Minutes
UWC Senate Steering Committee
Meeting #11: WisLine
Monday, February 8, 2016
10:00 a.m. – 11:30 a.m.


Not Present: Juli McGuire, Keith Montgomery, and Brad Wilson

1. Call to order. The Monday, February 8, 2016 WisLine meeting of the UW Colleges Senate Steering Committee (SSC) was called to order at 10:01 a.m. by SSC Chair Holly Hassel.

2. Approval of the agenda. The agenda for the meeting was approved unanimously [Ahrenhoerster/Raunio].

3. Approval of Minutes: SSC #10 Draft Minutes (2016-01-25). The minutes of the January 25, 2016 WisLine meeting of the SSC were unanimously approved [Alitto/Ahrenhoerster].

4. Reports

   a. Chancellor Cathy Sandeen related that it was very important to gather data during implementation of regionalization/consolidation on what might be falling through the cracks, what needs tweaking, and what works well; she and Chair Hassel had met in Madison to discuss the topic. The Chancellor’s Quality Improvement Advisory Council, chaired by Executive Library Director Jennifer Chamberlain, has been formed to identify the qualitative and quantitative measures denoted by the BISC task groups, and to oversee the gathering of information and its analysis. Chair Hassel has created the Regionalization Scratch Pad, an informal mechanism to allow anyone on a campus to provide observations and feedback at the campus level to be collated by campus steering committee chairs. Chancellor Sandeen said she will read and keep track of that feedback, too. The Senate Assessment Committee (SAC) generally focuses on academic issues, but some administrative changes touch on the ability to deliver academic programs, so the SAC may choose to survey some regionalization and consolidation issues, too. The chancellor wanted to assure the SSC that the Chancellor’s Advisory Council and the SAC will coordinate and share data; there will be no hiding of information. The goal is to improve and to serve students, but we need to coordinate to avoid duplication of efforts. In light of the tenure policies considered by the Board of Regents, Chancellor Sandeen again affirmed her commitment to shared governance and belief in academic freedom. She stated that she had been pleased that the Regents chose to not develop a layoff policy for program "modification or redirection.” Layoff for financial emergency or program elimination were put forward by the Board, but she considers these will be highly rare occurrences. The chancellor concluded by noting that an advocacy effort has gained traction: a bill to secure emergency grant funding for Wisconsin students in two-year
education programs (WTCS or UWC) will be voted on by the legislature. There is also a provision to hire internship coordinators to connect students with businesses. SGC President Pearce shared that the bill had been reviewed at the Student Rep meeting and there was nothing specific to UW Colleges, it referred only to UW System. Chancellor Sandeen responded that was correct. However, since UW System four-year institutions already have internship coordinators, it would proportionally be best for UW Colleges; she added that she will work to note the Colleges’ particular need further at the System office. Chancellor Sandeen had spoken with SSC Chair Hassel on Friday, February 5 about starting to take a new look at diversity and inclusion in UW Colleges.

