

Faculty Senate Meeting Minutes
Tuesday, June 4, 2013
11am-4pm
Pyle Center, Madison

Present: Karen Dickrell, Art Lersch, Mike Ballweg, Tim Rehbein, Karen Joos, Dan Hill, Mary Pardee, Matt Calvert, Nancy Anne Miller, Kathy Eisenmann, Craig Saxe, Barb Larson, Gail Huycke, Greg Wise, Jason Kauffeld, Marty Havlovic, Teri Zuege-Halverson, Donna Duerst, Eric Carson, Judy Ballweg, Steve Wildeck, Greg Hutchins, David Prucha, Aaron Brower, Rovy Branon

Call to Order

Karen Dickrell called the meeting to order at 11:05AM and certified that the notice requirements of the open meetings law had been met.

Welcome and Introductions

Approval of April 2 Meeting Minutes

Motion by Art Lersch, seconded by Nancy Anne Miller to approve the minutes. Voice vote, motion carried.

State Budget – Steve Wildeck, Vice Chancellor for Administration and Finance, UW Colleges/UW-Ext

- Steve provided an update on the state budget sharing that there are still many unknowns about the details. He distributed and discussed a handout – 2013-15 Operating Budget: Joint Finance Action. Discussion followed.

Interim Provost Update – Aaron Brower

- Flex Option: The budget model will be presented during the Board of Regents meeting scheduled for Thursday, June 6.
- State Budget and Performance-based Compensation: An institutional compensation toolkit will be developed in the coming months. Plan to revisit this topic at future meetings.
- UW-Extension and Being Entrepreneurial / Identifying Entrepreneurial Activities: Together, we need to focus on our institutional uniqueness including divisional connections/capacities and supplementing/supporting each other. Governance groups will play a key role in developing and communicating ideas generated.

Associate Vice Chancellor – Greg Hutchins

- Recap: Digital Video Workshop (May 1-2): The event was successful with an overwhelming interest. Be looking for another offering in late September.
- 2013-2014 Program Innovation Fund: There were 17 proposals received requesting over \$300,000 (10 proposals for Innovative Use of Technology / 7 proposals for UW System Growth Agenda). An institutional review team will be meeting soon to make recommendations.
- Executive Order #54, Relating to Supplemental Mandatory Reporting Requirements of Child Abuse and Neglect: See Greg's email sent on May 24 outlining an online Mandated Reporter Training for employees. Greg provided an update on this topic during the Coop Ext Dean's WisLine on Monday. Additional information can be found on the website - <http://www.uwex.edu/human-resources/childabuse/>

Interim Secretary of the Faculty and Academic Staff – Dan Hill

- The University Staff Governance Committee (formerly classified staff) is developing operational practices in preparation for an elected council. However, the recent omnibus motion, as part of the 2013-2015 State of Wisconsin Budget, would delay the implementation date by two years to July 1, 2015. Updates will be shared as information becomes available.
- Faculty Senate and Pay Plan Approval: Depending on a pay plan and the timing, the University Committee may need to act on behalf of the Faculty Senate.

Coop Ext Wage Study – Daniel Malacara, Coop Ext Budget Director

- The QTI Group has been contracted to do a salary analysis on county positions. External salary comparisons are currently underway. Within the next few weeks there will be dialogue around the data gathered and the identification of areas/positions needing adjusting. A complete report is scheduled to be presented at the August CEAC (Coop Ext Administrative Committee) meeting. Revisit this topic at the September Faculty Senate meeting.

Flex Option and CEO-EL Update – Rovy Branon, Associate Dean, CEO-EL

- Increased staff time and resources are going into UW Flex Option in addition to all regular work assignments. The Human Resources function of the division has been kept very busy filling new positions and back-filling existing positions. Newest collaborations have been developed with UW Help and School for Workers. Plan to include CEO-EL Updates at future meetings.

University Personnel System (UPS) Update – David Prucha, Director, Human Resources

- David provided background and an update on the Board of Regents unfunded mandate that every institution establish a University Staff Committee (replacing the classified staff service), effective July 1. However, last week the Joint Finance Committee passed an omnibus motion as part of the 2013-15 state budget to delay the implementation date of UPS by two years to July 1, 2015. More information will be shared as it becomes available. Discussion followed.

Chair Report – Karen Dickrell.

