

Faculty Senate Meeting Minutes
Tuesday, February 8, 2011
11am-4pm
Pyle Center, Madison

Present: Corliss Olson, Eric Carson, Karen Dickrell, Chuck Prissel, Matt Hanson, Kathleen Haas, Chris Kniep, Don Taylor, Otto Wiegand, Mike Ballweg, Craig Saxe, Connie Eisch, Jane Jensen, Karen Joos, Jennifer Erickson, Pete Kling, Jerry Braatz, Joan Wimme, Donna Duerst (in place of Matt Calvert), Barb Barker, Tom Evans, Rick Klemme, Ray Cross, Greg Hutchins, Marv Van Kekerix, Judy Ballweg, Mary Reines

Meeting called to order at 11:10pm by Chuck Prissel and certified open meeting requirements had been met.

Approval of Minutes:

- June 8 meeting minutes approved, with no edits.
- December 14 meeting minutes approved, with no edits.

Welcome and Introductions – Chuck Prissel

Dialogue with Chancellor Ray Cross and Interim Provost Marv Van Kekerix

- What's UW System's reaction to state of the state speech?
No concrete cuts were outlined. UW System is continuing to have dialogue around flexibility in dealing with budget cuts, gaining efficiencies to operate and be competitive nationally while still providing quality educational resources as it relates to Chapter 36.
- What is the budget repair bill timeline?
The proposal repair bill will be announced by the end of the week and passed by the following week. The bill could be enacted by April, 2011.
- Can the Governor direct cuts?
Yes, he can.
- Is there still talk about defunding programs within the School for Workers?
It's hard to say where cuts will be made and there is a lot of different discussion about what funding will be cut or changed.

Building Capacity and Understanding

- Greg Hutchins discussed Article 2: Senate and University Committee and Chapter 36: University of Wisconsin System
- Tom Evans, Chris Kniep and Marv Van Kekerix provided background and shared their experience on implementing shared governance.
- Tom shared that the implementation of shared governance gave UW-Ext the opportunity to evaluate the level of work as it relates to the UW System as a whole. Shared governance gives us the opportunity to discuss what works and what doesn't work in the counties. This group provides a channel of open communication. We need to communicate the issues to administration and Faculty Senate creates a forum for this discussion.
- Chris shared that shared governance is about the vested interest of Extension and getting together. It provides a process for policy development. It provides a process of collaboration and to review employment policies and improvement. The roles of shared governance:
 - ✓ Connect with the system and other government bodies.
 - ✓ Review policies and benefits
 - ✓ Engage in budget conversations
 - ✓ Engage in the search and screen committee

- Marv shared that it's important to recognize and value Chapter 36 and the roles defined within the chapter. Shared governance is subject to the board policies. The benefits allow the group to:
 - ✓ Set degree requirements
 - ✓ Increase merit resources

This was accomplished with the help of these groups – faculty, academic staff, students. They all have the opportunity to be involved in order to move forward. The Provost's role is that of CEO – to act in the authority of the Chancellor if the occasion does occur. Shared governance is about communication and collaboration. There are several levels of administration involved in the process/structure for ongoing reviews. This helps us to be strong and continue to have shared governance.

