

Faculty Representative Report (February 3, 2023)

The UW System Shared Governance Meeting on February 3rd in Madison had a lot of anticipatory energy due to President's Rothman press conference on the "Free Speech Survey" results on Wednesday (February 1st) afternoon. The lack of information pertaining to the press conference to shared government representatives and no access to results or final reports didn't sit well with many attendees at the meeting. I will touch on some different elements related to the "Free Speech Survey" from both the Faculty Representative and Joint Session meetings below.

UW System Administrative Policy 155 (**Further Update**): Instructor Educational Development in the UW System: <https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/instructor-educational-development-in-the-uw-system/>. The updated language and expectations included in policy will align with expectations of faculty. Another UW System Administrative Draft Policy (# unknown) will be created for instructional/academic staff with a rollout planned for the Fall 2023 academic year.

An "Intellectual Property" work group is being formed to examine UW System Administrative Policy 190: Computer Software Ownership: <https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/computer-software-ownership/> & UW System Administrative Policy 191: Copyrightable Instructions Materials Ownership, Use, and Control: <https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/copyrightable-instructions-materials-ownership-use-and-control/> & UW System Administrative Policy 346: Patents and Inventions: <https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/inventions-and-patents/>. As UW System targets Online Growth (see attached report from UWS Online Strategic Growth Task Force), concerns have been raised on campuses on who own courses, materials, and the like if institutional funds were used to create them. For example, it was shared that some UW institutions have taken over ownership of courses, materials, video instructions and have just hired "graders" for the online courses. Currently, there is no faculty presence on the work group, and I agreed to serve on the committee.

Faculty Representative Free Speech Survey Results Discussion

An announcement was sent out to campuses on Tuesday, January 31 that President Rothman would be discussing and releasing the Free Speech Survey Results (for background and survey results-see links: <https://www.wisconsin.edu/civil-dialogue/> & <https://www.wisconsin.edu/civil-dialogue/download/SurveyReport20230201.pdf>). Faculty representatives' sentiment was that the individual campus communities should have been given a heads up (more than a day) prior to the release of information. Major concerns centered around the following points:

1. "There are two sampling problems with the Free Speech survey that likely impact the results. The first is that the designers initially sampled 5000 students at each of the 13 UW System institutions regardless of size. This means that students at the smaller schools (e.g., UW Superior, UW Platteville) were over-represented in the final sample while students at Madison and Milwaukee are under-represented. In other words, the design itself does not provide a representative sample of UW System students. Second -- and this is the bigger problem in my mind -- students who have strong opinions (i.e., those with partisan views -- and often those who are angry) are likely over-represented. This problem is called "non-response bias" and it comes

from samples with poor response rates (some questions where only 12% of students responded). The upshot is that polarization is amplified in the results, and the voices of students who feel strongly about Free Speech issues (especially those that feel they are not heard) are amplified in the results. (UWO & UWP contributors)

2. Despite the problems with the survey, the media narrative is a highly distorted picture of what's happening on our campuses, especially in our classrooms. President Rothman mentioned this on twitter (see attached Rothman speech) and in the joint representative session yesterday, but we think a very important lead in this story is getting buried. Despite the likely distortions in the survey methodology, and in the context of a state that is deeply polarized, most students surveyed—84%—responded that they feel instructors “encourage students to explore a wide variety of viewpoints” while only 9% believed instructors often “discourage students” from doing so. Perhaps most surprising and encouraging to me about the latter statistic is that only 20% of “very conservative” students felt instructors often discouraged students from doing so. (UWGB contributor).

An email request for response from President Rothman is being formalized by faculty representatives to the concerns mentioned above.

