

Minutes

Meeting of the University of Wisconsin-Green Bay University Committee

08 February 2012

3:00 pm, CL 750

Previous Meeting: 01 February 2012

Present:

Mike Draney (Chair)

Dave Dolan

Bryan Vescio

Derek S. Jeffreys

Ray Hutchison

Tim Kaufman

Guests: Provost Julia Wallace, Hebba Mohammad (Student Government Representative), Cliff Abbott (Secretary of the Faculty), Andrew Kersten.

Meeting with Andrew Kersten. At Chair Draney's request, the UC met with Andrew Kersten, Chair of the Committee on Workload and Compensation (CWC). He commended the UC for creating the CWC, and noted that it had met five times. He also described some of his concerns about the CWC. He worried that people harbor excessive expectations of the committee. He also noted that long-term raises are unlikely, and linked compensation and workload issues. Kersten then discussed his meeting with the Chancellor about compensation. Kersten questioned whether the CWC is the best body for collecting compensation data. He agreed with the Chancellor that the university should hire a consultant to look at compensation data.

Jeffreys asked Kersten about plans to gather information about employees who "moonlight." He worried that the university would misuse this information, and questioned the justification for inquiries about employees' off-campus activities. Kersten maintained that information about moonlighting would help the university understand its employees' workload. UC members expressed reservations about hiring a compensation consultant. Some asked about who would select him or her. Others urged that CWC vote as a body to approve the consultant. Chair Draney thanked Kersten for his hard work and Kersten departed.

Minutes: With no corrections, the UC approved the minutes of its February 1, 2012 meeting.

Continuing Business. UC members briefly discussed abstentions in Faculty Senate voting. Some worried that senators abstain too much, while others defended the practice. UC members agreed to discuss the issue in the future. Chair Draney updated the UC on his attendance at the Faculty Representatives meeting. He noted that the UW system is unlikely to complete its plan to withhold new payroll deductions from employees' March paycheck. Despite promises to do so, problems with People-Soft may mean no changes in deductions in the April or May paychecks. UC members expressed frustration at these failures.

Meeting with Provost. Provost Wallace arrived, and discussed the ongoing searches for administrative positions. Chair Draney asked her about a draft proposal for changes in registration for Adult Degree courses. She agreed to have it ready for the next Faculty Senate meeting. Chair Draney also inquired about why the Branding Initiative fails to mention interdisciplinarity. The Provost responded that university omitted interdisciplinarity because few people understand what it means. Chair Draney then discussed Administration's plans to hire a compensation consultant, and recommend that the CWC approve his or her selection. The Provost noted that the pool of compensation consultants is small. She agreed to pass the UC's recommendation onto the Chancellor.

Meeting with Tim Sewall. Sewall updated the UC on a major problem with Segregation Fee Account. Because of changes in Adult Degree enrollment, the university now has a deficient of more than \$200,000 in its Segregated Fee account. The university confronts the choice of raising tuition, or incurring a \$400,000 deficient in tuition revenue to solve the Segregated Fee problem. UC members were stunned that the university faces such an irrational choice. However, they agreed that it seems to be the only way to address the Segregation Fee problem.

Meeting with Cliff Abbott. Cliff Abbott arrived to set the agenda for the next Faculty Senate meeting. Chair Draney asked Abbott about the committees assigned to revamp the UW's Human Resources system. It appears that Abbott is the lone UW Green Bay faculty representative on the HR committees. Linda Parins discussed the proposals to create Joint Committees. She noted that she had some reservations about some of the proposed changes. UC members felt that a vote in the Faculty Senate would move things forward. Academic staff members could then respond to the vote.

Student Bereavement Policy. UC members agreed to forward changes in the Student Bereavement Policy to the Faculty Senate for a vote.

The meeting adjourned at 5:11 p.m.

Recorder: Derek S. Jeffreys