issues as they relate to faculty and academic staff. Hopefully, this will end up with a case being made to the Regents, the Governor and the Legislature re: the need for a more competitive pay plan.
 - 3) Christine and the Chancellor will be attending the Ag and Natural Resources meeting in WI Dells on Wed. 10/16.
 - 4) Chancellor and Provost attended the Outreach Scholarship Conference together in Penn State.
 - 5) Kim Kindschi is the new DEED Exec. Dir. and will begin on October 14th. He comes to us from the WI Development Corporation.
- V. CHAIR'S REPORT: No formal report offered time for questions/discussion. Question on the budget: Wilson said the budget the Regents voted on and sent to the Governor has cost to continue is the additional amount that was requested because of inflation. UW Growth Agenda deals with new money, Detailed Items Narrative (DIN) for about \$30 million across all of the campuses. Adult Student Initiative funds and money for collaboration between UW Platteville and Washington County for the engineering program will remain in the budget. The Pay Plan was not included in the budget. That piece done separately. The Pay Plan must be matched with the tuition increase. The Board will meet in December to determine the tuition increase and then determine the Pay Plan. Question: Sense at WCA Meeting on county budget? Wilson said he did not hear alarm bells at the meeting, but there will be work done for 3 or 4 counties to restore funding and/or a couple of Extension positions.

- VI. FACULTY REPS COUNCIL REPORT: Renee Mehlberg sent the report that Karen Nelson forwarded to her from the last meeting. Proposed changes to Chapter UWS 19 would need input from faculty.
- VII. DISCUSSION ABOUT AND POSSIBLE ACTIONS FOR THE NOVEMBER 2008 BOARD OF REGENTS MEETING: Much discussion on the Board of Regents meeting; what will be the focus, what will be the role of Extension's UC and ASC groups, Chancellor, Vice Chancellor etc., what to say and what is not appropriate to say for this meeting. Institutions are being asked to compile written documents to site anecdotal stories to address recruitments and retention and provide a resolution statement. Many anecdotes about retention and recruitment were shared. ACTION: *** Anecdotal information and data all indicating the discrepancy in salaries for county based Extension faculty and testify will be sent to Ray to compile into a draft report for the BOR. Ray was asked to obtain data from the DDs about their recruitment and retention difficulties. Ray also indicated he may be able to obtain some information from the Exit Questionnaire database. He will send all of the draft information to David for review and revisions. David will write a letter to the BOR to accompany the report from the UC. The committee discussed a resolution to send to the BOR. After much discussion the following resolution was developed.

RESOLVED: The University Committee of the University of Wisconsin Extension wishes to present a report to the BOR on 11/06/08 that contains data and anecdotes which illustrate faculty salary inequities that cause unique recruitment and retention challenges which we want the BOR to be aware of them as they investigate or study compensation issues. We believe salary inequities need to be addressed in an across the board manner, and we believe benefit issues such a domestic partner benefits and tuition reimbursement need to be addressed by this Board of Regents because they also effect recruitment and retention at UW-Extension.

Motion to adopt by Chuck Prissel. Discussion on the motion – hearing none all in favor signify by saying Aye. Opposed – none – Motion carries and the resolution is adopted.

Chris Kniep and/or Chuck Prissel volunteered to go to the meeting and be a spokesperson if needed. Move to extend the meeting to 4:30pm or 5:00 at the latest. Move this motion by David Hart seconded by David Nack. Motion passed.

- VIII. ARTICLE 4 IMPLEMENTATION COMMITTEE REPORT: Chris Kniep: Rob Burke sent recommendation: Faculty governance units would move forward with crafting and promoting a county based model. The administrative group has decided there will be annual feedback from all staff in county offices regarding the county Department Head's performance.
- IX. FACULTY COMMUNICATION FORUM PLANNING COMMITTEE REPORT: Ray Schultz did a zoomerang survey with those who attended this year's forum and he will forward those results to Kathleen Haas. The plans need to be decided on in Nov and Dec. The Senate wants to know in January what the plan will be for this forum in 09.
- X. FACULTY TENURE ORIENTATION WORKSHOP PLANNING COMMITTEE REPORT: A zoomerang survey will be sent out including – time line, locations, materials included etc. and those who attended this year will respond and essentially those answers will be used to plan next year's.
- XI. PROACTIVE DISCUSSION OF INSTITUTIONAL ISSUES: Kathleen Haas – would like to hear from members of this committee how they share information w/their colleagues. Discussion followed.

Approved 11/12/2008

XII. ADJOURN: Chris Kniep moved we adjourn, Kathleen Haas seconded – the meeting adjourned at 4:27pm.