The regular meeting of University Senate was called to order at 3:00 p.m., Tuesday, September 26, 2000 in the Tamarack Room of Davies Center.

1. Minutes of September 12, 2000 meeting of University Senate approved as distributed
   Minutes of August 21, 2000 meeting of University Faculty and Academic Staff approved as corrected:
   Page 5, VII, Maxwell Schoenfeld Award to MDR. ANDREWS SHAFTER

2. Remarks by Chancellor Mash
   1) Change of Leadership of Foundation
      Announced yesterday Dr. Jack Fistler no longer serving as President of Foundation
      In process of determining appropriate backup appointment entitled to under personnel rules for limited appointments
      Cannot speak publicly about reasons for personnel actions
      Intend Foundation to continue positioning university for successful fundraising in both short and long term
      Met yesterday with Minneapolis consulting firm regarding feasibility of capital campaign
   2) Unit and department heads received mailing from Dr. Kathleen Mitchell, Associate Vice Chancellor for Business and Student Services
      Beginning of planning process leading to Facilities Master Plan for university
      Broad-based process with involvement by departments and units
      Many items resulting from annual reports and unit/department reviews with Dr. Mitchell last year
      Many specific issues already reported
      Received authorization to plan renovation of campus school area last biennium
      $2.9 million appropriated
      Now believe this critical spot on campus needs more ambitious development
      Want to complete more comprehensive plan in context of facilities we need
      Put $2.9 million on hold
   3) Started this academic year two weeks before first class but only one week earlier than typical before changes in calendar
      Reported one week earlier and will end one week earlier in May
● Contract period exactly same length of time
● Problem of short time between summer school and fall start occurred with transition to new calendar
● Number of class days in spring semester equalized with fall semester

4) Regional Economic Summit listening session to take place on September 29, 2000 at Quality Inn
● UW-System determining how best to engage state decision-makers in thinking about powerful role UW-System could play
  ● Led to current budget request for New Wisconsin Economy
  ● Lets legislators know this is what we can do with better investment
  ● Resulted in enthusiastic start to budget process
● Further discussion centered on other important pieces of Wisconsin economy
  ● UW-system to sponsor Statewide Economic Summit and bring people together regionally to identify other critical issues for Wisconsin
    ● Example
      ● Tax Structure
      ● Venture Capital for new-economy businesses
    ● To culminate in November in Milwaukee
      ● Meeting Friday part of regional planning group here
● Anyone caring to be involved in listening session invited to participate

Response to questions from floor
● Prepared to go for period of time with interim arrangement in Foundation
  ● Important to build leadership team there
  ● Need experience and some sense of history
  ● Not determined when will search for another Foundation President
  ● Carole Halberg will be Interim Foundation President
    ● Served in this capacity on two other occasions
    ● Will be contact person
● Demolishing Campus School certainly a possibility, and an exciting one
  ● Getting assistance and analysis from buildings people in Madison
  ● Critical piece of land to university

3. Chair’s Report – Chair Harrison
● Chair’s Report included with name tag
● Self-explanatory
● Provost Satz reported information on number of equity and retention awards outside pay plan mentioned in previous chair’s report
  ● Colleges made base budget reallocation of $1.5 million over four years in order to fund pay adjustments to existing faculty
  ● Curtailed hiring of new staff
  ● Took this course when made determination salaries were very low in comparison to peers
  ● Figures on chart at last meeting based on that reallocation
  ● More reallocation in years three and four
● Provost Satz brought forth another piece of information to rebut comment in minutes of last meeting
  ● Page 13 of minutes reports comment that over many years UW-Eau Claire consistently third or fourth from bottom of salary list
  ● Checked with Integrated Post-Secondary Education Data System
    ● Federal reporting system to which UW-System reports on annual basis
    ● Report from UW-System for last academic year
      ● Comprehensives from State of Wisconsin in order of salary over all instructional ranks
        1 – Stevens Point
        2 – Platteville
        3 – Eau Claire
        4 – River Falls
        5 – Parkside
        6 – Stout
        7 – La Crosse
        8 – Whitewater
        9 – Oshkosh
10 – Superior
11 – Green Bay
- Certainly indicates third from top of list, not bottom
- Madison and Milwaukee would be #1 and #2 if included and others would rank lower

4. Report of Academic Staff Representative – Senator Hallatt
- Report distributed with name tags
- Last Thursday was first meeting of academic year in Madison
- Orientation-type meeting centered on budget and budget request

5. Elections to fill University-Wide Vacancies
- Reports from University Faculty and University Academic Staff Nominating Committees published on agenda as follows

At-Large Faculty Senator from College of Business
Nominee: Mehdi Sheikholeslami – Accounting & Finance

At-Large Academic Staff Senator from Units less than 4
Nominees: Robert Burns – Service Learning
Terry Classen – Facilities Planning and Management

