

THE UNIVERSITY OF WISCONSIN-MILWAUKEE
UNIVERSITY COMMITTEE MINUTES
4/22/03

Present: Marcia Parsons, Chair, Laurie Glass, Bill Holahan, Ron Perez, Erika Sander,
Mark Schwartz, J. Rudi Strickler

- I. Call to Order and Approval of Agenda: The meeting was called to order at 1:03 pm and the agenda was approved as presented.
- II. Approval of Minutes: The minutes of the 4/15/03 meeting were approved as amended.
- III. Persons who wish to be heard: None
- IV. Special Guests: Sona Andrews, Associate Vice Chancellor

Associate Vice Chancellor Andrews discussed changes to the overload pay policy. The most significant being: 1) it now includes more than just overloads - it's all compensation options; 2) elimination of temporary base adjustments, allowing overloads to be interpreted in the broadest view - overloads can be recurring; 3) past practice did not apply the \$12,000 per calendar year limit to temporary base adjustments - both Internal Audit and Legal Affairs now interpret State Statute 16.417(2) as applying to both overload and temporary base adjustment (except for limited appointments) the \$12,000 per calendar year limit; and 4) language has been included for administrators - those holding particular titles should not get overload compensation. This has been the practice and will now be codified.

The summer policy was discussed next. Authority for 3/9 approval has been delegated to the Dean level regardless of the source of funding. The specific Graduate School policy dealing with summer research will no longer exist; it will be dealt with by the colleges and schools as part of the regular summer policy. Andrews reported that the 3/9 would be monitored from a payroll perspective. They won't monitor ninths but will know if anyone goes over 100%. The problem of annualizing appointments was discussed. If a faculty member has a regular nine month appointment and gets 3/9 for summer, they will de facto not have any vacation time, or time off, during the entire year.

Andrews was questioned about the reasoning behind applying the \$12,000 limit to temporary base adjustments. She reported that the difference between base adjustments and overloads was murky and the base adjustment policy had been frequently abused. She stated that adjusting work load or adjusting salary for a heavy work load must be looked at rather than continuous temporary base adjustments.

E. Sander recommended that the proposed work load policy be reviewed by the Economic Benefits Committee. Andrews stated the UC was being consulted for input but UC approval was not required. She will delay making revisions until she hears from the

UC. A revised draft will then be sent to the UC for final review with hopes that the new policy will be implemented on July 1, 2003.

V. Chairperson's Report and Announcements:

1. M. Parsons reported the meeting with President Lyall seemed positive; however, the UC needs specifics on the figures Lyall presented. Parsons will ask Mike Rupp to provide figures at the next UC meeting.
2. The APBC met on 4/17 and voted to recommend approval of the separation of Theatre and Dance.
3. Associate Vice President Ron Singer has requested meeting with the UC on 5/7/03 at 2:00 pm. Associate Vice Chancellor Williams will notify the committee of the location.
4. Parsons will attend the Faculty Reps meeting in Madison on 5/2/03.

VI. Members' Reports:

1. E. Sander reported the ADA Advisory Committee had met and were in the process of inviting M. Rimai to discuss recent changes made to the Reasonable Accommodation Policy.
2. Sander will work on the language in Fac. Doc 2381 Department Chair Duties for the next Senate meeting.
3. R. Strickler spoke with Regent Guy Gottschalk after the Town Hall meeting and reported Gottschalk appeared open to meeting with the UC. Parsons will try to arrange a meeting prior to the May 8/9 Regents meeting.
4. M. Schwartz and Strickler reported on Graduate School Review Committee meetings. Members of the committee are examining two different visions of the Graduate School Dean position. They are considering the need for two different positions, one a Dean of Graduate School Student Affairs and another a Vice Provost of Research.

VII. Old Business:

A. Action Item(s):

1. Tuition distribution letter - The committee will post a summary of the letter sent to Lyall and the Regents and an explanation of interactions with Lyall to the UC web page.
2. Motion regarding SSEA - There was consensus to recommend withdrawal of the motion to augment the SSEA at the May Senate meeting.

B. Discussion Item(s): None

IX. New Business:

A. Action Item(s): None

B. Discussion Item(s):

1. Campus Buyouts - Ellen Murphy reported that buyouts for divisional chairs were part of the budget reductions in the office of the Secretary of the University. Buyouts for UC members and President pro-tem of the Senate would remain the same.
2. ASC Documents - Sander recommended supporting the statement regarding treatment of personnel during the current budget climate. For the proposed policy on Emeritus Status for Retired Staff, Sander suggested the need for two separate documents. Regarding the Category B Subcommittee response to report on implementation of recommendations for integration of instructional research academic staff, Sander suggested supporting the option to review staff annually. Specific recommendations for the last two documents were deferred.

X. Personnel Matters: [Closed session according to Wis. Stats. 19.85 (1)(f)]: Pursuant to Wis. Stats. 19.85 (1)(f) at 3:04 pm it was moved and unanimously approved to move into closed session. The committee rose from closed session at 4:01 pm.

XI. Adjournment: The meeting adjourned at 4:01 pm.