

THE UNIVERSITY OF WISCONSIN-MILWAUKEE
UNIVERSITY COMMITTEE
MINUTES
October 11, 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 1:01 pm and the agenda was approved as distributed.
- II. PERSONS WHO WISH TO BE HEARD – None.
- III. APPROVAL OF MINUTES – The minutes of September 27, 2011 were approved as distributed.
- IV. SPECIAL GUESTS: DEAN RODNEY SWAIN – Schwartz indicated the biggest issue facing the campus is how to deal with the salary situation. Dean Swain responded he is very frustrated; morale is extremely low and the salary situation is at the core. Most faculty feel the years of meaningless raises, a rescinded raise, and the added cost of retirement and insurance are a big blow. However, Swain feels the attitude must be reframed a bit; we still have the same rights and privileges, our insurance and retirement packages are still good, and we've not had massive layoffs. Schwartz responded that is true compared to the general public, however, compared to our peers, we are worse off. There was general consensus that morale must be addressed.

Swain reviewed issues in L&S related to salaries; budget reductions; enrollments, marginal tuition, and the need for a different type of budget model not tied to student growth; the "tax" on carry-forward balances to be used to fund improvements to the NWQ site, the need for additional sources of revenue, and Swain's request for clarification regarding which funds are being taxed.

Swain reported that L&S is currently in the process of conducting two analysis projects: 1) salary/compensation by department and the track within a department to reveal compression compared to peers as well as salary at rank analysis; and 2) a cost/benefit analysis of every program, in part due to the proliferation of small programs within the college. Discussion ensued regarding the rise in the number of department-like bodies and concern that this will cause competition between these bodies and regular departments. Potential restructuring or eliminating programs, cost effectiveness in units, quality of programs, student credit hours generated, securing grant funding, establishing a culture that supports entrepreneurship, flexibilities, investment strategies, potential raiding of faculty and the need for raises, attracting out-of-state students, internationalization of campus and the need to better coordinate it were discussed.

Discussion turned to summer salaries. Schwartz noted that Swain had agreed to the plan most recently presented to the Senate. Swain indicated he has asked the L&S APGC to add Academic Staff to the committee in order to be in compliance with S-51. He pointed

out that if the strict rule of paying 1/9 salary were enacted, L&S would need to reduce the number of courses offered. Discussion ensued regarding the need for discussion between Deans and Department Chairs regarding summer offerings, the balance offered by large enrollment courses subsidizing small enrollment courses and large enrollment departments subsidizing small enrollment departments, encouraging Madison students who reside in Milwaukee to attend summer classes in Milwaukee and transfer the credits to Madison, the need to make registration for out-of-state and older students easier, and steps in P&P related to a tenure appeal.

DEAN CAROL COLBECK – Dean Colbeck joined the committee and introductions were made. Schwartz reviewed the discussion with Dean Swain regarding salaries. Colbeck reported that former Dean Thurman conducted a compression exercise a few years ago with the full professors. The new “tax” on carry-forward balances was briefly discussed. Schwartz stated we are in a difficult situation but something must be done about salaries this year, noting that we are still bound by the rules of JCOER but are on our own in terms of finding funding. The need for an accurate and complete accounting statement, the meaning of encumbrance, the culture of shared governance and school/college control of budgets, and history of the centralized/decentralized budget system were briefly discussed.

Committee members reviewed how the Schools/Colleges work with the UC and Senate as well as through campus standing committees and School/College governance committees. When asked how UWM relates to System, Schwartz responded that it is currently in flux. He briefly reviewed System meetings with Provosts and Faculty and AS Reps. Colbeck indicated she was on a conference call with other Deans in System prior to the UC meeting discussing the System-wide urban education initiative. She noted Madison does not want this in Milwaukee. Discussion ensued regarding how to navigate the politics and position the UWM School of Ed in the System/State, using art across curriculums, problems with MPS, Education under attack across the nation, the need to prepare students/teachers for the future and the need for internal review and discussion, Education pedagogy, the role of the State and certification, and the need to reduce the achievement gap.

V. CHAIRPERSON’S REPORT & ANNOUNCEMENTS – Schwartz reported the following:

- A. He attended a Growing Power Symposium Committee meeting last week. Schwartz briefly reviewed discussions which included the need for an institutional base for a partnership and a vision of creating an Institute at some point in the future.
- B. He and ASC Chair Jean Salzer are scheduled to meet with new deans tomorrow to provide an orientation on faculty and academic staff governance.

VI. MEMBERS’ REPORTS

- A. Holahan reported attending the EBC meeting yesterday. He noted that morale is terrible.
- B. Parsons reviewed prior Provost Search & Screen Committee meetings and noted the Chancellor, Legal Affairs, and the Search Firm have approved the position description (PD). The Search Committee will vote on approval of the PD tomorrow. The next step will be to set the schedule for airport interviews.

- C. Misra reported the following:
1. The GPR Subcommittee met last week. He noted that four program reviews not completed last year have been carried over to this year. Problems related to committee staffing, slow response from departments, and the need for more formal connections with these reviews as well as for undergrad reviews were briefly discussed.
 2. Rules met last week and will be putting forward a resolution to the Senate instructing the APCC to cease refusing to do business with certain departments. In addition, Secretary Trudy Turner will be informing the Senate that clickers will now be used to conduct Senate votes. Schwartz added he will ask for a suspension of the rules and ask that S-51 be taken from the table and placed as the first business item. Holahan reported that Chancellor Lovell wants to set up a Math Institute to run on a zero budget. Discussion ensued regarding math programs and students, MPS and math achievement, and a suggestion to expand the Center for Math & Science rather than create a new underfunded operation.
- D. Strickler reported he had written an RGI proposal but feels RGI is self-serving. He indicated the RGI proposal is not compatible with NSF so he must rewrite it. He suggested that the RGI format/system should be changed so that proposals are acceptable in pre-NSF or –NIH formats. Walker added that RPC member Eddie Tysoe has suggested a revamp of RGI as well.
- E. Walker reported that the Special Committee regarding campus budget reform will meet on 11/4.
- F. Kunert reported Cindy Kluge and Don Weill gave a budget presentation at the last APBC meeting. It was informative and they recently sent out supplemental material as well.

VII. NEW BUSINESS –

- A. Review of draft letter to Pres. Reilly regarding MORFS – Schwartz reported Legal Affairs suggested some changes to the letter; Chancellor Lovell has agreed to the suggestions. Schwartz pointed out the next step will be to launch a membership drive. He briefly reviewed issues related to this, establishment of the organization and its structure, and options explored with the Madison PROFS organization. There was general consensus to forward the letter to President Reilly. Schwartz indicated he wants approval from President Reilly on the UC request prior to moving forward with a membership drive.

VIII. OLD BUSINESS

- A. Focal Topics for 2011-2012 – No discussion.
- B. Report on Decanal action in relation to Div. Comm. Recommendations – Schwartz reported he had provided the UC with information regarding Decanal actions in relation to Divisional Committee recommendations. The information was briefly reviewed.
- C. Status of “Competitive Edge” fund collection – Schwartz reported he has been advised to not abolish the fund as it could be repurposed; there is no need to eliminate it but rather, it can be used as a place holder. It was noted the GFC will be discussing how to deal with TA stipends.

IX. FUTURE AGENDA ITEMS

- A. Future Meetings – No discussion.
- B. Invitations to Deans and VCs for 2011-2012 – 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 3:50 pm.