University of Wisconsin - Eau Claire  
University Senate Executive Committee  
Minutes from October 19, 2004  
Volume 41, Number 4  

Present:  Gloria Fennell, Susan Harrison, Robert Hollon, Robert Hooper, Rose Jadack, Steven Majstorovic, Donald Mash, Scott Robertson, Connie Russell, Linda Spaeth, Todd Stephens, Steve Tallant, Karen Welch, Jean Wilcox  

Absent:  Robert Erffmeyer, Andrea Gapko  

Guests:  Robert Bolles, Cheryl Budnaitis, Donald Christian, Jan Morse, Andrew Phillips, Ron Satz, Andrew Soll  

The regular meeting of the University Senate Executive Committee was called to order by Chair Harrison at 3:05 p.m. on Tuesday, October 19, 2004 in the Presidents Room of Davies Center.  

1. Minutes of October 5, 2004 approved as distributed  

2. Open Forum – No Issues brought forward  

3. Review of tentative agenda for October 26, 2004 meeting of University Senate  
\* Consensus to approve agenda as distributed, with possible additions from this meeting  

4. Changes to handbook language regarding Chapter 37 Faculty and WCWC Representative  
\* Currently no Chapter 37 faculty at university  

MOVED by Senator Hooper and seconded that handbook language be changed as shown:  

Chapter 3, Faculty and Academic Staff Handbook.  
Article One: University Faculty  
Section C Definitions: The University Faculty is composed of four (four) groups:  
1. tenured or probationary faculty who hold the rank of professor, associate professor, assistant professor, or instructor in an academic department or its functional equivalent;  
2. academic staff who have been designated as having faculty status by the faculty and the Chancellor of the University of Wisconsin-Eau Claire;  
3. unranked faculty who are tenured under the provisions of the former Chapter 37 of the Wisconsin State Statutes; and  
4. limited appointees (e.g., academic deans, director of libraries) who hold concurrent ranked faculty appointments in academic departments or functional equivalents.  

Article Three: University Senate  
Section B Membership: 1. University Faculty Senators  
\* All members of the University Faculty who are eligible to vote in the University Faculty meeting…  
\* Each academic department having four or more positions shall elect one senator. For purposes of senate representation, Library Services shall be considered the equivalent of an academic department. The department election shall take place at a regularly scheduled department meeting…  
\* One senator shall be elected from the University Faculty members within each of the following having four or more positions:  
\+ Library Services  
\+ Chapter 37 faculty as defined by Article One, Section C, part 3 of the Constitution of the University Faculty and the University Academic Staff.  

Motion PASSED by vote of 11 for, 0 against.
• WCWC no longer formally meets

MOVED by Senator Hooper and seconded that handbook language be changed as shown:

Bylaws of the University Senate

Representation to West Central Wisconsin Consortium

18. A Faculty Representative to the West Central Wisconsin Consortium and an Alternative Representative shall be elected by the University Senate in the fall of each odd numbered year. Each term of office shall be two years beginning January 1 of the even-numbered year following the election. Nominations for these positions shall be made by the University Senate Nominating Committee and election shall follow University Senate election procedures. The Faculty Representative to the West Central Wisconsin Consortium shall represent the faculty of UW-Eau Claire on the Commission of the Consortium and shall be responsible for reporting the actions of the Commission and the Consortium to the University Senate. The Alternate Faculty Representative shall serve in the absence of the Faculty Representative. (FS 3/78)

Motion PASSED by vote of 11 for, 0 against.

5. Discussion of October Frozen Files relative to Senate Makeup
• Over past several years, number of academic staff units eligible for unit representation has increased;
  Past Executive Committees chose not to decrease at-large positions as overall number of academic staff also increased
  • Would add academic department representation in similar manner if number of departments increased

MOVED by Senator Wilcox and seconded to rewrite bylaw for both faculty and academic staff to freeze number for respective groups and adjust at-large positions as necessary to maintain number.