- Discussion followed:
 - ✓ This orientation is important in an effort to renew our understanding of roles and responsibilities. We have a new Secretary of the Faculty and our website has been reworked giving Faculty Senate greater visibility.
 - ✓ Troubled by University Committee holding separate meetings. Faculty Senate should be the foundation in which we build our work.
 - ✓ Faculty Senate tackles current issues. UWC and UW-Ext integration took an enormous amount of time on previous agendas which took scholarship off the table. We're trying to strike a balance.
 - ✓ These meetings in the past have been more about "reporting to" vs "dialogue with".
 - ✓ University Committee actions really should be given the Faculty Senate rubber stamp.
 - ✓ The first years being on Faculty Senate I was asking myself "what is Faculty Senate all about?" I was apprehensive to get involved and voice my opinion.
 - ✓ It's difficult to come to Madison to attend these meetings and get a handle on the institution my feet are in two different roles at the local level.
 - ✓ It's important to help each other bring county issues into Faculty Senate meeting conversations for a better mutual understanding.
 - ✓ There's a disconnect between faculty that are not tenured or not as engaged ... asking "what are you doing outside the office in Madison and how does it bring value to the local level? We need to communicate the value of involvement in things like the Faculty Senate to our county members to help build value with these important relationships.
 - ✓ Collective reflection is very healthy, it's very important to make these connections with others, don't short change this effort.
 - ✓ Other states operate through policies while Wisconsin participates in shared governance.
 - ✓ Ray commented that one of Wisconsin's assets is the structure of Extension. Extension operations are the best he has ever seen. UW-Extension is superior as compared to both Minnesota and Michigan because county needs are able to be addressed.
 - ✓ The institution is dedicated to scholarship and research.
 - ✓ When there are issues about academia, the ideas come from the faculty and they work with administration to resolve. When there are issues about the budget or general administration, the ideas come from administration. However, due to the relationships and nature of communications, there isn't much differentiation because of how well we all work together.
 - ✓ This is an incredible institution with so many different talents and interactions. The richness has flowed out of the activities on all levels.
 - ✓ The great thing about shared governance is that our administration explains what is going on and gives a complete picture. It's always important to remember when talking to the departments that you are also talking to the checkbook.
 - ✓ Bringing in the perspective from smaller departments, who can rotate their employees to serve on the Senate multiple times, can be a benefit.
 - ✓ The Faculty Senate has evolved over time and it's important to have roles defined and access to information. The benefit is then new members understand how the Senate works to benefit our whole organization. It is better to serve longer to have a greater effect.

- ✓ What's been broken is what needs to be fixed. It's important not to be distracted by non-essential issues. The trick is to balance the Faculty Senate meetings with issues, scholarship and dialogue.

Explore Roles and Responsibilities of University Committee and Faculty Senate Members ... expectations of our department, opportunities for sharing information, limitations (small group discussion by department with report out)

Department of Youth Development

- We need to better define our role at the department level.
- There are two meetings per year to report back to colleagues.
- The Faculty Senate orientation that's posted to the website is a great resource.
- Need to increase level of knowledge and value of Faculty Senate.
- Due to how often we meet, we are limited in getting responses quickly and value placed on governance.

Department of Family Development

- Opportunity to report out during annual department meeting with round table discussions, hear different perspectives on being a faculty member.
- Wear University Committee and Faculty Senate hat while attending JCEP department meeting.
- Perhaps academic department Senators could meet prior to Faculty Senate meetings.
- Very important to take time to help new staff understand Faculty Senate.
- Opportunity to report out during district meetings.
- The University Committee and Faculty Senate meeting minutes are prepared in a timely manner which helps reporting out.
- Education is needed to prompt issues to come forward to be addressed during Faculty Senate meetings.
- More communication about Faculty Senate role is needed.
- Which Senator from the academic department should take the lead?
- Senators could meet via WisLine and Provost Office would support that expense.

Department of Agriculture/Agribusiness

- Faculty members seem content with Faculty Senate and University Committee representatives in place.
- Opportunity to report out during monthly District WisLines
- Opportunity to report out at academic department meeting once if not twice per year to report on what's currently going on and to solicit feedback.
- Stronger link is needed between program area and academic department.
- Time commitment as well as distance to Madison is a big factor when trying to prioritize the Faculty Senate work into the county role.

Department of Community Resource Development

- There's a need to engage the department more.
- We need to do a better job sharing information back and forth.
- Opportunity to report out during district meetings. It's a report ... no dialogue.
- There's a need to improve the lines of communication.
- Geography is an issue and maybe video conferencing is an option.
- Senators need to take time to talk about things in common versus reporting out.
- Size of the department may be a disadvantage.

Department of Environmental Sciences

- There are nine faculty members.
- Surveyors meet monthly and the department meets once a year with University Committee rep and Faculty Senate rep reporting.
- The topic of scholarship is not a factor within our department.

