Faculty Senate Meeting Minutes
Tuesday, June 12, 2012
11:00 am – 4:30 pm
Pyle Center, Madison

Present: Don Taylor, Greg Hutchins, Nancy Anne Miller, Mike Ballweg, Gail Huycke, Eric Carson, Barb Larson, Kathy Eisenmann, Patrick McLaughlin, Art Lersch, Greg Trudeau, Dan Hill, Matt Calvert, Otto Wiegand, Craig Saxe, Michael Childers, Teri Zuege-Halvorsen, Karen Dickrell, Jerry Braatz, Jenny Erickson, Chuck Prissel, Joan Wimme, Barb Haynes

Meeting called to order at 11:05 am and certified open meeting requirements – Karen Dickrell

Approval of March 16 meeting minutes
Nancy Anne Miller motioned to approve the meeting minutes, seconded by Mike Ballweg, minutes approved.

Interim Provost/ Vice Chancellor Report – Greg Hutchins
• Infusing Technology: A conference is being planned for October, in Madison. Attendance will be limited to individuals using mobile and new electronic technology.
• Program Innovation Funds: Twenty proposals were received related to advancing technology. Six proposals were forwarded to Program Innovation Fund review team for funding consideration. Additional proposals may be funded through other sources.
• Interim Director: Cheryl Vickroy has been named Interim Director of the Wisconsin Entrepreneur Network (WEN) and interim associate director of DEED.

Interim Secretary of the Faculty and Academic Staff Report – Dan Hill
• Program Innovation Fund: Seven proposals were received that advance one or more of the UW System Growth Agenda strategic goals. Twenty proposals were received that advance the Innovative Use of Technology. The review team will announce awardees in early July.
• The Cooperative Extension Strategic Plan is sun-setting this month. The senate should be watching for changes and recommendations.

Chair Report- Karen Dickrell
• Revisit Coop Ext. Redistricting, Edits to Article 2.01(2) and (5), Confirm Understanding – Senators reported by program area.

Discussion followed:
• Terms – the group talked about 3 year terms for members. During the interim there may be a short term disruption and some overlap.
• Karen thanked everyone for taking the lead on making these changes and taking the time to review them.

• Employee Trust Fund: The report will be out later in June and there is concern about the retirement system’s future. It was suggested that we pay attention to where things will change and where we can take action based on any announcement.
HRS Communication –
Members have reviewed the changes and overall the recommendations are good and supportive. Karen Dierckx participated on the May 23, 2012 HRS phone call. She identified that the way grievances are handled could change and affect the Faculty Senate. We will have to watch for any changes. There will be a classified advisory committee in place for a year to review policies and changes. David Prucha has been invited to our next meeting (September) to share an HRS update.

2012-13 Meeting Schedule
Members approved meeting the first Tuesday of the month except for July due to the holiday. Our next meeting is scheduled for September 4 followed by December 4.

Plan of Work Requirements – Non-tenured employees write a plan of work every year. For faculty that are tenured, it varies among the departments. Coop Ext is proposing that employees write a statement of intent in addition to a plan of work.

Discussion followed:
• It was suggested that a separate Statement of Intent conversation is needed.
• It was suggested that a clearer definition for both the Plan of Work and the Statement of Intent is needed.
• It was suggested that there be more guidance and less prescriptive.
• There is concern about different departments and the requirements by department.

Mike Ballweg moved to allow the departments to make their own requirements for plan of work, seconded by Kathleen Eisenmann, motion approved.

Statement of Intent
• The nature of the document appears to be prescriptive.
• There is concern that this is another reporting layer and would like to know how the document will be used.
• The origination of the Statement of Intent comes from the action teams and they don’t have a vehicle that connects Deans, Administration, and employees to the bigger picture. The thought is the Statement of Intent will provide the vehicle and it is soft at this point in the process. Now is the time to provide input to help Administration be able to tell the story of extension.
• It was suggested that there be a formal presentation to the Senate.

