

THE UNIVERSITY OF WISCONSIN-MILWAUKEE
UNIVERSITY COMMITTEE
MINUTES
September 6, 2011
Lubar N456
1:00 pm

Present: M Schwartz (Chair), B. Holahan, M. Kunert, D. Misra, M. Parsons, R. Strickler, C. Walker

- I. CALL TO ORDER AND APPROVAL OF AGENDA – The meeting was called to order at 1:03 pm and the agenda was approved as distributed.
- II. PERSONS WHO WISH TO BE HEARD – None.
- III. APPROVAL OF MINUTES – The minutes of August 30, 2011 were approved as amended.
- IV. SPECIAL GUESTS: None.
- V. CHAIRPERSON’S REPORT & ANNOUNCEMENTS – Schwartz reported the following:
 - A. He received an email from Associate VC Jim Hill indicating the Panther Creed had been renamed the Panther Pledge. Schwartz reviewed the purpose and history of the document. He noted that Hill had asked that it be distributed to governance groups for reaction, noting he was not sure if it needed formal approval. Schwartz will send the document to UC members for additional review.
- VI. MEMBERS’ REPORTS
 - A. Misra reported Rules had met and set the September Senate agenda. He noted that the UC Resolution regarding faculty salaries was placed as an auto-consent item. Discussion/disagreement ensued as to whether the UC can take action on its own or if everything must be reported to/consulted with the Senate. The UC Charter clearly indicated that UC can take action on its own initiative, but Schwartz indicated it was acceptable for the Senate to endorse the resolution.
 - B. Strickler reported he spoke to the Biology Department professors about the greenhouse. Most receive grant money to pay for use of greenhouse space but do not receive enough to pay for construction. He urged them to consider Urban Farming as an academic program topic. He indicated he also conveyed this information to Interim Provost Britz. Strickler noted that the \$12 million for the current plan is to build in the NWQ space; the bulk of the cost will be to reinforce the structure. Discussion ensued regarding partnering with Will Allen, construction costs, campus bickering, SPH locations, remodeling costs, State funding vs. Federal Stimulus funding, teaching facilities, and Urban Farming programs elsewhere. There was general consensus that Schwartz should discuss the greenhouse issue with the Chancellor and Provost. He will also discuss it with Dean Swain.

VII. NEW BUSINESS

- A. Special Committee regarding Faculty/Staff Salary Planning – Schwartz proposed creation of a special committee to study the UWM faculty/academic staff salary structure. Discussion ensued regarding the pay/promotion plan presented to the UC by Margo Anderson last spring. Schwartz reported that a special evaluation cycle/equity adjustment structure has been instituted by UW-Oshkosh.

A motion was made, seconded, and unanimously approved to create a 10-member special committee (per P&P 6.40), to include 2 Provost reps, 2 AS reps, 2 EBC reps, 2 APBC reps, and 2 UC reps. After discussion, there was general consensus by the UC that Schwartz would chair the special committee (as well as secure the specific individuals who will serve from the included groups); Holahan will serve as the other UC rep., and to name it the “Special Committee Regarding Faculty/Staff Salary Planning”.

P&P 6.40 Report (will be included in UC report to Faculty Senate on 9/15/2011)

- a) The specified number of persons on the committee: 10
- b) The method of establishing the committee: By motion of the UC. UC Chair will ask for representatives from the various groups indicated in the motion.
- c) The method of designating the chair: The UC Chair will chair the special committee.
- d) The charge to the special committee and the relation of the committee to existing committees with similar functions:

Charge: To study medium- to long-term strategies for adjusting UW-Milwaukee faculty and academic staff salaries toward market-based standards and to prepare a report of the committee findings and recommendations for consideration by the Faculty Senate no later than the April 2012 meeting.

Relationship to existing committees with similar functions: Special committee members from the APBC, EBC, and UC will serve as liaisons to these standing committees for communication and coordination of effort.

VIII. OLD BUSINESS

- A. Faculty Committee Appointments – A brief discussion ensued regarding roles in finding and contacting potential candidates. There was general consensus on a candidate to recommend for the Children’s Center Advisory Board.
- B. Focal Topics for 2011-2012 –
- 1) Discussion ensued regarding carry-forward balances and their use, encumbered money in departments, great disparities caused by online programs, and centralizing some campus funds to deal with salary inequities, strategic funds, etc.
 - 2) Walker pointed out that the Divisional Committee system is not working for appointments of faculty if Deans, the Provost, and/or Administration can just ignore the recommendation of a Divisional Committee; it’s a waste of the Committee’s time if these recommendations are being overturned/ignored. She noted it is particularly troubling when people are hired at the Dean level without being able to get tenure. Discussion ensued regarding the system structure, frequency of occurrence, the need for data, research vs. teaching record, academic credentials vs. administrative

credentials, rolling horizon contracts, and use of different titles. Schwartz will request data from HR.

IX. FUTURE AGENDA ITEMS

- A. Future Meetings – No discussion.
- B. Invitations to Deans and VCs for 2011-2012 – K. Kimpel is awaiting response from Dean Swain. She will also contact Deans Colbeck and Garman to schedule for a future meeting.

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 3:05 pm.