

**Joint Mtg: Faculty Senate and Academic Staff Council and University Staff Council
Tuesday, March 1, 2016
1:30-4pm
Lowell Center
610 Langdon Street, Madison, WI**

Attendees: Lyn Fleming, Patrick Nehring, Bill Klase, Craig Saxe, Erik Ernst, Judy Ballweg, Cathy Sandeen, Aaron Brower, Dan Hill, Dan Wanish, Julie Hunter, Russ Awe, James Wegener, Armando Ibarra, Connie Creighton, Dawn VandeVoort, Lori Laberee, Jay Zambito, Shelley Tidemann, Jeff Hoffman, Jerry Braatz, Tom Culviner, Kristin Krokowski, Mike Ballweg, Jason Beier, Dan Krueger, Dave Young

Via Phone: Eric Biltonen, Kathy Metzenbauer, Kathy Eisenmann, Ruth Schriefer, Ken Rosen

1. Call to Order and Certification of Open Meeting Law Compliance – Craig Saxe, UC Chair
2. Welcome and Introductions
3. Approval of March 3, 2015 meeting minutes
 - Minutes approved
4. Chancellor Dialogue – Cathy Sandeen
 - nEXT Generation Decisions – met with Faculty Senate this morning about the major reorganization within Coop Ext. The sponsor team (Provost Aaron Brower, Vice Chancellor for Admin and Finance Steve Wildeck, Coop Ext Dean and Director Rick Klemme) will work along with Jay Rowan, nEXT Generation Project Manager (Huron Consulting Group), David Berard, nEXT Generation Project Leader (internal administration and specialist), Pamela Seelman, Coop Ext Communication Director. A steering committee has been named and charged with developing 10-12 workgroups focused on how to implement the budget reduction plan. The steering committee will meet again on Friday, March 4. A Chancellor's Town Hall is scheduled for March 3, 12-1. A weekly newsletter is due to be released yet this week. A taskforce will be appointed to help track all the changes, evaluate how things are going, and determine ways to fill the gaps that are discovered along the way. It was suggested that there be better communication, more transparency, and talking points. It was suggested that factsheets and talking points be developed for working with constituents.
 - Institutional Advocacy Campaign Themes Update – Cathy distributed and discussed a document that provides background information and the five themes. These themes will be used to tell our story to legislators and others. This effort will be led by Lin Larson, Associate Vice Chancellor for Communications and Marketing. Judy will be emailing the document to all in attendance.
 - UW System Strategic Planning Report is available with more information to come.

Discussion followed.

5. Provost and Vice Chancellor Dialogue – Aaron Brower
 - UW System Funds Released for Base Salary Increase for Faculty and Staff – money will be divided by divisions for the Deans/Directors to distribute as appropriate.

- UW-Ext Faculty Support for Academic Affairs Policies for Degree-Granting Authority – The Higher Learning Commission (HLC) application process has begun. The degree-granting initiative will be under a “candidacy” status for 3-5 years then a more permanent status is granted for 10 years then under an every 10 year review. Work is being conducted with the assistance of David Schejbal, Patti Wise, Peter Nordgren, Kim Kostka, Judee Richardson, and Suresh Chalan. Policies/Bylaws need developing requiring an Academic Oversight ad hoc committee (ideally 3 members). Faculty members include Alexia Kulwicz, Craig Saxe and Jerry Braatz.
- Merit recommendation / Institutional Compensation Philosophy – Jason Beier will be involved in developing an Institutional Compensation Philosophy/Guidelines to include a set of guiding principles, defining merit, local control of merit recommendation and criteria. It was suggested that perhaps a taskforce be created.

Discussion followed.

6. Discussion: Increasing Staffing Support for Shared Governance – all
 - Dan Hill has announced his resignation from the role as Interim Secretary of the Faculty and Staff. He will return to his full time faculty position at the Local Government Center, effective April. The group offered a round of applause in appreciation for Dan’s great contributions. Craig Saxe has been taking the lead on preparing a proposal on how to refill the Secretary of the Faculty and Staff position. The plan is to recruit an interim (~6 months) prior to any decision being made on what the permanent position may look like. Any edits to the distributed proposal should be submitted to Craig by April 5. The Faculty Senate has made it clear they support a full time, permanent position. It was suggested that each governance group revisit the proposal with Provost Brower during their April governance meetings.
7. Dialogue: Board of Regents Policy Review (ex: layoffs) – Jason Beier
 - Jason introduced new HR staff members – Dave Young, Assistant Director, HR (Diane Lund vacancy) and Dan Krueger, HR Organizational Development Program Manager
 - It was suggested that the Faculty Annual Review documents developed by Faculty Senate be shared with Jason Beier and Aaron Brower.
 - Jason will provide guidance on the necessary notice period in regards to faculty layoff.
 - Faculty Senate currently has a taskforce reviewing UPG#7 – Recommendations for Lateral Transfer and/or Retraining of Tenured Faculty (caused by program change or reduction). Kathy Eisenmann is taking the lead.
8. Workplace Climate Recommendation Report – Dan Krueger, HR Organizational Development Program Manager
 - ✓ Institutional professional development opportunities are needed.
 - ✓ University Staff Council has already given their feedback and we now want wider feedback including an inventory of existing resources.
 - ✓ Supervisor Training Proposed Outline of Modules/Sessions – this will be offered throughout the state and will not be fee based. There will be some modules that are face-to-face and other modules that will be distance learning. There are travel dollars available for your attendance. The modules will be set up as a menu pick and you choose what best fits your need at any given time. Judy will distribute the Proposed Outline.
9. University Committee Chair Report – Craig Saxe
 - Nothing in addition to the items mentioned earlier and being worked on by UC/FS.

10. Academic Staff Council Chair Report – Erik Ernst
 - The Council will work closely with Jason Beier on understanding Chapter 12 and Chapter 12.07 as it relates to layoff, reappointment/rehire.
11. University Staff Council Chair Report – James Wegener, Vice Chair
 - The Layoff Policy as been finalized and approved.
 - Grievance Committee has been formed.
 - The Compensation Committee has worked toward a 5-tier performance review system.
 - There is a vacancy on the Council due to Donna McLaughlin's resignation. There is an interested individual and formal action will be taken at the April meeting.
12. UW System Faculty Reps Update – Craig Saxe
 - Topics of interest include Board of Regents tenure policy and Faculty Reps proposed changes.
 - There has been interest in a Retention Survey to get a better sense of why people are leaving the organization.
 - There has been interest in knowing more about the Titling and Compensation Taskforce due to start their work sometime in March.
13. UW System Academic Staff Reps Update – Tom Culviner
 - People are leaving the organization with some campuses experiencing 2-3 vacancies per week.
 - The use of “rolling horizon” appointment has been revisited.
 - There has been some talk about advocating for fix term appointments.
14. UW System University Staff Reps Update – Rick Mills/Lisa Perkins
 - Nothing to report.
15. Identification of Future Meeting Topics
 - Budget Implications for faculty and staff – Rick Klemme, Dean and Director, Coop Ext and Chancellor Cathy Sandeen
 - Dialogue: Board of Regents Policy Review / Clarity (i.e. layoff) – Jason Beier

Meeting Adjourned at 4pm

~minutes submitted by Judy Ballweg~