Members Present:


Members Absent:

Randy Beger, Stephen Drucker, Larry Honl, Gretchen Hutterli, Robert Langer, Jane Linton, Barbara MacBriar, Mona Majdalani, Rick Mickelson, Nola Schmitt, Roger Selin, Sheila Smith

Guests:

Robert Burns, Laura Dean, Bernard Duyfhuizen, Meg Dwyer, Justin Hentges, Jan Morse, Connie Russell, Andrew Soll, Steve Tallant, Ted Wendt

The regular meeting of University Senate was called to order at 3:04 p.m., Tuesday, December 12, 2000 in the Tamarack Room of Davies Center.

1. Minutes of November 28, 2000 meeting of University Senate approved as distributed

2. Chancellor’s Remarks – Chancellor Mash
   • Workload discussion helpful to clarify issues
     • Where university going and how to get there in face of workload issue
     • How got to where we are today
       • Inadequate resources over long period of time
       • Exacerbated by lack of flexibility to manage resources
         • Continuing appropriation authority obtained last legislative session
           • Can now spend revenue as generated
         • Still have position control over number of positions
           • Even if have money to spend, cannot add positions which could make significant difference
           • Working hard to gain position flexibility
             • Major topic of discussion for regents at recent meeting
               • Panel offered examples of how position control gets in way of what trying to do
               • Now must work with governor and others to get relief
     • Indications that university doing something differently, or thinking about doing something differently, understandably create concern about workload
       • Recent examples
         • Certificate programs
           • Already teaching courses
         • Can’t add additional courses until have resources
         • Basically more creative about packaging clusters of courses
         • Almost transparent to individual faculty person
       • Need to reach out to part-time student market
Only area of enrollment growth

Cannot do without flexibility and resources

Partnerships with Stout or Chippewa Valley Technical College

See as efficiencies – do more with same resources

Some people see as taking on more

Talk about more service, more other-centered, central role in Wisconsin’s New Economy

How does this all sort out?

As an institution, must move in this direction while striving to position ourselves for better support

In meantime, managing in way so not expending resources that would detract from goals

As part of strategic plan, do have vision for future

Positioning ourselves for that vision and to get resources to do those things

Would be helpful to know if work schedule or circumstances seem to reflect not being managed effectively

Would like opportunity to talk, respond, and clarify

Administration moving and at same time tracking process with eye on university’s goals and ability to sustain what we are doing and level of quality with resources in place now

Can see more resources and more ability down the road

Important to continue these discussions to maintain sense of trust and level of understanding to accompany work

3. Chair’s Report – Chair Harrison

Nice brochure being distributed

Illustrates why come and work at UW-Eau Claire

Explains

Fringe benefits

Advantages of living in Chippewa Valley

Senate briefly discussed idea last spring; this is result

Contact Barb Hanson in Academic Affairs for additional copies as necessary

Consensus of Executive Committee to host additional open discussion

To follow business portion of January 23, 2001 Senate meeting

Topic to be direction and priorities of university and how they relate to workload

2001-2003 unclassified pay plan, including 4.2% increase each year, approved for submission to Joint Committee on Employee Relations

Guidelines for distribution of money also approved

Chancellor Mash, along with other chancellors, in panel discussion for regents, presented logical reasons for need for position flexibility

Our chancellor instrumental in helping light bulbs go on

Received round of applause in middle of presentation for helping regents finally get it

Note emphasis on technology during remainder of regent’s meeting

Continue to stress importance of using distance technology to make unique programs available across state

Use of technology comes at a price

UWEC projected cost for internet usage next year is $475,000

Dramatic increase from current $190,000, especially since UWEC pays only $32,000 of that

Ed Meachen, UW-System Associate Vice President for Learning & Information Technology, strongly suggested no reallocations by campuses at this time

Committee currently being formed at System to investigate funding methods

Purposely not presented to regents yet until committee determines strategies

Special Report on Learning Space and Internet Costs – Associate Vice Chancellor Dwyer

Anticipate significant increase in our connect fees to the internet

Due to inflation and increased usage

Need to come up with funding strategies

Confident will do so

Not time to panic yet

Learning Space

On campus since 1996
• Received approximately $500,000 from UW-System for project
• Notified several months ago that System would not continue paying licensing and associated costs because
  1) Learning Space very expensive relative to similar packages
  2) Features in Learning Space package have not kept pace with competitors
• After discussion, determined maintaining Learning Space on own not viable option
• Decided to transition users to other products supported by UW-System
  • Blackboard
  • Web CT
• Sessions on campus being held to introduce these products to faculty and staff
  • Contact Kathy Finder, CITI manager
• What this means to those now using Learning Space
  • System agreed to pay licensing costs for additional 18 months
  • Your choice as to when most logical for you to transition to new product
  • System also to provide qualified students to help with nitty-gritty conversion pieces
  • Hope to have successful transition complete by start of 2002-2003 fiscal year
• Learned from this that System has adopted number of products; never came up with graceful exit strategy
  • UWEC trying to come up with graceful strategy responsive to faculty and staff needs
  • Bad news is this will continue to happen as new products pop up everywhere

