

Faculty Senate Meeting Minutes
Tuesday, December 1, 2015
11am-4pm
Pyle Center, Madison

Present:

Craig Saxe, Armando Ibarra, Ruth Schriefer, Jay Zambito, Connie Creighton, Angela Flickinger, Shelley Tidemann, Kristin Krokowski, Kathy Eisenmann, Kathy Metzenbauer, Mike Ballweg, Jeff Hoffman, Lori Laberee, Dawn VandeVoort, Marty Havlovic, Patrick Nehring, Rick Klemme, Greg Wise, Aaron Brower, Cathy Sandeen, Lin Larson, Dan Hill, Judy Ballweg

Via Phone:

Trisha Wagner
Eric Biltonen
Amy Greil

Called meeting to order at 11am and certified open meetings requirement – Craig Saxe

Approval of September 1 meeting minutes

- minutes approved

Chancellor Dialogue – Cathy Sandeen

- Institutional Budget and Implications on Faculty and Staff
 - Invite Jason Beier, HR Director, to University Committee and Faculty Senate meetings.
 - What is the strategy for dealing with counties unwilling to go along?
 - Looking at the model and its ability to respond to future budget cuts.
 - Dean is looking at engaging Wisconsin Counties Association (WCA) and a handful of county government leaders to act as a group of advisors.
 - Need for consistent, clear messages
 - Expecting a linear cut in county contribution to UW-Ext. Dean is hopeful that counties will maintain current level of investment

Question: What is your hope for this process?

Aaron Brower response: The ability for Coop Ext to deliver on its mission. Positioned to look forward and not backward, being fiscally responsible, leveraging volunteers, investment in people. I cannot imagine the ability to function well without faculty. May need a presentation to UC, ASC, and USC.

- Chancellor's View on the Senate and Faculty role in Upcoming Biennial Budget Process
- Institutional Advocacy Campaign Themes Update
 - Introduced Lin Larson, UW Colleges and UW-Ext Associate Vice Chancellor for Communications and Marketing (AVC), and suggestion to develop high quality TV ads like University of Minnesota.
 - Align with UW System priorities
 - Engaging with legislators about upcoming budget, communicating value
 - Concern expressed about lack of county engagement in Coop Ext reorganization. Need opportunities for sharing and give-n-take.
 - Need for responsiveness to inquiries by Chancellor's office and Dean's office along with a need for consistent feedback.
 - Consistent 365 day message to legislature
 - Chancellor reiterated her commitment to shared governance
 - Have a specific ask of the counties
 - Chancellor will share her commitment to faculty tenure when model is rolled out.

11:45am – working lunch

12:25pm – reconvened

Dialogue with Rick Klemme, Dean and Director, Cooperative Extension

- Reported on CEAC meeting to plan the reorganization model
 - How to have conversations with counties is a difficult question.
 - Issue of self-organizing among colleagues with limited information.
 - Key elements: county presence, county support, independence in programming, connecting county and specialists.
 - Pro-rata distribution of cuts, 8.25% of county, specialists, and administration positions, \$3.6 million
 - Impact on tenure – extending tenure timeline, placing a hold on granting tenure
 - Commitment to tenure and faculty urged by senators. Is there a commitment to tenure and scholarship? Dean is committed to tenure and applied scholarship, being accommodating and flexible in cases such as lateral transfers, etc.

Motion by Mike Ballweg to oppose a moratorium on granting tenure. Motion withdrawn.

Provost Dialogue – Aaron Brower

- Flex Option Update
- UW-Ext Mission Statement Update

UW System Taskforce on Tenure / policy rewriting based on outcomes – Greg Wise

- Greg distributed and discussed BOR Tenure Policy Task Force Update. The taskforce met four times (Aug 20, Sept 17, Oct 22, Nov 30) with a final meeting scheduled for December 23. By mid-January a final draft of proposed policy language will be circulated for governance review. The first reading of the new language will occur at the February BOR meeting with final action expected at the March BOR meeting. April 11 is the sunset deadline regarding the Faculty Tenure Policy.
- Greg will distribute the final draft of proposed policy language to FS and has offered to facilitate a WisLine to gather FS feedback. Judy will work with Craig on sending out a Doodle Scheduler in an effort to set a date for this WisLine.

Motion by Jay Zambito that Faculty Senate affirms the current process of promotion to tenure and the rights and responsibilities associated with faculty tenure, including academic freedom. We oppose any moratorium on the tenure appointment process. Second by Kathy Eisenmann, voice vote, motion approved.

Recommendations on Merit Subcommittee – Patrick Nehring

- Distributed and discussed UW-Ext FS Ad Hoc Committee on Merit Based Pay Plan Considerations for Faculty Meritorious Pay Plans. In question is the distribution of the “chancellor may allocate up to 15% of dollars above the CPI for additional merit to those performing at Above Expectations and Exceptional Performance”. This 15% eligible to high performers needs to be clarified within the document and agreed upon by the Provost.

