

Faculty Senate Meeting Minutes
Tuesday, June 7, 2016
11am-4 pm
Pyle Center, Madison

Present:

Patrick Nehring, Craig Saxe, Lori Laberee, Connie Creighton, Barb Barker, Kristin Krokowski, Mike Ballweg, Jerry Braatz, Armando Ibarra, Alexia Kulwiec, Jay Zambito, Kathy Eisenmann, Shelley Tidemann, Kathy Metzenbauer, Ruth Schriefer, Jason Beier, Jeff Hoffman, Eric Bioltnen, Molly Vidal, Cathy Sandeen, Angela Flickinger, Donna Duerst, Rick Klemme, Annie Jones

Guests:

Jay Rowan, nEXT Generation Project Manager
David Berard, nEXT Generation Project Leader
Jacob Mullin, nEXT Generation Deputy Manager
David Schejbal, Dean, CEOEL
Judee Richardson, Director of Academic and Curricular Development

Via Phone:

Suresh Chalasani, Flex Business Degree Curriculum
Trisha Wagner
Amy Greil
Dawn VandeVoort

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

Approval of March 1 meeting minutes

- minutes need to be completed

Certificate of Appreciation for Outgoing Chair and Members

--Craig Saxe, Chair
--Kathy Eisenmann
--Shelley Tidemann
--Patrick Nehring
--Dawn VandeVoort
--Mike Ballweg
--Armando Ibarra
--Alexia Kulweic

Dialogue with Chancellor – Cathy Sandeen and Molly Vidal, Chief of Staff

- Impacts Initiatives will roll out this month. We are looking for input from clientele. Promotions will occur through Social Media, websites and meetings like WACEC and WIMGA (Wisconsin Master Gardeners Association)
- The Board of Regents “budget ask” occurs at their August meeting. The expectation at this time is that UW-System will go forward with a very conservative ask of “no cuts”, requesting the reinstatement of the 50 million in one-time funds and finally a request for tuition flexibility.

- The UW-System funds released for base salary increase for faculty/staff will be disseminated by Division. Each Division is working out the details.
- A Faculty Senator asked if Coop Extension reorganization discussions included an early buyout option. The Chancellor's (and Dean Klemme's) response was that everything is on the table.

Dialogue with nEXT Generation Executive Sponsors and Program Management Team – Rick Klemme, Annie Jones, Dave Berard, Jay Rowan, Jacob Mullin

- Individuals who will be assisting with the nEXT Generation initiative – Jay Rowan, nEXT Generation Project Manager (Huron Associate) and David Berard, nEXT Generation Project Leader (UW-Ext administrator and specialist). Additionally, this team will include Jacob Mullin, Deputy Administrator (Huron Associate) as well as Pamela Seelman, Coop Ext Communications Project Leader. This group will be responsible for working with identified workgroups, adhering to the timeline, timely communications and planning for implementation.
- The Executive Sponsors (Rick Klemme, Steve Wildeck, and Aaron Brower) have completed 14 county visits thus far and all conversations have been productive. County visits will continue through August.
- The first wave of work groups will start their work in the next couple of weeks, with the others to follow in a couple of weeks after that. Discussion followed.

Update/Progress on Support for the Education Communications Academic Department – David Schejbal, Dean, CEOEL; Suresh Chalasani, Judee Richardson

- A summary of progress to date on the UW Flexible Option was provided. Most goals are on target. The program presently has 781 students enrolled and 27 graduates.
- For the developing Flex Business Degree accreditations process, the Higher Learning Commission (HLC) requires at least one FTE Faculty member in UW-Extension. Repopulating the Continuing Education's Department of Education Communications would be a good anchor home for Faculty members programing in the Flex Business degree. The goal is not to limit the Department of Education Communication to just the Flex Business degree, but allow for a broader focus on entrepreneurship and scholarly work as discussed at the Aug. 5 2014 University Committee Meeting. At that meeting a motion was passed to appoint a temporary executive committee. The proposal is to move forward with this appointment process.

Human Resources Update – Jason Beier

- Proposed Changes to the Fair Labor Standards Act (FLSA)
<http://news.wisc.edu/major-change-proposed-in-whos-considered-hourly/>
<http://www.ohr.wisc.edu/compensation/flsa.aspx#3>

The changes have been approved, effective December 1. Affected individuals need to be notified along with their supervisor. For most current information, see June 6 email sent by

Jason. Information will be shared as it becomes available. Continue to keep this topic on future agendas.