Questions posed by the Senate regarding the Statement of Intent:
• Who is the intended audience?
• Could it be used to replace SIPR and the 360 degree feedback review?
• Are supervisors required to monitor the statement and be a part of the process?
• Is it a public document or a tool for aiding annual reviews?
• Are you accountable for the contents of the document?

• Revisit this topic in September.

Kathleen Eisenmann motioned that the Dean hold off on implementation until he can present the “Statement of Intent” to both the University Committee and Faculty Senate and provide clarification of the Statement of Intent’s purpose. Seconded by Barb Barker. Motion approved.
Discussion of the motion:

- The nature of the document regarding the “Statement of Intent” appears to be perspective.
- Challenges academic freedom/ restrictive.
- Does not capture all the work of each department.
- How or would this document be used in performance evaluations?

Matt Calvert motioned that a friendly amendment to the Motion for the “Statement of Intent” include the above discussion items, but are not limited to these items for the meeting with the Dean. Seconded by Mike Ballweg. Motion approved.

Next Step: Dan Hill will meet with Rick Klemme to discuss further. Revisit this topic in September.

Strengthening Communication between Academic Department Chairs and Faculty Senate and University Committee.

- Stronger communication is needed. It was suggested that ADC & UC discuss Coop Ext redistricting at the September meeting.
- It was suggested to invite academic chairs to future meetings.

Nancy Anne Miller, UC Liaison and Appointment to CEAC –

- Nancy Anne Miller has agreed to serve in this capacity. She will report back to the University Committee as appropriate.

Civil Rights and Performance Review Practices and Consistency

- Jerry Braatz is on the civil rights team. The team is in the process of updated the policies posted on the UW-Extension website. Purdue underwent a federal audit and is willing to share these results to help other organizations correct their reporting. We are working on a single reporting place.

Planning Team for Faculty Senate Orientation on September 4, 2012

- Kathy Eisenmann, Gail Huycke, and Matt Calvert have volunteered to help plan the orientation for new members.

Cooperative Extension Policies on Lateral Transfers and Next Steps

- Looked at the UPG policies in an effort to craft a draft policy to take to the Dean. An updated document will be shared in August to the University Committee & Faculty Senate. Once edits are complete, a final draft will be presented to the Dean for his input.

Faculty Senate Committees:

Faculty Tenure Orientation Workshop – Mike Ballweg

- Approximately 50 people attended. It went well and this was the first year that all of the documents were on SharePoint. The feedback received identified the need for more interactive dialogue and discussion during future workshops. Another comment shared was that there be more opportunity to build engagement versus a lecture setting. They liked the electronic submission but it is prescriptive. It was suggested that the mentors attend to provide guidelines for Word formatting.

SRP/FTAC Scholarship Forum – Chuck Prissel

- The event is scheduled for August 21, in Stevens Point. The planning team meets again on July 12.
Academic Leadership Standing Committee – Mike Ballweg
• There was discussion regarding stronger technical support and program area staffing. Also discussed self-pay plans and the opportunity for equity in pay, better employee retention and potential merit for awards and recognitions.

UW System Compensation Advisory Committee
• No Faculty Senate representation is needed on this committee.

Academic Department Update – All
Senators are asked to create opportunities for reporting back to their respective program areas.

Discussion of Institutional Issues and Opportunities Appropriate for Governance – All
• New Faculty Senate members
• Statement of Intent
• Inclusion of Academic Chairs
• ETF and Retirement
• HR Changes
• Policies on Lateral Transfers
• FTAC offer online workshops and incorporating technology

Dialogue with Chancellor Ray Cross
• The Certificates of Appreciate were presented to outgoing members.
• Vote for the Board of Regent Presidents – the changes that have occurred will give UW-Extension the opportunity to tell our story(ies). There are things we need to communicate and one of them is speaking well on what UW-Madison does well. We also have to communicate how we contribute to jobs in Wisconsin.
• We continue to work on the Flexible Degree Program. We are having conversations with UW-Milwaukee and UW-Parkside regarding self-paced online courses in addition to establishing an assessment center.

Adjourn at 3:48pm

~minutes submitted by Mary Reines~