b. Provost/Vice Chancellor Greg Lampe reported that he and Vice Chancellor for Administration and Finance Steve Wildeck have been touring the campuses to discuss regionalization and consolidation activities, to respond to questions, and to listen and learn about issues that are emerging as a result of regionalization and consolidation activities. To date, they have visited UW-Marathon County, UW-Marshfield/Wood County, UW-Barron County, UW-Waukesha, and, at the time of the Senate Steering Committee, were visiting UW-Fond du Lac. They will be visiting UW-Marinette and UW-Baraboo/Sauk County this week. Several concerns have been shared during their discussions on campuses: event planning for big events like commencement, for community events, and IT support for campus-community events; student support and advising; statewide recruiting activities; multiple measures placement testing and staffing challenges; communication effectiveness—a mix of those who think it is good and those who think it is too much. All issues, he assured the group, are brought up in the Madison-based weekly Wednesday afternoon implementation problem solving meetings. The provost and SSC chair have been discussing Senate policy review, and that, too, has come up on campuses. There is a great deal of anxiety over when the policy review and revision process might begin. Provost Lampe has decided that it would be best to begin the policy review process during the coming summer. He expressed that the UW Colleges Constitutional review should happen over the summer and must be inclusive of faculty, academic and university staff members, students, and administration. Chair of Chairs Greg Ahrenhoerster stated that he had been questioned regarding multiple measures placement and wondered if the provost knew what the issue was about. The provost replied that there were concerns that campuses do not have the staffing capacity in Student Affairs necessary to support multiple measures placement processes. He said how to manage it would have to be determined as students must be supported. Troy Kozma asked if any decisions had been made around UW Colleges Online faculty and IAS members regarding a home campus designation. During the discussion that followed, it was noted that Senate policy would be needed to inform that determination. All agreed there would be the need for grandfathering UW Colleges Online faculty and IAS members into the governance activities of UW Colleges Online, and that those hired from this point on would most likely be explicitly appointed to a split campus position with UW Colleges Online and a campus where a home campus would be clearly designated. Kozma questioned whether or not UW Colleges Online could be the home campus designated in an appointment letter. This then led to the decision that Provost Lampe, SSC Chair Hassel, UW Colleges Online Dean Bartlett, SOPC Chair Gralewicz, and VCIC member Kozma would meet to talk through UW Colleges Online issues.
c. **Associate Vice Chancellor for Academic Affairs Joe Foy** first updated Senate Steering around activities of the Senate Professional Development Committee. Award letters for the GISE and KSEG awards have been sent. Recommendations are being received for Summer Research Grants. The ESL Task Group finished their work and forwarded recommendations to the provost in late-November. The associate vice chancellor reminded the committee that the task group received an extension on their July 1 due date. After receiving the recommendations Chair Rachel Knighten, International Education Director Tim Urbonya, Associate Vice Chancellor Joe Foy, and Provost Greg Lampe met twice to discuss them. A decision narrative was then drafted and shared in draft form to the committee for feedback. The provost and associate vice chancellor have had follow-up meetings with members of the committee to discuss the decision narrative. The associate vice chancellor thanked the task group for their time, hard work, and assistance in talking through the processes. Chair Hassel said she had heard that the process going forward was similar to a separate program and wondered how that might be managed. Associate Vice Chancellor Foy replied that he could not address that at the moment as the decision language was currently being addressed. Provost Lampe added that ESL task force was for international students, and since the recommendations were submitted refugee and domestic, multi-lingual students, were added to consideration. All needs are being considered for future and current alignment and considering what is best. Hopefully a decision would be released before the February 19 meetings.

d. **Senate Steering Committee Chair Holly Hassel** pointed out the report that she had sent to the committee following the Board of Regents meeting. She shared that there had been little discussion on the tenure policy, which in her opinion was due to the fact that it basically came from statute. The language in the policy on program discontinuance does not seem so broad as to allow for the discontinuance of a campus, but certainly a department or program. There is a sense of improvement for the policy, Hassel said, but financial and educational considerations seem to be blurred together. She also noted that “consider” is weak language (consider alternatives), and that something stronger (demonstrated efforts) would be more acceptable. The post tenure review process policy fails to allow for an appeal to a faculty group, instead having appeals go to a dean or provost. Chair Hassel said that the UW Colleges’ policy could be revised to provide maximum protections if the proposed policy is approved. The SSC chair expressed that a March vote was most likely as there are not a lot in favor of waiting until April, and UW-Madison feels that their faculty recruitment is being hurt by not having tenure policies in place. SSC Chair Hassel noted that the faculty support and feedback was appreciated. As mentioned by the provost, a plan for reviewing the Constitution and Senate policies will be discussed at the Senate meeting at UW-Fond du Lac. Hassel will have ideas for membership and a timeline that will be sent out before the meeting. She would like returning faculty senators from each of the standing committees to commit to serve the review process. President Cross read a statement regarding the UW Student Blackout and the requests they had discussed during a meeting he had with them. President Cross had met with the students and UWS chancellors to make sure students could voice their issues and that the work was getting started. Hassel believes UW Colleges should start campus-
based conversations to disclose and begin to address issues, noting that senators could facilitate or be contact people the conversations.