• Very positive experience
• Report to give you impressions as senator, not dealing with specific topics
  • For specifics, there is a web site www.wisconsin.edu/summit
  • Very well done comprehensive web site with all papers presented
• Seven impressions
  1) President Katharine Lyall working hard and effectively to raise valuation of UW-System in eyes of business sector and legislature
    • Gained trust that have not had before
    • Opportunity for System
  2) Convinced UW-Madison decoupled from rest of UW-System
    • Madison viewed as absolute state treasure
      • Especially their scientists producing discoveries leading to spin-offs
    • Very exciting, but must be prepared for things to be done differently
  3) UW-Milwaukee to be pivotal issue
    • Not clear just yet where UW-Milwaukee will end up
    • Sense perception that state needs another “anchor store for mall” that now lacking
    • Discussions about Twin Cities at one end of state and Chicago at other end, but no world-class, top-notch city in state
      • Got feeling time for Milwaukee to step forward
      • Think chancellor at Milwaukee, Dr. Nancy Zimpher, ready to take on challenge
      • Milwaukee School of Engineering stepping in even more than Marquette in activities
  4) Chippewa Valley viewed as bright spot (Governor has good experiences/successes here)
    • Very positive perception of UW-Eau Claire working with Stout and Technical College
      • Think it will be most difficult for Eau Claire to fulfill expectations
        • Due to nature of our institution
        • Some big issues ahead
  5) Representatives from private colleges
    • Spoke up in favor of broad-based education with strong commitment to liberal arts
    • At same time, recognize students who go there could go elsewhere
      • Must be adaptive to student needs
      • Students interested in careers
      • Examples
M&I Bank went to Marquette; Marquette set up program to train people from India; those people then went to work for M&I
Milwaukee School of Engineering also setting up such programs
May provide good model for this institution
Useful to invite Dr. Ralph Wegenke, President of Wisconsin Association of Independent Colleges and Universities here because we share some things with private schools

6) Governor made it clear he wanted system in which students can move easily between institutions
Seamless was word used
Going to have to be open to that
Remove some hurdles set up for students coming from technical schools
Technical schools more highly valued now than ten years ago

7) Labor supply key issue for state
Concern not much immigration into Wisconsin
Seems to be flow of people out
In particular from this part of state to Twin Cities
In best interest of UW-Eau Claire to demonstrate that willing to be part of efforts to upgrade quality of regional labor force

Response to questions from floor
Rather be Chancellor Sorenson than Chancellor Mash because flexibility there
Expectation for university to integrate into business community harder at Eau Claire
Stout already has relationships with businesses
Have experience putting together programs
After listening to discussion on certification programs in Senate, think it will be a harder for us to respond
People not as threatened if have seen it happen before
No sense that liberal arts emphasis threatened
May want to take away that you buy four years in a block
We have long history of not doing much to enhance marketable skills and programs
World now moving into court of schools that have, such as Stout and tech schools

Madison being decoupled seems appropriate
Feel top people at Madison in another league
That is what they think in Madison; that is what they think around country
Sense going to allow campuses to break out individually, not going to be lumped together as much
As are the more equal (as in Madison), will be the more seamless (as from technical school)
Sense hoops students have to go through aren’t necessary
If a student needs particular course offered somewhere in region, let student take course where offered

Motion 37-US-13
Moved by Senator Olsen and seconded to take from the table the Academic Policies Committee motion on Service Learning for Veterans

Vote on Motion 37-US-13: Motion PASSED

Continued Discussion on Motion 37-AP-04: It is presumed that the service-learning requirement has been met by past and present members of the U. S. armed services and of the civilian service corps (e.g. Peace Corps, VISTA, Americorps)

Amendment 37-AP-04-a1
Moved by Senator Lozar and seconded that in the second line, “connected with the federal government” be added after civilian service corps, and Peace Corps be deleted from parenthesis
Vote on Amendment 37-AP-04-a1: Amendment PASSED by University Faculty Senators