Faculty Termination Review Committee (two vacancies)
Nominees: James Brummer – Philosophy & Religious Studies
Linda Cecchini – Library
Helen Dale – English
Barbara Wimunc-Pearson – Music & Theatre Arts

Faculty Complaint and Grievance Committee (two vacancies)
Nominees: Marc Goulet – Mathematics
Jin Huang – Physics & Astronomy
Ingolf Vogeler – Geography

- No additional nominations from floor

Motion 37-US-05:
Moved by Senator MacBriar and seconded to suspend the rules to allow for one name to stand on ballot for at-large senator from College of Business

Vote on Motion 37-US-05: Motion PASSED by at least two-thirds of University Faculty Senators

- Nominations closed without objection

Elected as At-Large Faculty Senator from College of Business – Mehdi Sheikholeslami, Accounting & Finance
Elected to Faculty Termination Review Committee – Helen Dale, English and Linda Cecchini, Library
Elected to Faculty Complaint & Grievance Committee – Marc Goulet, Mathematics and Ingolf Vogeler, Geography
Elected as At-Large Academic Staff Senator from Units of Four or Less – Terry Classen, Facilities Planning and Management

6. Committee Reports
- Academic Policies Committee – Senator Lozar
  - Approved two international education programs at meeting last week
    - University Senate has delegated approval of such programs to APC
    - Hessen-Wisconsin agreement
      - Apparent first case of academic program development by governor
      - Proposal came out of governor’s work with German state of Hessen, Wisconsin’s sister state
      - Any student from any UW-System university can attend any university in the State of Hessen and vice versa
Locally-developed three-week program by Nursing in Costa Rica during Winterim
- Meet October 3, 2000
- To discuss proposed policy for credit-bearing certificate programs

academic staff personnel committee – senator hallatt
- Meet September 28, 2000
- Will look at language in personnel policy

Budget Committee – Senator Carpenter
- Met today to view charge
- Meet end of October or beginning of November
- Focus on overview of budget process
- Biennial budget and where we are on campus in terms of budget planning

Executive Committee – Chair Harrison
- Motion passed at last meeting to endorse establishment of Guidelines for the Establishment of Centers, Institutes and Related Units as drafted under the auspices of the Associate Vice Chancellor for Academic Affairs and Director of Graduate Programs and to review the process at the end of one year to determine if effective
- Subcommittee of faculty members of Executive Committee met to consult with chancellor concerning nonapproval of Senate action dealing with department personnel plans and faculty evaluation
  - Decision postponed until legal counsel could be contacted for additional information
  - Meet October 3, 2000
  - To discuss
  - Neutral and confidential interpretation of Faculty and Academic Staff Handbook
  - Request from The Association of University of Wisconsin Professionals concerning pay plan
  - Schedule of topics for discussion within Senate

Faculty Personnel Committee – Chair Harrison
- First meeting October 3, 2000
- Set meeting time and elect chair
- Discuss Curriculum & Instruction DPC Chair and faculty workload

Nominating Committee – Senator Bushnell
- Please send schedules

Physical Plant Planning Committee – Senator Stuettgen
- Met September 26, 2000
- Topics of discussion
  - Damage to physical plant by skateboards
    - UW-System administrative code forbids skateboarding on campuses
    - Former Chancellor Schnack allowed for rollerblades, as means of transportation
      - Committee will recommend policy be continued and extended to include motorized scooters
  - Next meeting will be discussing moving ashtrays

Technology Committee – Senator Raleigh
- Meet October 3, 2000

Compensation Committee – Senator Wick
- Met September 22, 2000
- Working groups being established

