

University Committee Agenda
10.27.21 3:00-5:00 p.m.
Microsoft TEAMS

Present: Devin Bickner, Dan Kallgren, Jon Shelton, Heidi Sherman (chair), Patricia Terry, Aaron Weinschenk, and Joan Groessl

Guests: Virginia Englebert, Kim Mezger, Sue Machuca, Ted Evert, Steve Meyer, Holly Keener

Approval of minutes for the Oct. 20th meeting.

Motion to approve Dan, seconded by Terry. Minutes approved.

AFT letter on the Personnel and Compensation Review Committee [PRC]- Michael Alexander
Chancellor had sent information prior to the meeting of positions and budget lines. He also sent a link to an article that related to undergraduate loss nationally. PRC started when needing to cut funding. Noted problems with current practice—not working for the current issues. Need for transparency. Eighty-eight per cent of faculty is below the median of the measure used. (No cost of living, wage compression). Emergent—1/2 million needed. Threat to the university—dents, not solvable. Not every position leaving is staying in the same place.

Disbanding PRC? What would that look like?

- Loss of positions—changes trajectory of the unit. How are decisions being made? Priorities? Need mechanism for faculty and staff to have a say in decisions. (1) Faculty involvement gives legitimacy; can respond to how fits into the overall vision for the university. (2) Transparency and clear understanding of how decisions being made.
- Metrics—reason why decision made but priority cannot be restricted to the metrics. Leaning toward more responsibility to those in the position to administer. More an issue with new dollars.
- UC members note concerns: (1) Need faculty representation. (2) Timing of approvals to reinforce timeliness of searches. [Chancellor: Issue is that we don't necessarily know we have the funding.] (3) Clarity and understanding of processes, timelines, needs to be present.
- Chancellor: Talking about having four Vice-Chancellors and the Chancellor, meet monthly. Where would want faculty involvement. Need to determine how to make those decisions that are timely. Deans at the table, too. (Hear without decision—voices present in other ways). Mike will go back to the Cabinet. Has been on their radar for the past year. Will come back to us with a proposal.
- Reduction in numbers of employees in university staff. (Sue noted down 20 people in a month). Wages an issue.

Masking and signage

If signage missing, who could we make the request to? Christopher Paquet oversees all things COVID. Starting to look at what would do when numbers lower (re: mask mandate)? What metrics to use? Reaction before coming to a decision is the preference.

Administrator reviews updates

Melissa Nash: Evidence of support from Chancellor, Provost, and HR. Want to make sure is aligned with the performance evaluation. If embedded in policy, would need some assurances (re: confidentiality)—would have to go through open records process.

Recommended changes noted. (1) Added in performance management policy in multiple places. (2) clarify language between actual performance review [annual] and this survey process [every three years]. (3) Biggest change—UC develop, distribute, but results only to HR. HR would compile and distribute.

Concerns—the UC would not see. Unable to respond to any common themes/pattern of behavior. Would need to go through open records request to review. Discussion of the pros/cons of this process. Academic staff charge—to solicit evaluative feedback.

University staff and Academic staff--moving to e-performance process. Allows for participatory feedback, additional documentation for the performance review. Likely to be a change in schedule of when evaluations occur. Plan to alter academic staff to the timeline.

TTC Review

Implementation of new title structure 11/7. Aligned with UW system salary range. November 1—system is publishing the new salary ranges. Info sessions next Tuesday and Wednesday for appeals process (re: title appeals).

Course Caps

Discussion of setting a counterproposal cooperatively between units. Communicating to disciplinary/unit chairs.

Committee reports

Faculty reps meeting: Shop UW complaints. Nothing pressing. Trying to establish better long-term communication with Regents.

University Staff: TTC discussion. Have lost everyone in purchasing.

Academic Staff: TTC lengthy discussion. Value of benefits as a piece that impacts. UWSP resolution to Governor, demanding returning of furlough money since state budget did not have a deficit at the end of the year. UWGB's furlough money was returned, did not work so no money to return. University staff would need to pay some funds back (unemployment, COVID stipend).

Student Government: Lunch with Chancellor on Friday. Still in the rebuilding process, will appoint for committees. Working with Provost to see about internship options for those in leadership. Also working with Campus Police re: alcohol amnesty when seek assistance.

Respectfully Submitted,

Joan Groessl