

University Committee Draft Minutes
11.03.21 3:00-5:00 p.m.
Microsoft TEAMS

- **Meeting Called to order at 3:03.**
 - Members present; P. Terry, S. Machuca, H. Sherman, D. Bickner, J. Groessl, V. Englebert, K. Mezger, J. Shelton, S. Meyer, H. Keener, T. Evert, D. Kallgren
- **Approval of minutes for the Oct. 27th meeting**
 - P. Terry moves, D. Bickner seconds, passes unanimously
- **Approval of faculty status for Herb Covington and Macrae Husting**
 - Motion to approve Covington, Terry moves, Groessl seconds, passes unanimously
 - Motion to approve Hustings, Terry moves, Groessl seconds, passes unanimously
- **Provost's report (Kate Burns)**
 - Enrollment, UWS to release final enrollment report soon
 - Latest UWGB counts, up 9% (headcount) the highest in the UWS, woot!
 - New freshman up 9%
 - Grad enrollment up 15%
 - CCHS and Rising Phoenix up as well.
 - Small declines in junior and senior classes.
 - UWGB is the only UWS institution to have grown at all locations.
 - Retention numbers coming out in the next few weeks.
 - Shared the charge to the Gen. Ed. Committee, and asked UC members to funnel potential members through Heidi, who will pass them on to Kate who will select the make up of the committee.
 - Kate and Corey King met with a group of students, together with Wendy Woodward, so a tech focus to discussion.
 - Students like Canvas overall, but some challenges when faculty are using multiple platforms within it.
 - They like the Canvas calendar.
 - Canvas training would be nice before the semester starts.
 - Access to syllabi before the semester starts would also be nice.
 - SIS is confusing, and not many students are familiar with its additional features.
 - Discussion ensued regarding student access to books and also potential for students having access to course material ahead of the semester.
 - Heidi asked Kate about the enrollment increases and how that translates into increased tuition revenue, especially for the Rising Phoenix and CCHS students.
 - Rising Phoenix program started in the Manitowoc school system, and has since expanded to Ashland, Shawano, Wausau, Green Bay, and Milwaukee.
 - The plan is to keep growing this program.
 - Question raised about UWS vaccine mandate related to Fed Government mandate connection to grant funding.
 - Current vaccine rate for full campus community is 73%

- **Committee on Workload and Compensation (Bill Sallak)***
 - Bill provided background how he felt the CWC was being bypassed during a time when it really could have been more deeply involved.
 - He questioned the usefulness of this committee, thought it could be eliminated, since it doesn't really seem to be doing anything beyond being a conduit for TTC information. It has been moribund for at least a year and currently lacks a functional chair.
 - It was created during the administration of Bruce Shepard, it had a successful few initial years of addressing pay and work inequities.
 - It seems that with the presence of the faculty union on campus, people have started to look to that with workload and compensation issues more often than the CWC.
 - As a joint committee it could be useful in addressing issues across the university, however it doesn't have any real power and can feel like a waste of time.
 - Steve Myer suggests that if the committee were to remain that its charge be fully reworked.
 - Suggestion that this be an item at a joint shared governance meeting in January.
- **TTC Update (Sue Machuca)**
 - Sue reported that official salary range came out. No one on campus was above the maximum range and only a few people below.
 - The information was well presented as well as the appeal process for staff.
- **Student Government Update (Ted Evert)**
 - Ted indicated that students plan to meet with the provost's office to address the proposed course cap proposal, especially in asynchronous online courses. Corey King will help facilitate setting up this meeting within the next two weeks.
 - Student governance is working with campus police to help students better understand the "hold-harmless" policy for students calling for help in an alcohol emergency. It is already a policy, but the students want to make the policy better known.
- **UWS Candidate's Search (Jon Shelton)**
 - Slate of candidates looks good, and Jon was feeling encouraged by that.
- **Faculty senate agenda**
 - Jenny Young second reading of writing competency from WF 100 to WF 105
 - Sharing of charge for the Gen Ed Reform Committee during UC report, and recommend senators continue discussion with their deans rationales for keeping course caps lower.
 - Possibly provide an update on the new student survey of instruction.
- **Meeting adjourned, 4:47.**

Respectfully submitted,
Dan Kallgren

*Committee on Workload and Compensation Charge

1. The Joint Committee on Workload and Compensation (CWC) shall be composed of 9 voting members serving three year terms (eventually, but not initially, to be staggered three year terms). The Academic Staff Committee (ASC) shall appoint three Academic Staff representatives. The University Staff Committee (USC) shall appoint three University Staff representatives. The University Committee (UC) shall appoint three tenured Faculty representatives: one from the College of Professional Studies, one from the College of Liberal Arts and Sciences, and one at-large representative, subject to the condition that at least one of the three members shall also be a member of the Graduate Faculty. In addition, the Director of Institutional Research and one representative each from the ASC, the USC, and the UC shall serve as ex officio (non-voting) members of the CWC. These additional members shall each serve one year terms, or be reappointed annually for the duration of their service on the ASC, USC, or UC.
2. The chair of the CWC shall attend a meeting of the ASC, USC, and UC at least once per semester to update them and report on plans and progress.
3. The CWC is charged with both reporting and action responsibilities:
 - a. The committee is charged with:
 - I. Identifying the various existing and potential components of workload and forms of compensation for Academic Staff, University Staff, and Faculty,
 - II. Identifying areas of concern and stress among personnel relating to workload and compensation, and
 - III. Formulating options for remedying perceived workload and compensation shortcomings, dysfunctional procedures, or inequities on this campus.
 - b. On an ongoing basis, and at least once per semester, the committee is asked to present Resolutions (relating to 3a) to the Academic Staff Committee, University Staff Committee, and Faculty Senate for action.