



## **Report of the University of Wisconsin-La Crosse Faculty Representative**

Thursday, March 14, 2019

### **A. Notes on the UW Board of Regents**

1. **The March Meeting.** The BOR met on Thursday, March 7. The agenda included:
  - Recognition of UW System faculty for teaching and research;
  - A panel discussion on the Student Success Collaborative;
  - A budget update.
2. **Rumblings on the BOR's Schedule of Meetings.**

For some time, there has been some discussion by board members regarding the nature and schedule of board meetings. Some members of the board want fewer full board meetings. The suggestion is to conduct more business through the BOR Executive Committee.

In recent years, some monthly meetings have been reduced, from two consecutive days, to a one-day meeting [for example, the March meeting]. It appears that the UW Board of Regents will move to adopt a reduced schedule of meetings, with the possible result that it will hold only 6 meetings per year.

### **B. Items of Interests to Faculty**

#### Chancellor Vacancies

- All chancellor selections since June, 2015 are conducted under Regent Policy Document 6-4, as we've described – in summary – at the UW-La Crosse Faculty Senate meeting of February 28, 2019. While the make-up of chancellor search and screen committees has been previously described by this writer, a key provision of RPD 6-4 is as follows:

**When a vacancy occurs or is imminent, the chancellor shall determine the process to be used to select a new vice chancellor. A UW institution may not adopt a policy or rule, or use a position description or job advertisement, that requires a candidate for a vice chancellor position to have served as a UW System faculty member or as a faculty member at another institution of higher education, to have been granted tenure at a UW**

**System institution or at another institution of higher education, or to hold the highest level of academic degree in a field of study or profession.**

Source:

<https://www.wisconsin.edu/regents/policies/selection-process-for-system-president-chancellors-vice-chancellors-and-uw-system-senior-leadership-positions/>

- **Vacancies at Present.** Currently, there is a vacancy @ UW-Whitewater. This vacancy was created when Chancellor Beverly Kopper resigned, effective December 31, 2018. More recently, UW-Stout Chancellor Bob Meyer announced that he is leaving, effective August 18, 2019.
- **Issues with the UW Whitewater Search**
- The faculty senate leadership at UW-Whitewater has reported the following issues regarding the implementation of RPD 6-4 with respect to the current search for a chancellor:
  - **Limited communication from the search committee** [chaired by Regent Tracey Klein] and from the leadership of the UW Board of Regents;
  - **Limited consultation with the UWW faculty and staff, and limited representation of UWW faculty in the search process.** UW System Policy [RPD 6-4] allows for the appointment of 2 faculty members to the search committee. However, the UWW Faculty Senate requested the appointment of two additional faculty persons to the search committee, as non-voting members. That request was denied, presumably by Regent President John Behling.
  - **Lack of clarity regarding the role of faculty who are on the search and screen committee.**
  - **The process seems “rushed.”** The UWW Search and Screen Committee is expected to release its first list of screened candidates by the end of March, 2019. However, the committee has only met twice.
  - The UW System has indicated that the UWW search is a test of the effectiveness of RPD 6-4. It is possible that the UW System President will make recommendations to the Board of Regents based on the UWW experience, and these recommendations may be adopted in the search for a new chancellor at UW-Stout.

#### Progress on the Revision of SYS 102

- The UW System Policy Committee met on Friday, March 8 to consider a revised SYS 102 draft.

- If the committee approved the current draft as written, or with minor revisions, the UW System will release the draft for review on or around March 22.
- If the Policy Committee recommends major changes to the existing draft document, the UW System will release its updated draft in April. Both the “clean” and marked up copy will be released.
- Important update. Associate VP Carleen Vande Zande suggested that the current SYS 102 draft allows for a defense by campuses of specific “low performing programs.” Campuses would indicate in their annual report that a program is essential to the integrity of the curriculum of the campus, or to campus mission.

The UW System Human Resources Standardization Initiative [Title and Total Compensation]

- UW System Human Resources has embarked on a systemic clarification of job titles, functions and the appropriate compensation associated with particular staff positions.
- The expressed purpose of this initiative is to adopt market-informed titles that will – among other things – make UW job titles consistent from institution-to-institution, and consistent with the market.
- Human resources on all UW campuses have formed TTC Project Teams, which are active. On Friday, March 8, UW System Resources formed a Joint Governance Advisory Council, consisting of Faculty, Staff and Student Representatives.
- The overall purpose of the Joint Advisory Council is to encourage governance elements to become more active in the title standardization initiative, and to serve as an interface between the System and individual campuses, with the following purposes:
  - To be in touch with local campus TTC teams;
  - To gather feedback from peers on campuses;
  - To take information from the UW System to each individual campus;
  - To share with the UW System information and perspectives from individual campuses.

Report written and submitted by  
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 March 14, 2019