

THE UNIVERSITY OF WISCONSIN-MILWAUKEE  
UNIVERSITY COMMITTEE  
MINUTES  
July 31, 2012  
Lubar N456  
1:00 pm

Present: M. Schwartz (Chair), D. Misra, M. Parsons, R. Strickler, C. Walker, guest SA Shared Governance Director Alex Partee

- I. CALL TO ORDER AND APPROVAL OF AGENDA – The meeting was called to order at 1:04 pm and the agenda was approved.
- II. PERSONS WHO WISH TO BE HEARD – None.
- III. APPROVAL OF MINUTES – The minutes of June 26, 2012 were approved as distributed.
- IV. SPECIAL GUESTS: CHANCELLOR MICHAEL LOVELL – Parsons reported a Teaching/Research Academic Staff Workshop is to be held on campus, noting the agenda included discussion of campus climate and AS appointments. She expressed concern that continuing to allow AS indefinite appointments commits part of a shrinking pot of money that is available to replace faculty as they resign/retire. Schwartz responded the impression that indefinite status impinges on faculty hires is not the case; there's more of an issue with departments keeping a large number of AS in temporary (fixed-term) status. Parsons stated the PSA Dean told her department chair that granting indefinite status to an academic staff member could impact future faculty hires. Strickler pointed out the most important factor to remember is service for the student; whether this is through faculty or AS, it's how to do it in the best, most effective way. Discussion ensued regarding AS contracts, lecturer responsibilities, researcher vs. professor, and research vs. teaching criteria.

Chancellor Lovell joined the committee. Parsons indicated she was in favor of the AS workshop and 1-year minimum or rolling-horizon contracts but reiterated her concern that indefinite status appointments present a budgetary threat to keeping faculty. Lovell responded that Executive Committees must make these decisions based on quality and budget, adding we have a strong history of shared governance and AS are very engaged with campus. He noted campus climate is a real problem and he doesn't want people to feel threatened. He stated he has no plans to get rid of indefinite appointments.

Discussion turned to online education issues. Schwartz reported President Reilly has talked with Chancellors and Provosts and is now going to Faculty Reps for discussion. Lovell indicated there is a need to know/understand the details; many concerns were expressed by the Provosts and this needs vetting. Discussion ensued regarding online courses history, new technology issues, potential problems, financing, resources, and long-range viability.

Lovell reported the Budget Consultant was on campus; Lovell is confident the consultant should be able to determine which model is best to move forward with. Walker indicated

that the New Budget Model Working Group had also met with the consultant. She reviewed information he wants the Group to gather from campus, noting her concern that members may not have the time.

Additional topics briefly discussed included faculty salary adjustments, freshman enrollments, Grad School Working Group recommendations, and undergrad research.

PROFESSOR MARGO ANDERSON – Anderson joined the committee to provide an update on the University Personnel System. She reported she would be on sabbatical next year but is willing to remain on the Task Force if the UC would like her to; there was general consensus for this. She indicated the study process to build two new systems has been going on since last year and reviewed the process up to this point. She noted that most issues with the system relate to FLSA exempt classified staff.

Anderson indicated a document will be rolled out in August with a comment period in early fall; the final report/recommendations must go to the BOR then on to the Legislature in January. She noted the issue is complicated by the fact that many administrative or legislative entities are involved in the process. She pointed out there may be little affecting faculty as they are easiest to understand; however, it means the salary compression issue is pushed off to next year. Discussion ensued regarding the shift in control of the Senate and potential issues, transfer rights, mechanisms needed with others no longer involved, i.e. OSER, potential need for classification and titling structure for AS and Operational Staff, the Hayes-Hill Study, potential for opening Chapter 36, lack of mechanisms for Purchasing and building projects, and grievance procedures.

- V. CHAIRPERSON'S REPORT & ANNOUNCEMENTS – Schwartz reported the SOIS Dean Search Committee won't meet until August; he's waiting to hear from the Search Firm regarding dates. He also thanked Walker for her work on the UC, noting she has been very valuable to the committee and will be greatly missed.

VI. MEMBERS' REPORTS

- A. Walker reported the following:
1. She cannot continue on the Best Place to Work Committee and suggested Misra replace her as UC rep. She added the committee needs more faculty involvement.
  2. The Grad School Working Group will meet one more time to generate an Executive Summary.
  3. She volunteered to remain on the New Budget Model Working Group and report to the UC. She noted more faculty are needed on this group as well to collect data from campus. Parsons volunteered to act as UC rep.
- B. Strickler reported on issues related to name changes and authority in SFS. Schwartz suggested that Dean Garman should bring issues to the Provost; the Provost can then bring to the UC for discussion.

VII. NEW BUSINESS

- A. Course repeat policy – Schwartz reviewed problems related to SAAP S-19. He noted current policy permits advisors to allow students into classes without departmental input. He asked UC members to review and consider possible changes which would give departments final authority.
- B. Emeritus status policy – Schwartz reviewed a message from Erika Sander regarding a deceased faculty member. Parsons reviewed issues related to the situation. Schwartz will seek clarification on the matter.
- C. Online education issues - See section IV. above.
- D. Role of academic staff – See section IV. above.
- E. August 28<sup>th</sup> Faculty Reps meeting – Schwartz reported since President Reilly will be meeting with the Reps he feels he should be there, so will miss the UC meeting. He asked Parsons to Chair in his absence.

VIII. OLD BUSINESS

- A. Faculty salaries – The draft process document was reviewed and changes recommended.
- B. Graduate School organization – See section IV. 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 – A motion was made, seconded, and unanimously approved to go into closed session at 3:00 pm. The committee rose from closed session at 3:14 pm.

XI. ADJOURNMENT – The meeting was adjourned at 3:14 pm.