

UNIVERSITY STAFF COMMITTEE - MEETING MINUTES

DECEMBER 14, 2023 / 1:00 PM – 2:30 PM

GALBRAITH ROOM & TEAMS

Members Present: Sherry Craig, Lisa Crumble, Alex Gray, Jean Hrpcek, Carol Kinsley, Michele Oakes-Cisler, Heather Spencer, Loki Lott, April Puryear

Members Absent: Joy Lee,

Guests: Jennifer Wagner

Call to Order: 1:02 pm by Carol Kinsley

Meeting Minutes Approval for November 9, 2023

Minutes approved with changes.

Campus/System Updates

SSC contract is ending on March 31st.

Professional Development Luncheon

Joy has requested an interactive speaker from keypro on January 25th. Alumni room has been reserved.

Campus Budget

\$6 mil down, 19% cut overall. 18 known VSIP applicants. No real updates otherwise.

UWP Shared Governance Update

Symposium

Was mostly a big brainstorm event. Well-attended.

Faculty Senate & Faculty Resolution

Created a budget committee. Relevant addendums attached at the end.

Employee Satisfaction

222 (almost 50%) responses.

UWS Shared Governance Update

Board of Regents accepted the deal for the pay raises. Green Bay has 10,000 students now. Stout/River Falls are concerned about reciprocity with Minnesota. Many campus are all looking at layoffs.

Reiterated that we should be speaking to our legislators on our own time. Rothman's liberal arts

comments were taken out of context. The rebranding has been in the works for years. Potential changes to the fair labor standards act.

Extended Cabinet Update

Happened Tuesday morning with Chancellor Akey. Presentation by Racine County Economic Development Corp. Unemployment is lower in Racine County than surrounding counties.

Committee Reports

Holiday Tree: Went well, lot of new US faces! Academic Staff were excited to see USC. Strike will happen on Tues Dec 9.

Professional Development/Fund: Productive meeting; trying to align it with FASPA; updating the wording for the ad in the Wed Weekly; making the website more inviting; turn it into a fillable PDF instead of a Qualtrics so they can send everything all in one PDF

Executive Committee Stipend

Chairs get \$500, Secretary gets \$250. April made a motion to approve, Lisa and Loki seconded. Unanimous approval.

New Business

Sherry was looking into getting documents and data from the old USC sharepoint site. Website needs to be updated.

Adjournment:

Motion to adjourn by Jean Hrpcek and seconded by Sherry Craig
Meeting adjourned: 2:09 pm

Minutes submitted by: Alex Gray

1. Creation of UWPF 4.20 University Finance and Budget Committee—University Committee

Rationale. The current financial crisis has made plain the need for better communication and consultation regarding budgetary matters. Because of its inactivity and impotence, a previous budget committee had been dissolved by the Senate on October 23, 2018. The version below has been developed in consultation with Interim Chancellor Scott Menke. There is no current UWPF 4.20, so the entire text is added, indicated by **bolding**.

UWPF 4.20 University Finance and Budget Committee

(1) Membership

- (a) Four tenured members of the Faculty, one of whom is a member of the University committee, all appointed by the University Committee.**
- (b) Two-~~One~~ members chosen by the Academic Staff Committee, one IAS and one non-IAS.**
- (c) One member chosen by the University Staff Committee.**

(2) Term of Office

Faculty members shall serve three-year terms, except for the University Committee, member who shall be appointed annually. The terms of service shall be staggered. Terms of service on the Budget Committee include summers.

(3) Functions

- (a) Participate in determining budget priorities, principles, and objectives with the administration.**
- (b) Review proposals that have an effect on base budget.**
- (c) Establish and maintain and communication between the faculty, staff, and other budget entities.**
- (d) Serve as the primary governance body for assessing the alignment of budget with the mission of the university, its policies, needs, and priorities.**
- (e) Make recommendations to the administration regarding the effects of budget decisions on the university.**
- (f) Report to the Faculty Senate regularly, and at other venues as deemed appropriate by the committee.**

Resolved, that section UWPF 4.20 University Finance and Budget Committee is created, as shown above.

**University of Wisconsin-Parkside
Faculty Meeting Minutes
December 5, 2023**

The Faculty of the University of Wisconsin-Parkside met in a special meeting in Molinaro D139 on Tuesday, December 5, 2023.

Call to Order

The meeting was called to order by Interim Chancellor Scott Menke at 3:42 PM. Forty-three members of the Faculty attended.

Prof. John Skalbeck was granted unanimous consent to make the following motion, Prof. Laura Rexroth seconding:

***Resolved**, that the graduating class of December, 2023, are commended for their achievements.*

The resolution passed by an audibly unanimous voice vote.

Committee of the Whole

Movement of the Faculty to the Committee of the Whole was approved by voice vote. Prof. Christopher Hudspeth, University Committee Chair, assumed the chair.

Prof. Rexroth shared the following statement with the Faculty:

Whereas Parkside has absorbed an approximately \$5 million budget deficit this year, and faces another deficit of \$6 million next year; and

Whereas the university administration has known for years that a substantial deficit would emerge following the termination of CARES Act funding; and

Whereas the university administration failed to give the various units within Parkside sufficient advance notice to responsibly plan their budgets for the coming year, and beyond; and

Whereas the administration has generally failed to be fully open and transparent with faculty and staff about the overall financial state of the university, and the present budget deficit in particular; and

Whereas the administration, on Monday, December 4, charged the Deans of the four Colleges and Continuing Education to make and submit plans to make a 19% “contraction” by December 31, 2023, which is an unreasonably short amount of time for such decisions, does not allow any time for faculty consultation or feedback, and will be completed before the new Chancellor is on campus;

We therefore request that monthly budget updates are sent to all campus members for the rest of the academic year and throughout the coming summer. These budget summaries shall include: 1) updates regarding the size of the budget deficit

for next year and through the summer, and: 2) timelines for the decision-making process. We request that the administration be responsible for sending these out in order to ensure the most direct possible communication with Parkside faculty and staff who are being affected by these decisions.