- The University Committee met on May 7. Chancellor Cross reported on his time being spent working with the legislators on all details related to the state budget. He also reported on the recent appointment of Mark Lange as the executive director of the Division of Entrepreneurship and Economic Development (DEED), effective June 3.
- Faculty Governance Unit (FGU) Chair election is an annual process, with terms running July 1-June 30. Units are encouraged to hold an election. However, there has been recent dialogue about some units not interested in electing a chair. Current chairs can be found at the website -- <http://www.uwex.edu/secretary/faculty-governance-unit.html>. Discussion followed.
- Art Lersch has been elected the 2013-2014 University Committee Chair. Congratulations, Art!
- The 2013-2014 Governance Meeting Schedule has been posted to the website. Please mark these dates/times on your calendar.
- Due to an administrative scheduling conflict, the October University Committee meeting will be Wednesday, October 16. Please mark this date/time on your calendar.
- A Faculty Senate Quarterly Summary will be submitted by Karen Dickrell.
- The Faculty Senate will meet on September 10, 11am-4:30pm, Pyle Center. Art Lersch, Donna Duerst, and Karen Dickrell offered to develop the agenda as it relates to the orientation portion of the meeting for new faculty senators.

Academic Department Chairs Report – Marty Havlovic

- The next meeting is scheduled for Friday, June 7. Recent dialogue included the hiring process, initial screening and interview process. All agreed that having a representative on the Faculty Senate has strengthened communication. Marty will continue in this role for the coming year.

CEAC (Coop Ext Administrative Committee) Report – Nancy Anne Miller

- Peer Support Network Initiative training is scheduled for November. Anticipating up to 16 colleagues to participate in the training. It was suggested that Sharon Klawitter be invited to an upcoming meeting to continue dialogue around this initiative.

Coop Ext Policies on Lateral Transfer and Next Steps – Art Lersch

- The amended administrative policies documents have been reviewed by Dean Klemme and Sharon Klawitter. Yvonne Horton is bringing together a review team and they are scheduled to meet on Friday, June 7. Art will provide an update at the Faculty Senate meeting in September.
- The University Committee will be working with the Secretary of the Faculty, UW System Legal, and administration to develop a process that can be used to address discrepancies between administrative policies and faculty rights and responsibilities.

Faculty Performance Reviews – Kathy Eisenmann

- An ad hoc committee (Kathy Eisenmann, Craig Saxe, Donna Duerst) met on April 24 to gather information on why performance reviews are not always being provided and to emphasize that each faculty member is entitled to a review. The committee has discovered several levels of inconsistencies. Kathy will report at Academic Department Chairs meeting on June 7. Revisit this topic at future meetings.

Generating Revenue at the Local and Institutional Level

- It was suggested we revisit this topic at future meetings.

Process to address inconsistencies/discrepancies between administrative policies and faculty rights

- Faculty governance needs to bring these inconsistencies to the attention of administration particularly as it relates to hiring practices and annual reviews.

Dialogue with Regional Directors

- University Committee is planning a meeting to include all regional directors in an effort to build a better understanding about communicating with faculty governance. It was suggested that this meeting be coordinated with the CEAC meeting schedule. Art will take the lead in establishing dialogue.

Workshops and Trainings

- Recap: Faculty Tenure Orientation Workshop, May 13 (Gail Huycke)
 - ✓ A great day and great participation. In the future, it would be nice to have greater SRP involvement. For future discussion, faculty senate should look at whether we will continue with a two-day workshop of the Faculty Tenure Orientation and the SRP/FTAC Scholarship Forum or if it could be combined into one meeting.
- Recap: ePortfolio Submission Blackboard Collaboration, May 31
 - ✓ Approximately 15 people participated in the Blackboard Collaborate presented by Greg Johll, Coop Ext Technology Services. Eric Carson was a member of the presentation panel. Here is the link to the archived YouTube video http://youtu.be/qs5f8w11T_8

- SRP/FTAC Scholarship Forum, August 13, 10am-3pm, Holiday Inn-Stevens Point
 - ✓ The planning team is finalizing the agenda. The date/time has been secured on the Coop Ext master calendar. "Save the Date" email was sent to faculty members on May 20.

Identification of future Faculty Senate meeting topics

- Orientation of New Senators
- Peer Support Network Initiative (Sharon Klawitter)
- Coop Ext Wage Study (Daniel Malacara)
- University Personnel Systems Update / Impact of Affordable Care Act (David Prucha)
- Conversation on Scholarship (Larry Jones)
- Coop Ext Policies on Lateral Transfer and Reappointment (Yvonne Horton)
- Process to Address Policy Inconsistencies/Discrepancies (Art Lersch)
- Faculty Performance Reviews (Kathy Eisenmann)
- Review/Approve BOR Action on Pay Plan (tentative)
- Update Faculty Senate brochure / photos found on website

Meeting Adjourned at 3:30pm

~minutes submitted by Judy Ballweg~