

University Committee Minutes
Wednesday August 31st, 2022
3:00 – 5:00 PM via Microsoft Teams

Members Present: Devin Bickner (Chair), Clif Ganyard, Patricia Terry, Aaron Weinschenk, Dan Kallgren, Joan Groessl

Others Present: Steve Meyer (SOFAS), Nichole LaGrow (Academic Staff), Kim Mezger (University Staff), Melissa Nash (Human Resources) [first part of meeting], Jon Shelton [Later part of meeting]

Administrative Review (Melissa Nash)

Process discussed. [This is not a “policy” since UW System would have the policy, it is UWGB process of review.] Schedule outlined to design in spring semester and notify administrator to be evaluated, distribute in fall 2023. HR will need to create the survey because of the confidentiality of the information but will provide the UC with the link and UC will distribute. (Melissa will be the only one who will see the data).

2023 calendar year: Review Chuck and John. Period of initial review was not indicated when the process was established. Once into the process, would be a three-year review. Need to do the review in fall because it aligns with the existing evaluation process.

Discuss where to place the process information on the website for easier access. Provost site not seen as appropriate since the Provost would also be reviewed at some point. Possibility of linking to SOFAS/ putting in the faculty handbook. HR page as an additional site.

Employee Climate Survey (Melissa Nash)

Proposal distributed via email prior to the meeting. Regularly do for both student and faculty. Students were surveyed in 2021, delayed faculty because of multiple other surveys at the time. HERI survey is best option (per Melissa’s resource). Faculty and Staff versions, with the Faculty survey more comprehensive. Instructional Academic Staff would take the Faculty survey. Can customize some questions and communication emails. Are within the HERI administration period and Melissa has created a timeline.

Workgroup would meet to review, heavy work October. Nichole suggested adding someone from Institutional Review as they will be helpful later in the analysis/dissemination of results. Appointees of representatives need to finalized.

[Melissa left meeting at this point.]

Discuss selection process for faculty representative. SOFAS will send out information with selection by the UC. UC Representative (or designee)-Devin accepted the responsibility.

Approval of Minutes from Aug 24, 2022 (Clif Ganyard)

Discuss use of TEAMS folder for organization and sending out agendas (to Chancellor, Provost, SOFAS) and minutes (SOFAS) via email.

The August 24 minutes approved by consensus.

Faculty Status for Teaching Professors (Faculty Handbook 51.04) (Meyer)

Revision of 51.04 to make Teaching Professor series automatic faculty status with accompanying rights. Will need first reading at Senate, followed by a second reading.

Faculty Rep Description (Jon Shelton joined the meeting)

Desire for continuity in the role and current description notes a one-year commitment with recommendation for 2-year commitment. Jon has been serving since 2019, extension of another year was approved in UC last spring. UC rep gets a course release for the duty (3 CR/paid for by Provost office). This is currently not noted in the description. Can clean it up and be more direct.

Clif recommends three-year term and does not necessarily need to be on UC or Senate but needs to attend meetings as needed. Jon suggests language re: experience being on the UC—either current or prior to the role. Meetings generally on Thursday. UC should select the representative. Faculty reps are not an established governance body, are a liaison group. Dan added that could add option for a second three-year term. (Six years max). Suggestion of someone to go with Jon so can familiarize with the meetings/onboard this year for next.

Points for faculty handbook:

- (1) Current or previous experience on UC is desired
- (2) Three year-commitment with a renewal three-years
- (3) Three credit reassignment per year.
- (4) Reps meet three times/semester. Expectation that attends Regent meetings when possible.
(Mileage reimbursed)
- (5) Need to report to Faculty Senate and at UC regularly.
- (6) Selected by the UC.

Academic Freedom

Roundtable was just held. Jon's syllabus was noted in the WILL Report—opposition to student exposure to ideas that conservative group is opposed to. Union would help navigate if were sought out as a target.

Discuss follow-up to the roundtable—further opportunity for questions about document. Possible CATL activities. Need more information on key elements of academic freedom. Possible meeting with administration and faculty also present—clear walk through of what are protected from and faculty discussion of issues.

[Jon and Dan left the meeting]

Unit Requirements for Promotion (Meyer)

Steve working on the SOFAS website and wonders if the Tenure and Promotion guidelines for each unit could be accessed, available to anyone. Consensus seemed to be that should be collected by SOFAS but may not be appropriate to have posted.

Other:

Devin was asked about a caregiver policy. Recommended he contact Kris Vespia as a possible resource.

Meeting adjourned by consensus.

Respectfully Submitted,

Joan Groessl