We further request that all recommendations from outside consulting groups (Huron and Deloitte, most recently) be shared in full with all campus members, within a week of their completion and presentation to the administration.

We further request that before any “models” for making decisions about layoffs or “program prioritization” are confirmed, the administration must present them for feedback to the University Committee and a detailed plan must also be presented to the Faculty Senate, for a vote. Criteria for such models must be provided to governance groups and the Faculty Senate before they go into effect, so there is the opportunity for feedback.

Prof. Natalia Taft, seconded by Prof. Doug Singsen, moved that the statement be adopted.

Prof. Taft, seconded by Prof. James Kinchen, moved to amend the statement by adding the paragraph

Whereas, the academic departments are the only departments of the University that generate revenue;

just before the paragraph beginning “We therefore...”, and adding the following two paragraphs at the end of the statement

We further request that the Administration abandon the proposal for 19% cuts in the three areas, administrative, student services, and academic, that was presented on December 4th.

We further request that the administrative costs of the institution be reduced to levels that are comparable to our comprehensive peer institutions in the Universities of Wisconsin (not to exceed 16% of the total budget) before any cuts are made to academic departments, which generate revenue.

The motion to amend passed on a voice vote.

Prof. Donna Hewitt, seconded by Prof. Skalbeck, moved to amend the statement by removing the paragraph,

We further request that before any “models” for making decisions about layoffs or “program prioritization” are confirmed, the administration must present them for feedback to the University Committee and a detailed plan must also be presented to Faculty Senate, for a vote. Criteria for such models must be provided to governance groups and the Faculty Senate before they go into effect, so there is the opportunity for feedback.

The motion to amend failed on a voice vote.

Prof. Hewitt, seconded by Prof. Rexroth, moved to amend the statement by removing the words “for a vote” after “... presented to the Faculty Senate” in the paragraph beginning “We further request that before any ‘models’ for...”.

The motion to amend passed on a voice vote.

Prof. Terry McGovern, seconded by Prof. Singsen, moved to amend the statement by editing Prof. Taft’s first amended paragraph to read,

Whereas, the academic departments are the primary departments of the University that generate revenue, and 9-month employees have been disproportionately impacted by the furloughs;

and to amend her second paragraph to read,

We further request that the Administration abandon the proposal for 19% cuts in the three areas, administrative, student services, and academic, that was presented on December 4th, which exacerbates the already disproportionately high administrative costs relative to peer institutions.

The motion to amend passed on a voice vote.

The main motion, as amended thus read,

Whereas Parkside has absorbed an approximately \$5 million budget deficit this year, and faces another deficit of \$6 million next year; and

Whereas the university administration has known for years that a substantial deficit would emerge following the termination of CARES Act funding; and

Whereas the university administration failed to give the various units within Parkside sufficient advance notice to responsibly plan their budgets for the coming year, and beyond; and

Whereas the administration has generally failed to be fully open and transparent with faculty and staff about the overall financial state of the university, and the present budget deficit in particular; and

Whereas the administration, on Monday, December 4, charged the Deans of the four Colleges and Continuing Education to make and submit plans to make a 19% “contraction” by December 31, 2023, which is an unreasonably short amount of time for such decisions, does not allow any time for faculty consultation or feedback, and will be completed before the new Chancellor is on campus; and

Whereas, the academic departments are the primary departments of the University that generate revenue, and 9-month employees have been disproportionately impacted by the furloughs;

We therefore request that monthly budget updates are sent to all campus members for the rest of the academic year and throughout the coming summer. These

budget summaries shall include: 1) updates regarding the size of the budget deficit for next year and through the summer, and: 2) timelines for the decision-making process. We request that the administration be responsible for sending these out in order to ensure the most direct possible communication with Parkside faculty and staff who are being affected by these decisions.

We further request that all recommendations from outside consulting groups (Huron and Deloitte, most recently) be shared in full with all campus members, within a week of their completion and presentation to the administration.

We further request that before any “models” for making decisions about layoffs or “program prioritization” are confirmed, the administration must present them for feedback to the University Committee and a detailed plan must also be presented to the Faculty Senate. Criteria for such models must be provided to governance groups and the Faculty Senate before they go into effect, so there is the opportunity for feedback.

We further request that the Administration abandon the proposal for 19% cuts in the three areas, administrative, student services, and academic, that was presented on December 4th, which exacerbates the already disproportionately high administrative costs relative to peer institutions.

We further request that the administrative costs of the institution be reduced to levels that are comparable to our comprehensive peer institutions in the Universities of Wisconsin (not to exceed 16% of the total budget) before any cuts are made to academic departments, which generate revenue.

The statement, as amended, passed on a voice vote.

Rise and Report

Committee of the Whole rose; Interim Chancellor Menke reassumed the chair.

Prof. Taft, seconded by Prof. Noto, moved to adopt the statement of the Committee of the Whole.

The motion to adopt the statement passed on a voice vote.

Adjournment

The meeting was adjourned at 4:50 PM.

Submitted by,

Gregory C. Mayer
Secretary of the Faculty