



UNIVERSITY of WISCONSIN  
**GREEN BAY**

**University Committee Meeting Minutes**

Wednesday, March 13, 2019

Present: Courtney Sherman (Chair), Ray Hutchison, Mark Klemp, Jim Loeb, Kim Metzger, Lynn Niemi, Gail Trimberger, Kris Vespia

Guests: Provost Greg Davis, Melissa Nash, Steve Meyer, Holly Keener  
Visitors: Andrew Austin, Tara DaPra,

- 1. IAS Employment on Main and Branch Campuses:** Provost Davis and Melissa Nash (Human Resources) presented information on instructional academic staff (IAS) policies and practices on the main and branch campuses. They provided a timeline for the branch campus staff falling under UWGB employment policies (as of 7/1/18) and outlined some of the key differences in title, credit load, compensation, and contract status options (e.g., semester to semester, ongoing renewable, ongoing year-to-year). They also answered a wide range of questions from UC members and visitors. The major question was about the rationale for deciding to decrease IAS compensation to main campus levels instead of increasing main campus pay to branch campus rates. The basic answer to the question was that the main campus does not have the money to do that, nor did the branch campuses have the money to pay at the rates they were given both their substantial debt and declining enrollments. The branch campus IAS were teaching 30 credits/year and will now be full-time under our policies at 27 credits. Some branch campus IAS will also be moving into ongoing appointments (in their system all contracts were semester to semester), and they will retain their title status. Retaining title (e.g., “senior lecturer”) does not mean they would have faculty status, and academic units would need to use our established policies to secure such status for an IAS member if desired by the unit and employee. The UC appreciated the time of both visitors and their willingness to answer questions. On a different matter, M. Nash also shared information about a memo issued to UW Colleges’ faculty by then-Chancellor Sandeen in 2017 regarding compensation adjustments, as well as data on differences between the main campus and branch campuses in, for example, tenure/promotion pay increases. Nash noted that communication about these issues will also have to occur in the future and provided the information today as a way of giving some advance notice to governance. She again reminded us that all employees are subject to UWGB policies at this point because we are one institution.
- 2. Provost Report:** Provost Davis shared updates on a variety of topics, including the scheduled Mission Revision forum for this week. He expressed gratitude and respect for the work done by faculty as he reflected on beginning his review of tenure/promotion files. He noted that UW System will be starting a Student Success Initiative that is, in part, an early alert system. This is a UW System mandate, and we will be billed as an institution for our share of the cost. Any early alert program does require input of data from faculty, so expect to hear more about that in the future. In other news, it is possible UWGB will get some federal support for a Veteran Success Program. Only UW-Milwaukee currently has one. As an enrollment update, new freshmen applications are up (main campus & Marinette) from this time last year and down at Sheboygan and Manitowoc. In raw numbers, these are very different due to the relative size of the campuses, with the number of applications at Main, Manitowoc, Marinette, and Sheboygan, respectively: 1100+, 56, 65, and 90. In aggregate, we have a nice increase in new freshmen applications but are down in transfer applications (23%) from this time last year. The reason is unclear, but transfer applications are down across the System. Madison is also increasing the number of new students they are admitting (up from



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about 13,000 in 2017 to about 16,000 this year). Lastly, Davis noted we would be hearing more about RCM budgeting in the coming weeks and months. He reminded us that the model does not change the money we have, simply the process of budgeting those funds. He also noted that some increases in budget transparency can serve to put attention on specific areas of campus and their financial status, and that may prove challenging.

3. **Approval of Minutes:** Minutes from the 3/6/19 meeting were approved with minor corrections.
4. **Course Evaluations:** C. Sherman updated us on the course evaluation meeting called by C. Ganyard. We anticipate a significant overhaul to the evaluation system in part due to dissatisfaction with the current model and also because the branch campuses currently have a completely different policy and practice. Ganyard anticipates the process will take a year because it will need faculty input and governance action to change code related to evaluation policies. He will provide an overview of what is to come at the Faculty Senate meeting on 3/27/19. Next year all should be the same on the main campus, but the branch campuses will see a change and have to use the CCQ. There may/may not still be some consideration given to purchasing new software in the more immediate future given the problems we are experiencing with online evaluations.
5. **Liaison Reports:** None
6. **Senate Agenda for March 27:** SOFAS Meyer was present to help with setting the agenda for the next Senate meeting. C. Sherman updated the UC on communication she has had regarding the RCM budget presentation. Administration would prefer to do that at the May 1 meeting so that Senators can take a “deeper dive” with the issues after hopefully attending an open forum in April. Sherman also asked UC members for their thoughts about the inclusion of any resolution related to the IAS title and compensation issues brought to us by the CWC. Given the length of the presentation and resulting Q&A with Nash and Davis today, the group noted they had not had any time to discuss internally what, if any, next steps to take. We will consider that issue in a future UC meeting but not include it in this Senate agenda. Sherman noted that resolutions can always be brought from the floor and do not require UC input or endorsement. Remaining agenda items were set with Meyer.

The meeting adjourned at 5:00 pm.

Respectfully submitted by Kris Vespia

APPROVED: 4/3/19.