

To: Faculty Senate

From: Nick Sloboda, Faculty Representative

Date: September 16 October, 2009

Re: Faculty Representative Meeting and October Board of Regents Meeting

September 25, 2009

#### A. Faculty Representative Meeting

1. I opened the meeting with an explanation of the faculty representative body. I then explained the meeting procedures and how it works.
2. There are a considerable number of new faculty reps and so we spent some time doing introductions. We also discussed how more and more campuses are now following the approach similar to our campus (i.e.: a senate executive member handle the faculty rep. duties separate from the faculty senate chair).
3. There was a discussion of note-taking. There was a general consensus that rather than a general note-taker, each representative would report back to their campuses.

#### 3. Furloughs:

Some campuses have noted that they are trying to set up approaches to the furloughs where it becomes "evident" and "visible" and "tangible" that the furloughs do have an impact (eg: closed offices, or closed departments with a sign on their door). The discussion varied with some campuses discussing the need to protest, cut back on service, or attain other compensations (free parking, free use of the health facilities); other campuses discussed the need to have students and parents be made aware of this without a negative impact on teaching. Some campuses discussed a model where faculty were visible during a furlough (through, for example, some public volunteer service action) and the positive result of this visible gesture in terms faculty's relationship with the community.

#### 4. Collective Bargaining:

Faculty was discussing the news that System will be hiring consultants to train administrators as to how to deal with collective bargaining. Some campuses discussed how there is a need for a number of forums to have an instructional, educational, and 'balanced' presentation on collective bargaining issues from a variety of perspectives. Some campuses want to combine the faculty with the academic staff and some do not for collective bargaining. Some campuses expressed an interest in unionizing only for salary purposes (and not, for example, for personnel matters).

5. Chancellor Searches: faculty discussed their involvement in this process. Some campuses expressed a desire to suggest changes to the format in which the selected faculty could elect the chair (currently

the System President appoints the chair). Some campuses expressed concern especially given the fact that some searches will have internal candidates.

## B. Joint Session with UW-System, Academic Staff Representatives, and Faculty Representatives

### 1. Making Opportunities Affordable: Wisconsin State Plan (Lynn Paulson, Assistant VP for Budget and Planning):

MOA is a grant from the Lumina Foundation. Initial activities completed include the following:  
Inventory and evaluation of existing campus programs for adult learners;

Focus groups with students, admissions directors, student affairs officers, provosts, registrars, and business officers to identify policy barriers that inhibit college degree attainment;  
Active partnerships with the Wisconsin Technical College System (WTCS), the Wisconsin Association of Independent Colleges and Universities (WAICU), and the state's Department of Public Instruction (DPI);  
and,

A strategic planning event with the PK-16 Leadership Council and faculty, staff, and students from all of Wisconsin's education entities to get input on policies needed to enable more Wisconsin citizens to complete college degrees.

Based on the initial work, the proposal for four years of **MOA** funding will address policies to achieve easier student transitions and more graduates, with an emphasis on adults, persons of color, and veterans. Areas under consideration include assessing prior learning, creating a credit repository, and online programs.

Related funding:

Lumina Foundation/Jobs for the Future (**MOA**)

Committee on Baccalaureate Expansion (COBE) grant program. Existing grant initiatives include the following:

Prior learning assessment - UW-Superior/UW Colleges/UW-Extension

Adult outreach and support - UW-Whitewater/UW-Extension

Transfer collaborations for adult students - UW-Platteville/UW-Stevens Point.

### 2. Budget Update (Lynn Paulson):

Anticipated revenues for the past budget are beginning to appear.

Lapses (that is, the money is still in our budget base but we cannot spend it) managed by DOA are continuing. No new lapses for System. DOA (Department of Administration) is now taking a 'charge back' approach to System: this will increase costs to System. This is projected at 1.25 million. This could be distributed through the campuses. However, this is very preliminary. And System is arguing against being assessed this charge since we do not use OSER (Office of State Employment Relations) the same as other state agencies.

### 3. Human Resource Issues (Al Crist, Associate VP for Human Resources and Workforce Diversity):

Noted that System remains neutral on collective bargaining (but also reminds us that previous Boards were opposed).

Explained that System is looking at the parameters of such a bargaining process and areas it could not venture into (such as for example, issues of faculty tenure).

System is exploring 'best practices' with collective bargaining and academic staff and faculty.

Questions to be determined: how many collective bargaining units? How many would be combined? How could senates be involved? What are conditions of employment?

More information from the System level can be found at <http://www.uwsa.edu/hr/barglegis.html>

4. Faculty representatives expressed concern over the lack of a 12 month distribution of salary option, especially given the tremendous resources allocated to the System HR network.

5. Faculty questioned if the State will require the campuses to report on their furlough information. System explained that the reporting does not extend beyond the campus level.

6. Program Arrays (Stephen Kolison, Associate VP for Academic & Faculty Programs):

The study of the number of programs System wide with their enrollments, majors and minors has been completed and distributed to the provosts.

The committee also explored how to address the matter of some institutions that have programs that are not active but may not want to necessarily close the program. A System policy proposal is being put forward that these types of programs could be 'suspended' (with appropriate rationale provided by the campus to System) rather than formally closing the program (as programs, when closed, are difficult to start up again). A number of guidelines for suspensions of programs were introduced. A draft document on procedures is in the works.

### C. Joint Meeting With Faculty Representatives and UW-System

1. Faculty shared aspects of their conversation with Senior VP for Academic Affairs Rebecca Martin on the discussion on furloughs. With regard to the public perception, some reps expressed concern that the public may feel that with no overt loss of teaching and faculty service on campus, there may be more motivation not to address compensation issues.

With regard to internal workings, Rebecca reiterated the President Reilly's directive that furloughs be handled on a campus by campus bases.

2. Regarding the selection of the chair of a chancellor search, Rebecca noted that it is the choice of the President who does engage in some consultation with a variety of members of the administration and faculty (including, often, the faculty senate chair).

3. In light of the many new faculty representatives, Rebecca provided an overview on the recently formed set of guidelines in order to clarify the communication between Regents, System, and elements

of shared governance. We reviewed the 'Shared Governance Guidelines and Process for UW System Faculty and Academic Staff Representatives' (June 2008).

More broadly she explained the broader nature of the academic staff and faculty reps as a "conduit" of information" body.

4. Each campus gave a report on what are the key areas of action currently on their campuses.

D. Board of Regents Meeting, Eau Claire, October 15-16, 2009

UW-Superior presented its academic plan (Lora Jacobs, Jen Christensen, Terri Kronzer, Rhoda Robinson, and Faith Hensrud were present from Superior for presentation). The presentation was very well received by the Board and many Board members commented to me later about how pleased they were with how our academic plan is very well organized and articulated.