Debate
• Concerned about University Senate based on proportion of faculty and academic staff when number of faculty and instructional academic staff decreasing over last seven years
  • Senate representation of academic staff going up and that of faculty going down
  • Results in decreased input of faculty in organization with teaching as basis of mission
  • If trend continues, academic staff will eventually be majority leaving faculty as subordinate group at this university
• Perhaps a threshold point beyond which numbers don’t change would be in order
• Interesting statistics in regard to academic staff
  • UW-Eau Claire has lowest proportion of academic staff of any institution in UW-System
    • Here academic staff comprise 35% of unclassified staff
  • UW-Madison at top with 75% of unclassified staff composed of academic staff
  • Also on low end in numbers of administrative and professional academic staff
    • At UW-Eau Claire, at about 185; ranges up to UW-Oshkosh at 321
  • Most administrative and professional academic staff added in last several years funded by grants, not GPR dollars
• All other system institutions, except UW-Colleges, have separate academic staff and faculty senates
• Chancellor’s office to do more analysis on changes over last several years
  • To determine where additional administrative and professional academic staff from and what happening to instructional/faculty positions
• Even if 5% change never reached, morale issue nonetheless
  • Several faculty have expressed concern about those numbers; is issue with faculty
• Have also been some conversions from classified staff to academic staff
• Not so concerned about where from but about long-term trend
  • Reluctant to build in long-term formula if will come to point where faculty losing voice in governance body
  • Faculty come with unique perspective and long-range buy-in to academic programs at university
• What is answer if not equal representation?
• Democracy based on one person, one vote
• Number one players at university are students being prepared for next generation
• Faculty being equivalent or not equivalent to academic staff depends on philosophical views at university
• Numbers now are basically 44 faculty and 23 academic staff
  • Could just go with those numbers, or make it a two to one ratio of faculty to academic staff
  • Then fluctuate seats in elections for at-large senators to total those numbers
• Numbers from frozen files all based on eligibility to vote – so only includes persons with 50% or more appointments
• Would be interesting to see how figures would differ if were headcounts or total FTE

Motion PASSED without dissention.

Concept passed, discussion on specifics continued:
• Figures here for seven years show faculty/academic staff numbers have changed but senate representation numbers not affected
  • Would be logical to address when reach threshold of some sort
• Concerned about trend – going back to data starting in 1990, line representing faculty consistently down
  • If project out another ten years, senate membership would be different and devalue faculty
  • As a faculty representative, would like to preserve faculty representation in shared governance
    • Include all people who are teaching in that category – faculty, academic staff with faculty status, and instructional academic staff
    • Would like to protect input of people in front of students in classroom
• Becomes a dicey discussion to try to tease out who is worth what and who should have greater or lesser roles
• Need to change bylaws regardless because of reorganization; should faculty number be 44 or 45?
• Would keep numbers of 44 and 23 and reapportion at-large positions as necessary
• Changing two things – eliminating 5% fluctuation and changing how it breaks down

MOVED by Senator Hooper and seconded that faculty representation on senate be frozen at 44 with 33 department representatives (including library), the provost, three at-large senators elected from the College of Arts and Sciences, one from the College of Business, one from the College of Education and Human Sciences, one from the College of Nursing and Health Sciences, and four from any area with those in any area being adjusted as necessary to total 44.

Motion PASSED without dissention.

MOVED by Senator Spaeth and seconded that academic staff representation on senate be frozen at 23 with 18 unit representatives, two at-large senators elected from instructional academic staff without faculty status, and three from any area with those in any area being adjusted as necessary to total 23.

Debate
• Academic staff without faculty status are not represented anywhere else so would be included here

Motion PASSED without dissention.

• Academic staff serving on University Senate have better understanding of shared governance
  • Might rile academic staff out there if down the road there is unequal representation
• To counter, if faculty look at these numbers, will be riled and eventually not represented at this level
• Were over 5% change rule last year and Executive Committee decided not to change numbers

6. Miscellaneous Business – None

7. Announcements – Jan Morse announced handbook will be in mail tomorrow

Meeting adjourned at 3:59 p.m.

Wanda Schulner
Secretary of the University Senate