7. Discussion of Academic Misconduct
- Item withdrawn by Senator requesting placement on agenda

8. Discussion of Service Recognition – Chancellor Mash
- At last administrative staff meeting, chancellor presented ways to recognize service at UW-Eau Claire
  - Suggested by Chair Harrison that University Senate would be good source of input
- Considering for several months now recognition of years of service at university
  - Currently do reception at retirement, but familiar with regular annual programs to recognize 10, 15, or 20 years of service
    - Way for community to come together and recognize
    - Might present pin or certificate
    - Generally thought of as good way to build esprit de corps
• Ideas from floor
  • Attendance at retirement reception has been decreasing
  • Good idea for faculty and all staff; done at many institutions
  • Like idea, but if just for number of years then sort of pro forma
    • Could become more textured – not just about time but what doing
    • Could be blended
  • Things to consider in programs like this
    • Gifts need to be significant and have some value beyond just being for ten years
    • Project number of awards over course of time as can become expensive
  • ‘Company’ loyalty often celebrated by other organizations in city
    • Publish lists in paper, pins, recognition banquets
    • Published lists also project out to community
  • Texturizing awards problematic because then subjective; who makes decision
    • Could combine
      • Years of service
      • Also specific as service in governance
  • Possibility for gift would be choice of scholarly publication in field of study
    • Supports work here in individualized, meaningful way
  • At previous institution, recognized years of service at banquet and invited newly-hired faculty
    • Sense of community and camaraderie developed
  • Any discussion of growing number of retiring faculty choosing not to be honored?
    • Might there be people who do not want to be honored
    • Part of why here today, to see what can be done to make you interested in coming
    • In addition, noted gap between coming in and retiring
  • Annual alumni newsletters of alma mater has anniversary dates of staff
    • Amounts to warm fuzzies, but nice
    • If more than that, then need another committee to form and staff
    • Anything can do to get new arrivals involved also good
  • So many receptions in Tamarack room seem the same
    • One quite different was ‘Getting in the Groove’ at beginning of this year
    • Could have something at holiday time
      • Call up and introduce people and significant others
    • If focus on service people, only people there will be people being honored
    • If have something broader and use opportunity to acknowledge service, then honored by get-together rather than a pin
  • People extremely loyal to institution can have mixed feelings about celebrating their leaving
    • Receptions honoring anniversaries and celebrating loyalties and commitment make more sense
    • If too complicated, intent may be lost

9. New Business

Motion 37-US-06:
Moved by Senator Schneider and seconded that Personnel Services consider the university’s degree of involvement with United Way and SECC campaigns

Discussion:
• If feel motion needs discussion with colleagues, can move to postpone until next time
• Reasoning for motion
  • United Way and SECC represent a lot of very good organizations
  • Also lots of wonderful charities not represented in either conglomerate
  • Unfair
  • United Way in this county includes Boy Scouts of America
    • Boy Scouts discriminate based on sexual orientation
      • Since a private organization, can do that if they want
    • But unfortunate when public institution like our university gives them money
      • Personnel Services does payroll deductions, sends out letters, appoints building captains
      • People get a second letter if don’t give through university system
• Awkward position for tax dollars and university to fund something that discriminates
• Purpose of motion not to oppose United Way contributions, but to discuss or evaluate pros and cons
• Asking Personnel to look at and do the agonizing
• Just make statement from Senate saying please look at this and consider
• Friendly amendment accepted by mover and seconder that Personnel Services report to the Senate on their deliberations
• Questions raised from floor
  • Why not have Senate talk about this and if changes suggested, recommend them to chancellor?
  • Why Personnel Services?
  • If Senate involved in original decision to associate with United Way and SECC, would make sense Senate now look at it
• Definitive history unknown
  • Solicitations annually for at least twenty-five years
  • Personnel Services Office administers campaign, but does not make decision on university participation
  • Assume chancellor makes that decision
• Friendly amendment accepted by mover and seconder that Personnel Services report to University Senate including the history of the initial decision and cost to be involved
• May need to look at big picture of solicitation on campus
  • How did United Way get in, but other groups did not
• Associate Vice Chancellor Mitchell, on behalf of Personnel Office, will research issue
  • How university came to support United Way and SECC
  • Cost, primarily labor
  • Have discussed issue with Kris Becker of United Way
    • Could direct attention there where change could be made in policy of who they support
    • United Way would be interested in hearing recommendations from this body or from faculty/staff
    • Other boards have changed policy to include sexual preference in nondiscrimination clauses
    • Campaign here got started before could consider that
• Provost Satz sees three questions being discussed
  1. Particular agency and policies
  2. Community relations
  3. Charitable giving
    • United Way traditionally on most universities around country as part of community relations
    • Concern with a particular agency ought to be dealt with head on and not mixed up in different issues
• Chancellor Mash to clarify
  • Idea of United Way partnering with business and large organizations in community for philanthropic work long-standing tradition
  • Current issue related to an organization
  • Also hearing general expression of annoyance at being bothered to be asked to do something philanthropic or otherwise
    • Second letters of solicitation are not sent to home if don’t respond at work, at least not recently
• Earlier in year began to think about letter accompanying this solicitation
  • Entreats to be part of community and help those less fortunate than us
  • Goes out with card which you can ignore or do payroll deduction
    • Payroll deduction is way for us to do a little more than if we write a check this minute
  • Numbers seem to be going down; wondered about that
    • Thinking, perhaps foolishly, that we could do better
    • Have committee getting ready to launch awareness campaign to promote and educate about United Way and SECC
• Then Supreme Court made decision
  • New Jersey Boy Scout troop removed a gay troop leader from service
  • New Jersey court voted to reinstate that leader
  • US Supreme Court, by 5-4 decision, said scout leader did not need to be reinstated and because Boy Scouts have certain type of status they can do certain things
  • This is very difficult issue; not unanimous opinion
  • Locally is legitimate question about whether United Way should continue funding Boy Scout organization
United Way looked at that issue, looked at comments, and decided for this allocation period to continue to fund Boy Scouts