Proposed Legislative Bill 1081 (see PDF attachment) was discussed for a significant period. There are three key points to this bill that are acting in synergy:

1. Remove of 36.11 – This removes all oversight on WTCS offering general education courses which has serious ramifications for UW campuses.
<https://docs.legis.wisconsin.gov/statutes/statutes/36/11>
2. Expands Dual Enrollment – This includes the predominant form of dual enrollment, CCIHS. CCIHS has serious problems at this point and needs careful, DIRECT, assessment of both the notion and specific courses in my opinion. Some of the programs are offered for free and/or less expensive than UW system campuses. (See links for additional information)
<https://www.wisconsin.edu/education-reports-statistics/high-school-students-taking-uw-courses/>
<https://www.wtcsystem.edu/assets/Uploads/Publications/Report/WTCS-Dual-Credit-Fall-2022.PDF>
[https://www.wisconsin.edu/regents/download/meeting_materials/2022_meeting_materials/Meeting-Book--Education-Committee-\(December-8,-2022\).pdf#page=140](https://www.wisconsin.edu/regents/download/meeting_materials/2022_meeting_materials/Meeting-Book--Education-Committee-(December-8,-2022).pdf#page=140)
3. Creates a universal course numbering – Universal numbering solves very little at an exorbitant cost. See the attached Madison 2019 testimony.

Points of Discussion:

- a. Disappointment in the lack of response from UW System on the severe ramifications of this proposed legislation if it were to be considered (likely would be vetoed unless bipartisan support)

- b. The faculty are not opposed to changes and realize improvements should be made, but this would require a committee, lots of money, and a time frame of possibly 10 years (i.e., like Blue Ribbon Commission establishment).
- c. 100 & 200 level courses are typically feeders at comprehensive universities for “Discovery Majors” and this would almost certainly put Humanities on most campuses in precarious positions (or those academic areas that serve GE/LE on campus).
- d. Quality control and preparation of most dual enrollment programs via high schools and technical colleges are not created equally. Student preparedness would be questionable and could impact time-to-degree if outcomes lead to increased repeats of courses.
- e. Proposal would also allow technical colleges to either increase and/or begin offering bachelor’s degrees (impact on branch campuses?).

UW-Systems communication with campus administrators and distribution of information to the campus community (mainly shared governance groups) varies considerably across campuses. Information from UW-System should be shared amongst all shared governance groups and groups should not have to continually request items as they hear about them from other spheres of influence. It was recommended that a “Shared Governance Guidelines and Process” policy be created for the UW System Faculty and Academic Staff Representatives.

UW System Administrative Policy 1278: UW System Pay Plan Distribution Framework for University Workforce: <https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/uw-system-pay-plan-distribution-framework-for-university-workforce/>

1. Concerns were raised that the Chancellor’s discretionary 15% was added back into the policy. A faculty representative statement requesting a delay in the implementation of this addition as most campuses are struggling financially is being considered.

The UW-Madison representative shared that 449 UW-Madison faculty did not receive the January pay plan due to not completing the mandatory cyber security training. On UW-Madison campus, the duty of sending reminders was placed at the Department level. There was discussion at the meeting that campuses were handling this situation differently in terms of the 2% increase being the penalty. I reached out to our Interim Chief HRO, Tracy Drier, to find out UWEC approach to this issue and the following response was provided (*Thank you for the transparency!*)

“Completing the mandatory trainings is tied to pay plan at UWEC. There were 15 employees who did not receive the January pay plan because they were missing a mandatory training. Two of these employees were lecturers. There were at least 7 reminders sent to the employees who did not receive pay plan. UW System HR has a proposed policy change for mandatory trainings that does include making the trainings required for pay plan at all campuses.”

The Joint Session of Shared Governance Groups (Academic Staff, Faculty, Student, and University Staff Representatives) discussed a few topics that are outlined below:

1. President Rothman approved the Strategic Plan that was provided in the previous faculty report.
2. UW-System is requesting a 4% + 4% pay plan to ensure it remains a magnet for talent and can retain existing talent.

3. President Rothman repeated remarks from the press release (see attachment) that was made at UW- Oshkosh regarding the Free Speech Survey Results.
4. Board of Regents President and Vice President didn't share the same enthusiasm about the Free Speech Survey results as President Rothman and solely viewed them as a starter for further dialogue on individual campuses.
5. The Board of Regents is aware of the legislative agenda to possible close UW System affiliated campuses in favor of technical college campuses.
6. The Board of Regents will consider examining tuition remission for both undergraduate and graduate students to establish uniformity across the campuses (ambiguity was evident in response).