Motion by Kathy Eisenmann that Faculty Senate provisionally approve this Merit Based Pay Plan document with the opportunity to edit making the 15% of dollars available across the board to all those performing at Above Expectations and Exceptional Performance. Second by Kristin Krokowski, voice vote, motion approved.

It was suggested that the Faculty Annual Review Tool and the Merit Based Pay Plan use consistent category language.

Increased Staffing Support for Shared Governance – all

- UC has suggested that administration revisit the Secretary of the Faculty and Staff roles and responsibilities making it a full-time/permanent position. Aaron is asking what specifically hasn't been getting done this past year and what additional needs related to shared

governance might be needed in the future. UC is asked to develop a hiring proposal outlining the scope and tasks of a full-time/permanent Secretary of the Faculty and Staff. It was suggested that we contact Greg Hutchins and/or Greg Wise for insights. Please forward all ideas on to Craig Saxe.

Discussion Regarding Policy Review and Develop Subcommittee

- Motion by Kathy Eisenmann that Faculty Senate creates a subcommittee to review/revise UPG7: Recommendations for Lateral Transfer and/or Retraining of Tenured Faculty (caused by program change or reduction) after the March Board of Regents where they will be developing their own policy based on the recommendations of the UW System Tenure Policy Taskforce. Second by Jeff Hoffman, voice vote, motion approved.

The subcommittee will meet in February, March, and April and members include:

- Kathy Eisenmann (convener)
- Kathy Metzenbauer
- Jeff Hoffman
- Mike Ballweg
- Jay Zambito

Resolution on Conceal Carry in Campus Buildings – Craig Saxe

- Distributed and discussed the Resolution on concealed Carry in Campus Buildings – a statement by faculty and staff of the UW Campuses in opposition to the proposed concealed carry of firearms bill on campus.

Motion by Kathy Eisenmann to adopt the “Resolution on Concealed Carry in Campus Buildings” – a statement by faculty and staff of the UW campuses in opposition to the proposed concealed carry of firearms bill on campus. Second by Patrick Nehring, voice vote, motion approved.

Motion by Kathy Eisenmann to have Armando Ibarra revise the “Resolution on Concealed Carry in Campus Buildings” – a statement by faculty and staff of the UW campuses in opposition to the proposed concealed carry of firearms bill on campus to reflect our institution/UW-Extension. Second by Jeff Hoffman, voice vote, motion approved.

University Committee Chair Report – Craig Saxe

- Please review the 2015-2016 Primary Goals

Faculty Annual Review Process Update – Ruth Schriefer, Jeff Hoffman, Kathy Eisenmann

- Academic Department Chairs are taking the lead on the tool and training. A special thanks to the committee for working through this process!

Engaging Faculty Senators in their work – all

- Faculty Senate Orientation Meeting
Date/Location:
Planning Team:
- SRP/FTAC Scholarship Forum
Date/Location:
Planning Team:
Offer a mock portfolio review again?

No members came forward to take the lead on these two professional development offerings. Be looking for an email from Craig Saxe asking you to consider joining one of the planning teams.

University Committee Reports

Systemwide Extension Council – Kathy Eisenmann

- Next meeting is December 2, 2015 at UW-Milwaukee.

Academic Leadership Standing Committee – Craig Saxe

- Nothing to report. More information can be found at their website --
<http://www.uwex.edu/ces/admin/committees/committee.cfm?committeeid=3>

UW System Faculty Reps Update – Craig Saxe

- Next meeting if Friday, December 4. Agenda items include the development of a faculty retention/turnover survey to be distributed in early 2016 and Resolution on concealed Carry in Campus Buildings.

Academic Department Chairs Update – Ruth Schriefer

- Next meeting is December 14, in Madison. Scheduled topics include update on proposed changes to tenure/shared governance, department operating budgets, outside activities reporting, annual performance/faculty review, faculty pilot projects update.

Coop Ext Administration Committee (CEAC) Liaison Update –Jeff Hoffman

- Discussion continues on the Coop Ext restructuring and implementation plan. A summit is being planned for December 8-10. Be sure the governance groups are represented moving forward.

Motion by Kathy Eisenmann to encourage Coop Ext Administration Committee (CEAC) to have open, clear and consistent messages throughout this time of transition. Second by Shelly Tidemann, voice vote, motion approved.

Statewide Resource Management Team – Barb Barker

- Barb was unable to attend this meeting to give a report.

UWC/UWEX Administrative Council – Armando Ibarra

- A monthly administration meeting, with WisLine option. Recent topics included

Identification of Future UC and FS Meeting Topics

- Send topics to Craig Saxe.

Meeting Adjourned at 4:20pm

~minutes submitted by Judy Ballweg~