

Faculty Senate Meeting/Orientation Minutes
Tuesday, September 1, 2015
Pyle Center, Madison

Present:

Trisha Wagner, Alexia Kulwiec, Dan Hill, Marty Havlovic, Jeff Hoffman, Amy Greil, Mike Ballweg, Barb Barker, Connie Creighton, Kathy Metzenbauer, Shelly Tidemann, Donna Duerst, Angela Flickinger, Patrick Nehring, Eric Biltonen, Jay Zambito, Kristin Krokowski, Aaron Brower, Armando Ibarra, Kathy Eisenmann, Lori Laberee, Craig Saxe, David Schejbal, Cathy Sandeen, Judy Ballweg

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

Approval of June 2 meeting minutes

- minutes approved

Dialogue with Chancellor Sandeen

- Reiterated her position that shared governance is about participatory management leading to better decision-making. The change to state statutes was an example of how vulnerable shared governance is to turnover in the legislature. She indicated that it is important to understand the differences between what Extension faculty do versus traditional campus. What constitutes scholarship in an Extension venue is unique and the Chancellor needs to rely on the faculty to assess scholarship and programming.
- The Chancellor also provided a brief overview of the summer “Wisconsin Idea Tour” that the Chancellor undertook with the Provost, travelling to Extension county offices and SBDC offices, county fairs, state fair. She said she was able to see and was impressed by the ways that Extension county faculty thrives in the face of dynamic changes in communities.
- *State budget update*—Now the institution needs to turn its attention to positioning ourselves for the next budget cycle. She urged faculty senators to think about communication strategies. In the process of identifying key themes that Extension can stress and make sure that our messages relate to these themes. Key themes may be – entrepreneurship, jobs, supporting the Wisconsin economy; relate environmental initiatives to jobs and tourism; educational attainment and workforce readiness; more efficient government and reducing the tax burden; resilient families and youth and wellness; attracting talent and reducing the “brain drain”, statewide economic impact of extension and UW-Colleges. Will be looking at better tapping into our advocacy network.
- Cooperative Extension is looking at preliminary models for reorganization. Chancellor shared the process used by UW Colleges to address the implications of the budget cut, including the formation of work teams to address various aspects of the cuts. There was an open call for volunteers to fill the team rosters.
- *Institutional Merger of Tech Colleges and UW-Colleges*—Chancellor had been forewarned by some members of the Assembly that these conversations would be coming after the budget was approved. Chancellor’s position—no efficiencies to be gained; missions are distinct—Colleges equal access to four years while tech colleges focus on immediate job readiness. Concerns from Cooperative Extension? There is some programming among Extension and tech college personnel that is very similar but the delivery is different. Tech colleges offering associate degrees in agriculture and agricultural business management. In the past, Extension was a resource to the tech colleges. In some areas of the state, though, there is perceived to be competition between Extension programs and technical colleges. While in other parts of the state, there is a very good working relationship between the two entities.

What is shared governance?

Craig Saxe led a discussion with the senators about the meaning of shared governance. Topics included, sharing with colleagues, representation, being at the table when policies are developed—not just responding to proposals; two way street; need both sides at the table, otherwise it is difficult to have the conversation; requires the participation of all; shared governance will go away without faculty and staff pushing for it; the body must act.

What is our role as Faculty Senators?

- represent and advocate
- information I learn and share with my colleagues
- two-way communications / conduit
- to inform colleagues
- connection piece
- transparent voice
- listen to colleagues and have a voice

What is shared governance?

- representation all staff, faculty, etc.
- keep informed
- being at the table when policies are developed
- it's reciprocal ... 2-way street, need all at the table
- it's us being engaged
- about making better decisions
- craft policy, share ideas with faculty and administration
- listen, learn, share
- help administration understand us
- participating in shared governance ... participatory role in governance
- be a part of our democratic system ... having a voice
- informed on policy and changes
- keep department members informed
- about making better decisions

Provost and Vice Chancellor Dialogue—Aaron Brower

- Mission Statement Language Changes – Provost Aaron Brower provided an overview of the mission change and the revised language after review by UW System and by chancellors from other institutions. The revised language changes limited the disciplines to business and management. Four chancellors opposed the mission change: Whitewater, Stout, Platteville and Madison; concerned about competition, becoming a research institution, and drifting away from the traditional Extension mission. CALS faculty were concerned about the mission change taking CALS faculty from their outreach focus and requiring them to teach classes. Parkside, Oshkosh, LaCrosse, and Green Bay supported it because it would allow them to offer degrees that they cannot currently offer. Collaborative degrees are an example of what can be done—data science, for example. Regents, except for Whitburn, have been uniformly supportive. First reading by the Regents next Thursday, followed by a public hearing. Then, in September, a second reading and a vote by the Regents. Check with Aaron on this process.

Kathleen Eisenmann conveyed concerns expressed by CALS faculty, related to work priorities and expectations, mission drift, financial model.

Motion to approve the revised mission statement language. Ballweg, Barker. Roll call vote. 17 in favor (Biltonen, Nehring, Flickinger, Tidemann, Metzenbauer, Creighton, Barker, Ballweg, Greil, Hoffman, Kulwicz, Zambito, Saxe, Ibarra, Krokowski, Laberee, Wagner), one opposed (Eisenmann). Motion passed

Motion to authorize the Chair to make non-substantive changes to the language prior to any formal approval. Ballweg, Barker. Voice vote. Motion passed.

Once in its final version, the University Committee/Faculty Senate will approve prior to the Board of Regents meeting, perhaps as early as December.

The first Board of Regents Reading of the revised mission statement is scheduled for September 10, followed by a Public Hearing, and then followed by a second Reading in December. Soon after the Board of Regents approval, the Higher Learning Commission (HLC) application process will begin.

