

UNIVERSITY of WISCONSIN
LA CROSSE

Notes on the
**University of Wisconsin System January 2020 Meeting of Faculty
Representatives**

Meeting Date: **Friday, January 31, 2020**

Meeting Location: **Pyle Center, UW-Madison**

MAIN POINTS. MORNING MEETING OF THE FACULTY REPS

[Laura Dunek is the UW System's liaison to the Faculty Representatives. She is the main point-of-contact between the UW System and the Reps; responsible for advising the Faculty Reps; and for coordinating the activities of the Faculty Reps for the UW System].

1. Laura indicated that there has been no response yet to the request by Faculty Representatives to meet with the UW System President Search Committee.
2. There was a discussion of the Faculty Reps' section of the of UW System Governance website. Laura thinks we should provide more information on the website. Whatever content we want, Laura will put on the website. Items that might be included:

- A link to relevant AAUP statements;
- A statement on the Wisconsin Idea;
- A statement on the purpose, role and historical position of the Faculty Representatives;
- Expanded profiles from each individual who serves as Faculty Representative.

3. The discussion of how the Reps should be represented on the UW System website prompted an in-depth discussion on the role of Faculty Representatives. The feeling was expressed that the role of Faculty Representatives needs to be clarified.

Faculty Reps from some campuses – UW-Eau Claire, UW-La Crosse, UW-River Falls, UW-Stevens Point, UW-Superior – have in recent years served successive terms. Other campuses have had Representatives that rotate frequently, usually from year-to-year. For example, UW-Madison's Faculty Representative generally serves a one-year term. In addition to such frequent rotation, the record of engagement and participation in activities at the System level by UW-Madison's Faculty Reps has been relatively limited.

4. **The Annual Performance Review Recently Mandated by President Cross.** In November, 2019, President Cross approved SYS 1254 and SYS 1278, which require an annual employee performance review of all UW System employees. See

<https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/performance-management/>

5. On campuses with existing faculty “merit” review processes, those processes may meet the new System requirement for an annual personnel review. However, the mandated review is causing problems for some campuses. Note:

- On some campuses, the personnel performance review and the “merit” process are separate.
- Some campuses only do “merit” to make faculty eligible for the pay plan.
- Other campuses – including UW Green Bay [UWGB] do not do annual reviews. UWGB is in the process of developing an annual “merit” procedure in order to meet the review requirements mandated under SYS 1254. It will institute a straight “up and down” procedure that will rate individual as either achieving or not achieving “Merit.” Individuals can choose to be evaluated by their chair-of-record or by an executive committee. If an individual is determined to be non-meritorious, the administration must give that individual the resources necessary to improve.

6. **TTC Problems.** Potential problems that will be created by moving all Instructional Academic Staff [IAS] to a “Lecturer” title were discussed. A number of campuses – La Crosse, Superior, River Falls, and Stevens Point – highlighted some of the problems that might arise from forcing programs to move to a single title with no intra-rank differentiation.

These problems include, but are not limited to:

- **Mislabeled.** The fact is that not all IAS are instructors.
- **Problems with efficient management and fairness.** Labeling both experienced and inexperienced teaching faculty as “Lecturers” will create organizational problems for individual units that follow standard practices that value proven experience and effectiveness.
- **Morale problems.** Limiting the opportunity for effective, professionally-qualified staff to distinguish themselves is demoralizing.
- **Potential confusion.** Campuses will need guidelines from System that are sufficiently flexible to allow for recognition of differences in career progression within standard titles.

PRESENTATION BY PRESIDENT RAY CROSS [11:15 AM-12:15 PM]

1. President Cross’ talk was on the UW’s *Forward 2020* Plan.
2. Cross commented on this summer’s budget request: “Well be asking for the moon in August.”
3. Given the UW-System’s declining student recruitment pool, we need to make a stronger effort to recruit from under-represented groups.
4. The Faculty Rep from UW River Falls [Mia] asked if we can expand the definition of the “non-traditional” category. She also suggested that we need more funding for non-traditional students.

5. The Faculty Rep from La Crosse asked if the UW System has considered any strategies for addressing the current Wisconsin Farm Crisis. Cross listed several initiatives that have been proposed or instituted by the governor and others to address this issue.
6. Cross highlighted the UW System's two major sources of support: GPR and student tuition: a 3% tuition increase means an additional \$24,000,000.

AFTERNOON MEETING OF THE REPS

1. **Vice-President for Academic Affairs Anny Morrobel-Sosa** reported on her work since recently assuming the VP position. She has asked her staff to list the top 10 things they are working on. She looked over the lists, and suggested that the lists should be pared down to those items that are a) higher priority and b) "doable" ~ those that can be done.

2. **Budget Problems.** Most of the UW's Comprehensive campuses are facing budget deficits that are unprecedented. For Example,

- UW-Oshkosh is facing a 7.5% budget cut to fill a \$4,000,000 shortfall.
- UW-Stevens Point is trying to close an \$8,000,000 deficit.
- UW Stout faces a \$3.5 million deficit in the current year.
- For some time now, UW-Platteville has faced deficits.
- UW-Whitewater's chancellor recently announced that UWW is cutting its budget by \$12,000,000. Based on the UWW chancellor's proposal, \$8,000,000 will be cut from Academic Affairs, and \$4,000,000 will be cut from Student Services. In terms of individual divisions, the proposal calls for the College of Letters and Sciences to be cut by \$2,400,000, which is more than 13% of the entire budget cut.

Layoffs are expected at UWW. The chancellor's plan suggests that Academic Staff will be the first to be cut. Sixty-five [65] Academic Staff have been told they may not have jobs after July 1, 2020.

Some stories from the hard-hit campuses:

- Supplies are being cut. On one campus, all paper supplies to one unit have been cut;
- Travel fund have been cut. Some faculty cannot travel to professional meetings;
- Subscriptions to professional journals have been cut.

Report by
Georges Cravins February 4, 2020