- Title and Total Compensation Structure Review Process and next steps – Steve Wildeck is our institutional representative. An external consultant will be hired to oversee this Review Process. Over 30,000 positions will need to be reviewed with an estimated timeline of 2 years to complete. Academic Staff Council members are asking about a mechanism in which an annual and mid-year “check in” is incorporated (building in systems other than compensation) along with a path to wage increase.
- UW System reviewing usage of accrued hours in an ALRA or Sabbatical Account – UW System creating a pool of money (effective 7/1) in preparation for employees who decide to “cash out” their account at the time of retirement or separation of service. Previously, the employing department/program area/division money was used.

UPG #7 – Recommendations for Lateral Transfer and/or Retraining of Tenured Faculty (caused by program change or reduction) – Kathy Eisenmann

- Kathy Eisenmann’s term on Faculty Senate is up and Alexia Kulweic will take over as convener. This group last met the end of May and have made recommendations (option 2) and plan to use UW Madison policy as a template and will meet again in August to prepare for presentation at the September Faculty Senate meeting.
 - Alexia Kulweic (convener)
 - Kathy Metzenbauer
 - Jeff Hoffman
 - Mike Ballweg
 - Jay Zambito

Recommendations on Merit Subcommittee – Barb Barker

- Merit Pay Plan Recommendation document (hotlink) – This document has been approved by Aaron Brower. Patrick Nehring and Mike Ballweg reviewed the document with Faculty Senate members.

Motion by Kathy Eisenmann to recommend implementation of “UW-Extension Faculty Senate Ad Hoc Committee on Merit Based Pay Plan Considerations for Faculty Regent Pay Plans”, date _____ to Chancellor Cathy Sandeen, second by Jerry Braatz. Motion carried.

Note:

- Merit Pay Plan aligns nicely with Faculty Annual Review Process.
- Administration language needs to be reviewed and ensure alignment with the merit recommendation language.
- This document will be shared with Academic Staff Council and University Staff Council in an effort to help them develop their own Merit Pay Plan Recommendation document.

Discussion on a “no confidence” vote in the leaders of UW System and/or other strategy – Craig Saxe

- Craig shared copies of other “no confidence” votes initiated by other campuses. After much discussion:
 - There was a deep sense of respect for UW-Madison’s faculty’s decision to create and act on their “no confidence” resolution. It sent a message that “we’re not happy with

what's going on", in particular with how the Board of Regents stepped in and altered their proposed policy changes without any additional Shared Governance input.

- Not all UW-Ext Departments had a chance to discuss this specific issue, but two did: Youth Development and Community Resource Development. The consensus from both Departments was that they did not support a "no confidence" vote.
- There was general consensus that a "no confidence" vote would not be in our best interest as it could dampen relationships with our County elected officials, constituents and partners. There was also concern that a "no confidence" vote might hamper the Chancellor's attempts to support future budgetary requests/asks from legislators.
- No action was taken

University Committee Chair Report – Craig Saxe

- 2016-2017 University Committee Chair is Barb Barker with the appointing of a Vice Chair to take place at the July meeting.
- 2016-2017 Meeting Schedule is finalized and posted to the website.
- Faculty Senate Orientation is scheduled for Tuesday, September 6
 - Planning Team includes: Lori Laberee, Kathy Metzenbauer, Craig Saxe
 - Barb Barker is unable to attend this meeting.
 - Let Judy Ballweg know if assistance is needed.
- UC WisLines scheduled for June 14 and July 12 have been cancelled.
- Governance Group Chairs have periodically met with the Chancellor to check-in on timely topics.

Faculty Annual Review Process Update – Ruth Schriefer

- A draft Qualtrix Survey was distributed and discussed. Ruth and others will provide edits to Judy for her distribution to faculty.

Motion by Kathy Eisenmann that faculty policies, specifically Chapter 3.21 and related provisions, makes it clear that faculty be reviewed by faculty. Second by Jeff Hoffman. Motion carried.

University Committee Reports

Systemwide Extension Council – Kathy Eisenmann

- Met on June 1 and the Council is exploring its purpose and role as they relate to the Chancellor. The Chair is currently drafting a letter to administration outlining goals and ways to improve dialogue.

UW System Faculty Reps Update – Craig Saxe

- Met in May. Agenda items included: "no confidence" vote, merit compensation, explaining institutions allocation of funding coming through UW-System.

Academic Department Chairs Update – Ruth Schriefer

- Continue to discuss the Faculty Annual Review process.

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

- Discussion continues on the nEXT Generation Recommendations and workgroup representation.

nEXT Generation Steering Committee Update – Jeff Hoffman

- Continue to meet weekly via WisLine.

Statewide Resource Management Team – Barb Barker

- Monthly meetings have resumed.

Identification of Future UC and FS Meeting Topics

- Get list from Barb Barker

Meeting Adjourned at 3:30pm

~minutes submitted by Judy Ballweg~