

THE UNIVERSITY OF WISCONSIN-MILWAUKEE  
UNIVERSITY COMMITTEE  
MINUTES  
February 21, 2012  
Lubar N456  
1:00 pm

Present: M. Schwartz (Chair), B. Holahan, M. Kunert, D. Misra, M. Parsons, C. Walker  
Guest: ASC Chair J. Salzer

- I. CALL TO ORDER AND APPROVAL OF AGENDA – The meeting was called to order at 1:00 pm and the agenda was approved as amended.
  
- II. PERSONS WHO WISH TO BE HEARD – Student Association (SA) VP Sana Khan joined the committee, noting she felt it important that an SA rep appear each week to have a continuing dialog. She reported the SA is continuing work on the implementation plan and discussing membership possibilities. They are also looking into an institutional governance board and preparing for April elections. Discussion ensued regarding issues related to the Special Task Force on Restructuring, tuition, cost containment vs. intergenerational/social compact, competitive salaries, the need for open communications between faculty/staff/students with the goal of working together, delegation of authority, the UC meeting with Regent Falbo, and Union renovations.
  
- III. APPROVAL OF MINUTES –The minutes of February 14, 2012 were approved as amended.
  
- IV. SPECIAL GUESTS: INTERIM PROVOST JOHANNES BRITZ – Interim Provost Britz reported the following:
  - A. He met with the ASC yesterday.
  - B. Academic Program Planning is moving forward; he has been providing Deans with information regarding this. Discussion ensued regarding variables to be included in the discussions. Britz reported that Manpower will be asked to discuss with the ADC projections of creation of jobs in Wisconsin. He asked UC members to let him know if they felt others should talk to the ADC. Discussion ensued regarding local vs. international need for programs, SPH accreditation and lack of System financial support causing strain on rest of campus due to opportunity cost.
  - C. There has still been no word on the budget lapse. Schwartz noted the state is now looking at an additional shortfall of \$143 million. Britz stated an additional cut would be devastating to L&S in particular. Discussion ensued regarding when the lapse might be announced, Task Force recommendations and the need to provide them with hard data on salaries, resignations, and retirements, and lack of public understanding regarding these issues.
  - D. The Accountability Report which must be submitted each year will include new criteria relating to faculty productivity; gathering this data will be challenging and complex. Schwartz pointed out this could cause problems on grants.
  - E. Additional items being discussed by the ADC include the online teaching policy, exploration of Career Connection, the potential Korean partnership, RRR plans, and professional leadership development.

ACADEMIC STAFF COMMITTEE – B. Hinshaw, K. Koch, P. Richards, S. Zlotocha, E. Frazier, and W. Volz Daniels joined the committee. Salzer suggested perhaps the committees could collaborate on some project(s) and get the word out across campus that they were doing so. Walker noted that the SecU Office is planning a joint Senate meeting. Salzer responded that it should go beyond governance routes; the ASC hears from many academic staff that they feel like second class citizens regarding planning and budget cuts as they are the first to be cut. Discussion ensued regarding issues with and between faculty and AS.

Zlotocha noted the UC does a good job keeping tapped into key Legislators, the BOR, etc. He added it would be good to collaborate on things related to this; not necessarily meeting together but helping each other to reinforce messages. Discussion ensued regarding scheduling UC guests; difficulty in working both independently and jointly and lack of knowledge of each other's issues; increased reliance on contingent/adjunct faculty (AS), pressures causing friction, responsibility for delivering research, and the need to recognize elements of the situation; different ways instructional AS are treated and inherent distrust of instructional AS; problems with English/Math and AS contracts; volatility of enrollments and how they affect AS contracts; the notion that hiring AS could eliminate faculty lines; efficiency of delivery of classes; different expectations of faculty vs. AS; and the need for departments to think strategically about probationary/indefinite AS vs. fixed-term AS and potential for using more rolling-horizon or multi-year contracts to create more security. Schwartz pointed out that many of these mesh well with the Best Place to Work Initiative and perhaps should be taken up at that level.

Discussion ensued regarding the new University Personnel System, including potential splitting-off of teaching AS, setup of the system & process, the strict timeline and rolling approval process, the notion that just because something is being built into the system it doesn't mean it will be used, potential to build in intermediate steps for faculty pay grades, the update on the system to be given at the March AS Senate meeting, issues related to summer pay split-outs, and discussions with Al Crist. Salzer asked what AS/ASC can do to help promote better feelings/perceptions. Responses included potential collaboration with certain guest meetings, information exchange, potential future joint meetings with the ASC/UC/Provost and/or Chancellor, and a shared voice allowing us to work toward common goals/solutions.

- V. CHAIRPERSON'S REPORT & ANNOUNCEMENTS – Schwartz reported the following:
- A. He will be out of town at a conference Thursday through next Wednesday. Parsons will Chair the next UC meeting.
  - B. He asked about the cost of hiring a consultant for the new budget model. Walker reported that it is unknown at this point; only the RFP is out. Schwartz responded that the RFP provides the parameters so a budget should have been set for it. He asked Kunert & Walker to pursue getting a ballpark figure that can be provided to the APBC.
  - C. He forwarded to UC members the slides from the UW System presentation to the BOR and the Bender/Heywood study.

VI. MEMBERS' REPORTS

- A. Parsons reported recommendations regarding Provost candidates were given to the Chancellor. Campus visits will be scheduled starting next week. Schwartz noted he would miss 2 or 3 of these; he reviewed potential questions for the candidates.
- B. Misra reported the GFC met yesterday. David Yu reported 1) the Student Advisory Committee held its first meeting; they are still trying to broaden membership; 2) Grad School Fellowship numbers and stipend amounts have increased; 3) 150 money is in a better situation; 4) hiring is going well; interviews for the Director of Graduate Education will take place soon; 5) the budget is looking better due to grant returns; 6) Yu is planning a CERNET recruitment trip, looking for both grads and undergrads. The GFC Chair reported on APBC discussions regarding the budget model. Walker noted that current Grad School policy does not allow someone to work on two degrees at the same time and asked Misra to ask the GFC to discuss changing the policy.
- C. Walker reported she was the only faculty member who attended the Leadership Subcommittee meeting last week. She indicated they were brainstorming; the meeting went well. Secretary Trudy Turner will meet with them next Friday to discuss Chair training.

VII. NEW BUSINESS – None.

VIII. OLD BUSINESS

- A. Focal Topics for 2011-2012 – No discussion.
- B. Special Task Force on UW Restructuring and Operational Flexibilities – See above.

IX. FUTURE AGENDA ITEMS

- A. Future Meetings – No discussion.

X. PERSONNEL MATTERS: [Closed session according to Wis. Stats. 19.85 (1)(f)]:

- A. Update on pending personnel matters – None.

XI. ADJOURNMENT – The meeting was adjourned at 3:25 pm.