Divisional Budget Reductions were reviewed:

- Coop Ext – proposed organizational models will be shared with CEAC (administrative council) on September 23
- BAMI – continually monitoring budget due to nature of their work
- CEO-EL – campuses have been proportionately reduced
- Business and Entrepreneurship – experiencing a growth mode

Discussion followed.

UPS Implications for Faculty – Jason Beier

- The University Personnel System (UPS) that went into effect on 7/1/2015 would have no impact on faculty. UPS is set up to support the Classified Staff (now University Staff) who are now under the authority of the Board of Regents.

UW System Tenure Task Force Update – Greg Wise

- Distributed and discussed two supportive pieces – “Tenure Policy Task Force Charge, letter from Regent President Regina Millner, dated July 23, 2015” and “Board of Regents Tenure Policy Task Force Charge and Initial Meeting (August 20) Summary.”
- This Task Force is advisory and there will be separate meetings to focus on the following – “Review Current Board Policy on Tenure”, “Review the Statutory Language Regarding Faculty Layoff Due to Budget and/or Program Decisions” and “Review Regent Policy Document 20-9 Guidelines for Tenured Faculty Review and Development”
- Greg will provide updates to the University Committee/Faculty Senate as appropriate.

Discussion followed.

What is the Role of the Secretary of the Faculty and Staff – Dan Hill

- Dan provided an overview of the office functions – coordinate and support governance groups, assists in developing meeting agendas, record meeting minutes, maintains the website. Dan also provided an orientation to the resources available on the website.

<http://www.uwex.edu/secretary/faculty-senate.html>

What Does a Well-Functioning Faculty Senate Look Like – Craig Saxe

- Good communication, participation during meetings, volunteering to be a planning team member for events sponsored by Faculty Senate (ex: Faculty Tenure Orientation and SRP/FTAC Scholarship Forum).

Communicating with and Engaging our Colleagues – Barb Barker

- Listen, Learn, Advocate
- Academic Department Breakout to discuss ways to improve communication with colleagues

Family Development

- Create a summary after each meeting and send to Department Chair
- Department Chair sends summary to Department of Family Development
- Faculty Senators report at Department meetings – quarterly
- University Committee member reports to chair of Professor Committee and Department of Family Development

Opportunity

- Timing of Department of Family Development meetings
- Report in bullet points

School for Workers/Labor Education

- Monthly Department meetings
- Email and verbal updates
- Come together if discussion needed

Ag and Life Sciences

- Department meetings (twice a year)
- Regional meetings (all programs)
- County staff meetings

Opportunity

- Distributing draft meeting minutes with all department members

Community Resource Development

- Report at Department Meeting
- Report at Regional Meeting / Inservice

Opportunity

- mail CRD-all a summary of Faculty Senate meetings
--with comments and interpretation
--with implications for CRD

Youth Development

- Written and verbal department meetings (2)
- Regional WisLines (varies by region)
- Regional Program Meetings/WisLines (varies by region)

Opportunity

- Quarterly communication to Department in conjunction with Faculty Senate meetings
- Share various roles with Department members

University Committee Chair Report – Craig Saxe

- Craig distributed and discussed the 2015-2016 US/FS Primary Goals. He reminded members that this is a direction-setting document that could change as the year progresses.
- Each Faculty Senator needs to identify an alternate to attend meetings in their absence. Please send that information to Judy Ballweg (judy.ballweg@uwex.edu)
- Work continues on consistency in regards to performance reviews, merit, feedback, and letter outlining performance with appropriate signatures.

Update from Faculty Committee on Annual Reviews – Mike Ballweg

- Mike distributed and discussed the most recent Annual Review tool. This committee is working closely with Academic Department Chairs who will determine next steps. The tool will be shared at the November Coop Ext-all Conference. An orientation to the new tool will be needed.

Recommendations on Merit Subcommittee – Barb Barker

- Barb distributed and discussed “UW-Ext Faculty Senate Ad Hoc Committee on Merit Based Pay Plan Considerations for Faculty Meritorious Pay Plans”. Concern was expressed in regards to the inconsistencies within the document. Kathy Eisenmann has offered to provide editing support.

University Committee Reports

Systemwide Extension Council – Kathy Eisenmann

- Next meeting is September 2, in Madison.

Academic Leadership Standing Committee – Craig Saxe

- Nothing to report.

Statewide Resource Management Team – Barb Barker

- All open faculty positions will be refilled as faculty appointments.

UW System Faculty Reps Update – Craig Saxe

- On August 13, President Ray Cross and other UW System Administration staff held a teleconference with shared governance representatives from the UW campuses. He shared his commitment to the idea of shared governance along with announcing the UW System is engaged in strategic planning to be completed by April or May, 2016.

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

- Four models have been developed to help with Coop Ext reorganization. A small group will work on combining these models into one and report back to CEAC on September 23. It was suggested that Dean Klemme provide message points and be invited to the October University Committee meeting.

Academic Department Chairs Update – Ruth Schriefer

- Next meeting is September 22.

UWC/UWEX Administrative Council – Armando Ibarra

- No report

Engaging Faculty Senators in their work

SRP/FTAC Scholarship Forum Recap (held August 18, Wausau) – Barb Barker and Shelley Tidemann (co-chairs), Craig Saxe, Patrick Nehring, Connie Creighton

- Excellent participation, Mock Reviews were well written by Dan Hill and well received, great evaluation results.

Faculty Senate Orientation Workshop

Date/Location: TBD (Spring, 2016)

Planning Team: TBD – need volunteers

Meeting Adjourned at 4:30pm

~minutes submitted by Judy Ballweg~