e. **Academic Staff Lead Senator Jeff Verona** said that regionalization was taking hold across the campuses. Academic staff members have had changes in responsibilities or different jobs. He asked that people bear that in mind and not pressure someone to do what is no longer their job, and to be patient while people find out who does a particular task now. There are no faculty with full-time appointments to UW Colleges Online, he related, but there are IAS in that situation and so any conversations around the organization of or issues concerning Online should include IAS merit. SSC Chair Hassel agreed.

f. **University Staff Senator Kay Sbabaro** reported on behalf of Lead Senator Juli McGuire, who was not in attendance. University staff members are reinventing themselves moment by moment. Changes are happening fast on campuses with people leaving and others filling voids. Chair Hassel asked Sbabaro to inform the University Staff Council of the upcoming review of the UW Colleges Constitution and policies, noting that the USC would be in charge of reviewing their policies and helping with the Constitution.

g. **SGC President Graham Pearce** stated his agreement with the plan to deal with the concerns of student protestors at the campus level, as this is the existing structure for handling such concerns. It is best, he noted, to start with established processes. Student Governance Council had attempted to hold an election for the Financial Director vacancy on Thursday, February 3, but a quorum was not reached. A meeting held Saturday following the Student Reps meeting did meet quorum and successfully elected Marly Harmeling (UW-Sheboygan), formerly the Executive Director, to that position. An Executive Director interim appointment will be forthcoming. The SGC is attempting to rearrange roles to ensure consistent Senate representation, and working to incorporate people who plan to be part of the SGC next year, as well. Also, SGC is concerned about the potential effects of a revision to UW System policy F50, an administrative policy dealing with how segregated fees operate and what they can be used to support. UWS recently implemented a change to permit seg fees to be used for direct tuition support, a “scholarship” for student aid purposes, in order to pay the stipend for student government leaders. The problem is that this is not considered income over and above any financial aid, but part of the aid, and could thus reduce financial need/eligibility for other forms of aid including grants. SGC President Pearce is working on gathering additional information from Financial Aid about how this would operate, but he wanted the SSC to know of this area of concern around what was to be a solution to the current Affordable Care Act student worker hours cap issue.

5. Business

a. **FPP #501. Question: appeal rights for negative early tenure/promotion vote?** SSC Chair Hassel explained that Provost Lampe had forwarded this question, pointing out that FPP #501 does not allow for a reconsideration option if an early tenure decision is
negative. All agreed it seemed a shortfall of the policy, and the motion to send the piece to the Faculty Professional Standards Committee (FPSC) carried unanimously [Peterson/Raunio]. The FPSC will be directed to contact the provost for additional information/with questions.

b. Draft Charges for SSC review/discussion.

i. SSC requests that FPSC take up the following charge, drawn from the Virtual Campus Investigation Committee. The VCIC report recommended the following: VCIC recommends that SSC charge FPSC with reviewing section E 1 and 2 of FPP #501 in conjunction with ongoing revision of FPP #301 regarding faculty merit in order to spell out more specifically the responsibilities and guidelines for positions that are shared between the online program and a campus.

- We would like FPSC to review 501 which provides expectations for split appointments with specific consideration paid to appointments that are or would be split between the virtual campus and a brick-and-mortar campus. In particular, FPSC should craft policy language that would formalize the expectations for service by tenure-line faculty who have split appointments between the online campus and brick-and-mortar campuses. The current policy is rarely used and was designed for exceptional circumstances. A virtual campus mode, however, will result in a larger number of faculty with split appointments. The committee should work to spell out expectations for faculty performance and faculty evaluation of service in order to account for the unique structure of an ‘online’ campus. The committee should also discuss and make recommendations about whether the virtual campus should be designated as a ‘home’ campus for split appointment faculty, noting that current faculty should be grandfathered in and consulting with Provost Greg Lampe as necessary.

