

Academic Staff Assembly

Minutes – May 3, 2018

Christie Theatre

1. Call to Order and Welcome

With approximately 40 people in attendance, Academic Staff Committee Chair Eric Craver called the Assembly to order at 3:02 p.m. and introduced the meeting agenda. He then introduced his fellow Academic Staff Committee members in attendance – Joe Schoenebeck, Jamee Haslam, and Lynn Niemi. Next, he called upon all those serving on other Academic Staff committees (present and future members) to rise. Eric also recognized our special guests in attendance, Bethany Welsh from UW-Marinette and Leah Strobel from UW-Sheboygan. Eric then asked for approval of the meeting’s agenda; so moved by Lynn Niemi, seconded by Kimberley Vlies, and passed by a voice vote. Next was the approval of the December 14, 2017 Academic Staff Assembly minutes; so moved by Joe Schoenebeck, seconded and Jamee Haslam, and passed by a voice vote. With the housekeeping completed, Eric introduced Chancellor Miller for his remarks to the Assembly.

2. Chancellor’s Report

Chancellor Miller thanked those in attendance for all they do for the university. This extends to everybody involved in Project Coastal as colleagues from across UW System are impressed with UWGB’s can-do spirit in creating our four-campus, one-university institution with UW-Marinette, UW-Manitowoc, and UW-Sheboygan. As we transition into our new structure, some of the areas that will present challenges include accreditation, financial aid, services and facilities, tuition models, and tenure for faculty.

The bulk of the Chancellor’s report focused on revising the university’s mission statement. A new mission statement is a natural outgrowth of developing a bigger university, one whose growing program array closely aligns UWGB with community partnerships and business connections that support our university and our students. Remissioning is also a survival strategy as the Regents always compare our requests for new program growth to our existing mission. In order to reposition ourselves to allow for growth, our mission must be updated. Finally, our new mission statement needs to reflect the potential opportunities presented by:

- Our newly established programs (B.S in Mechanical Engineering and M.S. in Athletic Training) and those in the planning phase (Impact M.B.A. and a four-year B.S. in Nursing)
- Brown County being one of only two counties in Wisconsin projected to get younger over the next 20-25 years

- Projected rapid growth in the Health Care industry
- Sheboygan County being rank third nationally (for cities of similar size) in manufacturing – generating 3-4 patents per week on average
- A 15 county footprint, represented by 28 legislators in the Wisconsin state government

Fund raising for the STEM Innovation Building is reaching a conclusion and construction on the building will begin in Fall. As this is a county facility on Board of Regent land, no legislative act is required to begin construction. The overall Phoenix Innovation Park will be a combination of public and private buildings.

3. Provost's Report

Provost Davis just gushed about our amazing students. He reported observing this firsthand through the Scholarship Receptions held by each of the four respective colleges and through research presented at both the System-wide URSCA event (hosted by UWGB this April) and Posters in the Rotunda in Madison.

While there is no news on the state budget, Provost Davis pointed out that UWGB has made incredible progress toward our budget shortfall over the past two years. The budget deficit of \$3.5M two years ago led to a revised growth model, which, in turn, has lessened our tuition deficit to \$1.5M. If we continue down this road, we should work our way out of the tuition deficit in two years. That hopeful news was tempered by the fact that the Colleges that will be joining us bring with them a \$2.5M tuition deficit.

News of the elimination of “low performance academic programs” at UW-Superior and UW-Stevens Point has caused concern for faculty and staff. Declining enrollments and tuition deficits resulted in UWSP using up most all their financial reserves to the point where they have had to reexamine their academic program offerings (mainly in the Humanities). This has caused reverberations throughout Wisconsin and the U.S. Provost Davis stated that as a result of stable to increasing enrollment, UWGB has no plans to examine our academic program offerings. Provost Davis stated that not only is UWGB dedicated to the Humanities, but one program within the Humanities will be recognized by the Board of Regents at their June meeting.

4. Human Resources Report

Melissa Nash reported that the new Compensation and Payplan Policy is on the HR website. The 2%/2% Payplan is still on track. Twelve-month employees will receive a 2% increase effective 1 July 2018 (meaning they will see their increase on the first paycheck after 1 July 2018), and another 2% increase effective 1 January 2019. Nine-month employees will receive the 2% increases effective 8 August 2018 and 4 January 2019. Employees who are not eligible for these increases include: temporary employees, employees whose position is less than half-time, employees hired after 31 December 2017, employees whose supervisors do not have up-to-date performance evaluations on

file for all direct reports, and employees who have not completed compliance trainings (four in winter 2018 and two in spring 2017).

Melissa then updated the Assembly on the Title and Total Compensation Study. System is still in Phase II of their four-phase plan. Phase II is taking longer than anticipated. Finally, Melissa reported that the Employee Handbook is ready to publish.

5. Project Coastal Update

Associate Vice Chancellor Matt Dornbush reported that UW-Green Bay, UW-Marinette, UW-Manitowoc, and UW-Sheboygan are committed to the four campus, one university model. While there is definitely a sense of optimism and opportunity, there is also a little bit of uneasiness and going forward we just have to trust the process that Clif Ganyard has developed. In the meantime, Matt encouraged everyone to try to meet your new colleagues from the Colleges.

Curriculum alignment is nearly in place and faculty at the Colleges have been placed in their departmental homes.

There are lots of battles being fought with System, but more and more we are getting our way as they admit the wisdom of our strategy (and as we wear them down). However, we still do not know what our budget is and no decisions have been made about how to handle tuition. It is anticipated that there will be a two-year transition period (starting 1 July 2018), after that we are on our own.

6. SOFAS Report

Steve Meyer reported to the Assembly that as a result of the Resolution on a Shared Governance Transition Year passed earlier this year, Parker Nadeau (UW-Manitowoc), Bethany Welch (UW-Marinette), and Mark Krell (UW-Sheboygan) will be joining the Academic Staff Committee for the 2018-19 academic year. With assurances that their charge could be met through various other means, all three branches of governance (faculty, academic staff, and university staff) voted to disband the Learning Technology Collaborative Committee (LTCC).

7. Academic Staff Committee Reports

With little of the allotted 90 minutes left in the meeting, academic staff were encouraged to visit the SOFAS website to view the reports from the respective academic staff committees (Academic Staff Committee, Professional Development Programming Committee, Professional Development Allocations Committee, Leadership and Involvement Committee, and Academic Staff Personnel Committee).

8. Old Business

Eric mentioned that there was one more meeting of the Academic Staff Reps in Madison on May 4. UW System President Ray Cross invited all Faculty and Staff Reps to meet with him on 1 June 2018.

9. New Business

Election results have been tabulated. Persons elected to committees will be contacted. Now in overtime, Eric simply mentioned that people are encouraged to bring issues to the ASC.

10. Other Business

The ASC meeting scheduled for 9 May 2018 is cancelled. The next meeting will take place on 23 May 2018.

11. Adjournment

With business concluded and staff chomping at the bit to get to the End-of-the-Year Social at Shorewood, it did not take much convincing to get attendees to vote to adjourn the meeting at 4:35 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff

APPROVED: May 23, 2018