Continued reallocation because doing good community work

At Executive Committee meeting, that was crystallizing issue; now probably broader

Interested to hear how university community feels about this role universities typically play in community and implications of continuing role in same or different manner

Neither social issue nor philanthropic one simple

Chancellor unable to state university position without sense of how university community feels

Motion not saying we don’t personally consider giving to charities important to us

Matter of should this be a function of our workplace

Before Senate or any other body engages in discussion, would like data, including costs in tax dollars to do something all of us have opportunity to do on our own as good community citizens

Since I have been here, have wondered why, unlike others, United Way has this access

Represents huge number of diverse groups

But lots of other groups would like access to our mailboxes and payroll deduction

Would like to know our policy

How did we choose that one, is it the best one?

Hoping to get some answers

Will be asking members of department how feel

Bothersome that university would ask United Way not to come here because supporting group with policies we don’t agree with

Throwing out what going on in entire United Way because of one organization

Have faith in board of directors of responsible citizens making those determinations

Could personally protest

Let United Way know not giving this year because including or excluding this group

Write letter to the editor

Contact Boy Scouts

If whole university turned United Way away, would hurt lots of people benefiting from this help

Some charitable organizations not part of United Way because certain accounting procedures, including external auditors, required for affiliation

Would cost charity more money than could gain from being part of United Way

Are also other reasons

Concern stated that while United Way serving lots of great organizations, doing so very inefficiently

Percentage of money goes to United Way’s hierarchy and management of organization

More efficient to give directly to organizations

No choice as UW-Eau Claire employee to chose to benefit organizations in another county

Believe strong-arm tactics have been used in past to get faculty to contribute to United Way

Lot of baggage left from previous campaigns

Don’t have faith in United Way board to make decisions for me

Give to charities believe in

Irritating to get letters every year

Feel like bad person if don’t sign up through payroll deduction

Question has come up in past whether list is kept that affects other things, such as extra merits

Motion allows for clarity

Provost Satz noted he makes personnel recommendations without ever seeing such a list

Don’t believe costs can be identified

Only relevant cost is out-of-pocket costs, or incremental costs because of campaign

Trying to identify labor costs impossible

Vote on Motion 37-US-06: Motion PASSED

TEXT OF MOTION as amended:

That Personnel Services consider the University’s degree of involvement with the United Way campaign and Statewide Employees Combined Campaign and report to the University Senate on its deliberations, including the history of the initial decision and cost to be involved
Motion 37-US-07:
Moved by Senator Wick and seconded to rescind motion previously passed by the University Senate regarding the faculty personnel rules not approved by the chancellor and send that issue back to the Faculty Personnel Committee

Discussion:
- Committee attempted to write up current practice based on interviews with administrators
  - Since passage, has been lot of debate
  - People digging their heels in over this motion trying to iron out ambiguities, I guess, in the motion itself
  - Doesn’t seem this is the way to get communication to occur
  - If ambiguities exist, why not just send it back to committee
    - Can address those with administrators concerned
    - Bring forward unified approach
  - Doesn’t seem ought to be a big argument and legal battle over this
- Support this motion
  - Everyone seems to have a different opinion of exactly what we voted on
  - What voted on is very problematic
- Original motion cuts out levels of decision-making that have to do with personnel issues; not a good idea
- Deliberation, ironing out, conferral, seeking legal counsel, negotiations currently occurring with Executive Committee; this motion makes that occur with different committee
- Interesting issues have come up since motion passed
  - Best to bring it back to committee that knows origin and history
    - Can address it in a way that answers questions committee concerned with
    - Also hears voices of a larger faculty body

Vote on Motion 37-US-07: Motion PASSED by two-thirds (28-2 of 31 present) vote of University Faculty Senators

Motion 36-FP-5 rescinded
- Stops all processing through faculty subcommittee of Executive Committee
- Stops letter to legal counsel
- Back in hands of Faculty Personnel Committee

- Chancellor commented gets form of Senate actions with choice of approve, hold, not approve or acknowledge
  - When this one came forward, consulted with Senate Chair because could not approve
  - Fully intended another opportunity to revisit this, either in committee or in some other manner
  - At this point don’t see as contentious legal issue that need legal opinion on
    - Are times to seek legal clarification on an item
    - Open to getting read on some issues, don’t think this one requires that action yet
  - Share spirit conveyed by Michael Wick and will come at issue from that angle
- Committees and others have at times asked for legal counsel in advance when making changes on personnel matters
  - Can find out if direction headed is going against legal principles
  - That way do not invest lot of time and effort creating something that will be overturned at System level on legal issues

10. Announcements – None

Meeting adjourned at 4:39 p.m. without objection.

Respectfully submitted by,

Wanda Schulner
Secretary to the University Senate