- Director of our unit handles administrative matters.
- No faculty member has asked to have items placed on a Faculty Senate meeting agendas.

Department of Labor Education

- UW-Extension is viewed as a whole ... made up of values, divisions, program areas, services.
- We need to continue to deal with weighty issues through respectful discussion.
- Our department has the luxury of seeing each other on a daily basis and often we lunch together. There are advantages such as impromptu meetings. During our formal monthly meeting, Faculty Senate rep reports.
- Our limitation includes -- the size of our department, the need to raise revenue, the small staff with limited resources to meet tasks, and the time constraints.
- During these times, it's difficult to do more than the bare minimum. Day to day workload comes before committee work.

Identifying and Addressing Faculty Concerns

Case Study: Faculty Governance Units

- Matt reviewed and discussed Appendix IC – Criteria for Faculty Appointment and Promotion and Appendix IIC – Guidelines for Nominations for Tenure. He distributed and discussed Article 4 – Faculty Governance Units. He reminded us that FGU is not new. There are annual elections, anonymous voting, and election results passed on to District Director. FGU Implementation Team is in place to develop documents to help faculty members better understand the various roles and to establish ways to collaborate. An Orientation WisLine for FGU Chairs is being planned.

Current Concerns

- What's the commitment to faculty when a financial crisis arises ... is that a reason not to support tenure?
- What happens when you have a non-tenured faculty member who has worked for 6 years and decides not to apply for tenure? The county wants to keep this individual. What's the next step ... convert position to academic staff?
- School for Workers is recording threats about the Governor wanting to cut the unit. Currently working on justifying value.
- When is it the right time for Faculty Senate to jump in and tackle an issue?
- When faculty members have an issue, who do they go to? What's the process?
- School for Workers have recorded a trend in phone calls received. Most cases involve someone taking action before a fair investigation. What's a faculty member to do? What's the process, next steps?
- Cuts in benefits or changes have caused a real morale problem. How do we keep people happy about going to work? How do we prevent people from walking out the door?
- Who is allowed to attend Faculty Senate meetings? If they are open meetings, does that mean anyone could attend ... can we invite a legislative representative?
- Collective bargaining topic within Faculty Senate can only be a discussion, cannot recommend action.
- Balancing professional and personal time is still a challenge.
- Furloughs have been difficult. You take the time off but end up working on the weekend to get caught up. How can we strategically share the "void" with clients? Further conversation is needed to help decide what to eliminate from our work schedule. Shouldn't the public be made more aware?

Defining Our Role – Beginning with the End in Mind

Is our current meeting schedule adequate?

- More meetings would be difficult to schedule but more discussion on issues within departments would be helpful.
- Perhaps meetings should be longer in duration.
- The meeting today is invaluable. Perhaps the first meeting of the new year we could revisit these topics.
- Support electronic reports allowing more meeting time for team building and dialogue.
- Perhaps a meeting like today could be the fifth Faculty Senate meeting of the year ... review roles/responsibilities, discuss faculty business, and participate in dialogue around a joint topic.
- Perhaps we create a planning team for developing meeting agendas.

How should our governance meetings be organized/structured?

- Does University Committee need to meet separate? Perhaps Faculty Senate could meet more regularly from 11am-4pm, with a working lunch for team building or networking.
- Having Chancellor Ray Cross with us today was invaluable.
- We need to be thinking about how to show our appreciation for Marv Van Kekerix.
- Jerry Braatz motioned that the joint meeting held annually in September with Academic Staff Council be moved to February or March in conjunction with the legislative session and in consultation with Academic Staff Council Chair in an effort for Senators to have a separate meeting at the beginning of their term to gain a better understanding of their role. Connie Eisch seconded, unanimous vote, motion approved.

How do we wish to move forward strategically?

- Continue to invite Dean Klemme and Dean Schejbal to University Committee and Faculty Senate meetings.

Meeting adjourned at 4pm

- Barb Barker motioned to adjourn, Corliss Olson seconded, meeting adjourned.

~minutes submitted by Judy Ballweg~