ıt Charge was reviewed and unanimously approved [Ahrenhoerster/Alitto].

ii. Charge for Online Evaluation Working Group:
In the Virtual Campus Investigation Committee’s final report, the committee asserted: The VCIC asserts the need for the formation of a committee made up of online faculty to identify how the Online Program can participate in the faculty tenure, retention, promotion, and merit processes, as well as the merit process for IAS. Given the absolutely critical function of merit and retention/promotion review for tenure-line faculty and the importance of providing regular performance evaluations to all instructors, the VCIC requests the UW Colleges leadership in consultation with the Senate Steering Committee convene a committee of faculty with appointments split between UW Colleges Online and a brick-and-mortar campus to develop recommendations (and or draft policy language) that would reflect an appropriate role for the online program in faculty and IAS merit, promotion, and retention. This group should be appointed and convened immediately. At least one department chair with online teaching experience should be among the members. The committee should address ongoing concerns about the nature of online teaching including the
complications that emerge in evaluating instructors of scaled sections designed by a 'lead' instructor and the traditionally lower response rate of online student SSIs.

The Senate Steering Committee requests self-nominations from faculty and instructional academic staff with online teaching experience or shared appointments to serve on the Online Evaluation Working Group. The committee’s charge is as follows:

- develop recommendations (and or draft policy language) that would reflect an appropriate role for the online program in faculty and IAS merit, promotion, and retention.
- address ongoing concerns about the nature of online teaching including the complications that emerge in evaluating instructors of scaled sections designed by a 'lead' instructor and the traditionally lower response rate of online student SSIs.

The committee will begin its work by March 1 and present recommendations to the Senate Steering Committee by May 26. Ex officio members will include the following:

- a) at least one member of the Senate Faculty Professional Standards committee to serve as a policy liaison.
- b) at least one department chair with online teaching experience
- c) a member of the online program office staff, such as the Online dean or his designee

An additional 4 to 6 faculty and IAS with online teaching experience will comprise the rest of the group.

Any policy changes or recommendations will be reviewed at the first SSC meeting of the 2016-2017 academic year with the goal of adoption for the 2016-2017 evaluation cycle (retention, promotion, and tenure as well as merit evaluation).

- It was noted that the timeline might need to be extended, and there should be flexibility on the end date. With that understanding, the charge was unanimously agreed upon [Kozma/Ahrenhoerster].

c. **UW-Whitewater resolution in Support of Restoration of Shared Governance.** SSC Chair Hassel pointed out that the resolution was a UW-Whitewater faculty resolution in support of a bill to restore shared governance to statute. Noting that there is no sense that the act will gain traction, it would be supporting for the principle of the action. The motion carried by unanimous voice vote [Kozma/Raunio].

6. **Other Business**
a. **Update on Tenure, Program Discontinuance, and Post-Tenure Review Policies.** Chair Hassel had updated the committee on the policies during her report. She will update SSC with anything further at the February 19 Senate meeting.

7. **Adjournment.** The February 8, 2016 WisLine meeting of the UW Colleges Senate Steering Committee was adjourned by SSC Chair Holly Hassel at 11:15 a.m. when the committee reached the end of the agenda.

8. **Action Items**

   a. **Baum** will post the approved minutes of SSC #10 in appropriate electronic files.
   b. **Hassel** will send SSC #10 minutes and chair report #11 to senators and campus steering chairs.
   c. **Lampe, Hassel, Kozma, Gralewicz, and Bartlett** will set up meeting to discuss issues around Online campus (home campus, grandfathering, faculty/IAS issues, etc.)
   d. **Hassel** will steer FPP #501 (early tenure appeal) to FPSC. Contact Lampe with questions.
   e. **Hassel** will direct FPP #501 VCIC question of split appointments/home campus to FPSC.
   f. **Hassel** will send out a call for an Online Evaluation Working Group (from VCIC).
   g. **Hassel** will share with the appropriate legislators that the UWC SSC supports “UW-Whitewater Faculty Senate Statement on The Support of the UW-Whitewater Faculty for LRB3820/1: Relating to the Restoration of Shared Governance in State Law to the University of Wisconsin System”