Debate on Main Motion:
- Understand students cannot be granted credit toward service-learning requirement for work in high school
- Policy statement passed by Senate in February of 1999 allowed for petition to waive service-learning requirement with service conducted prior to initial enrollment
- Statement also says service learning must be completed from time of the students’ initial enrollment
- Can get advanced placement credit for courses completed in high school, why no credit for service projects completed in high school?
- APC Chair Lozar willing to go to bat for advisee if completed significant service project in high school
- Survey of Deans’ Offices regarding waivers for military service
- Dean Wendt, College of Arts & Sciences, instructed Assistant Dean to accept petitions for service-learning waiver for military service
- College of Professional Studies
  - Associate Dean in School of Human Sciences and Services already grants waivers for military service
  - In Schools of Education and Nursing, service-learning completed as part of curriculum
- College of Business looks at on case-by-case basis
- No deans in room have received such a request from high school students
- Justin Hentges, President of Student Senate, felt argument is about what service learning is
  - Should be collaboration between student, university and community
  - How can service before arrival at university be a collaboration with university?
  - How can you have reflection period before you come?
- Not argument on patriotism or value of military service to this nation
- Exemptions already exist because can petition deans
  - Need to give working groups being formed chance to look at whole concept of service learning
  - See this weakening service learning program
- Against motion because strong undercurrent around university regarding suitability and validity of service-learning requirement
  - Don’t see that military service fits definition given here of service learning done in connection with academic preparation and formal reflection
- Against motion because blanket waiver would not give opportunity to demonstrate reflection
  - Seems part of waiver process should be creation of document demonstrating reflection

Motion 37-US-14
Moved by Senator Stephens and seconded to table this motion until feedback received from the working group on service learning

Vote on Motion 37-US-14: Motion PASSED by University Faculty Senators

Point of Information from Provost
- Working Group on Service Learning will have first meeting Thursday morning
- Will be two students on committee

7. Committee Reports
- Academic Policies Committee – Senator Lozar
  - Approved first two certificate programs from Social Work – Child Welfare and Gerontology
  - Next meeting January 23, 2001
    - Two meetings with Assessment Committee
    - Third meeting of semester will cover academic misconduct
- Academic Staff Personnel Committee – Senator Hallatt
  - Jean Wilcox elected new Academic Staff Representative to begin July 1, 2001
- Budget Committee – Senator Carpenter
  - Next meeting in February
- Faculty Personnel Committee – Senator Mack
  - Committee forwarded motions to Senate
    - Revision of Nepotism Policy
- Revision of Evaluation of Department Chairs and Library Directors
- Will meet December 19, 2000
  - Report from subcommittee on motion regarding final authority of DPC plans
  - Faculty workload strategies
  - Directory guide for handbook
  - Report on use of new business in personnel meetings
- Nominating Committee – No Report
- Physical Plant Planning Committee – Senator Stuettgen
  - Talked about review process for long-range facilities planning
  - Student Senate discussion of academic building smoking doors policy
  - Next meeting week of January 29, 2001
- Technology Committee – Senator Lang
  - Events of last meeting on chair’s report
  - Not meeting again until second semester
- Executive Committee – Chair Harrison
  - Next meeting to review focus questions for open discussion and agenda for January meeting to be held via email next Tuesday

Report on 2002-2003 Calendar – Senator Gapko
- Draft calendar meets requirements
  - 170 days of contact
  - 39-week contract
  - No classes before September 2nd
- Changed it to classes resume Monday after April break at whatever time appropriate for evening classes
  - Note on calendar that is 5 p.m.
  - Spring break is ninth week of semester
- Pros and cons
- Public schools often set calendar to coincide with ours for spring break
- Response to questions from floor
  - Student Senate as whole has not discussed calendar
    - Academic Affairs Commission and Student Life & Diversity Commission voted to pass
  - Start Monday evening after April break so single night classes on Monday nights not two weeks shorter than other single night classes
  - Assume no way to have a day for break for students between Labor Day and Thanksgiving
    - Many times long stretch without break takes toll on students, particularly new freshmen
    - Jan Morse responded
      - Would not have 170 days of faculty/student interaction
      - Would make fall semester and spring semester uneven
  - Because must start classes after September 2nd, only other way to allow for time off in fall semester would be to continue first semester past Christmas
    - Got rid of that years ago; don’t think much sentiment to restore
  - Could address by putting one more school day in spring and have one day off in fall
    - Response from Jan Morse
      - Currently 77 instruction days each semester; would make semesters uneven
      - This group has attempted in past to make as even as possible

Motion 37-SE-01
Moved and seconded by Executive Committee to recommend the proposed University of Wisconsin - Eau Claire calendar for 2002-2003 with Winterim be approved as attached

Discussion
- Spring schedule is problem because 15 weeks of Tuesday/Thursday classes; only 14 weeks of Monday/Wednesday/Friday classes
- When two sections of same course, becomes very problematic
- Would require amendment to move one fall day to spring to allow for fall break and maintain contact days
Calendar must be forwarded to System prior to January University Senate meeting – must be approved today

Real problem for graduating seniors and student shows in Art Department because of inordinate number of breaks spring semester
  - Rationale for not having one break is request by faculty that spring break be ninth week
  - Also depends where Easter falls
    - Tie together when Easter earlier
    - This year spring break would be around 13th or 14th week of semester

Implications in past that other universities teaching fewer than 39 weeks due to 55-minute periods
  - For the 2001-2002, we start August 20th, Madison starts August 27th
  - We are out May 19th, Madison is out May 26th
  - Our calendar has been shifted one week
  - Madison has week of professional development up front and week at end without students
  - Beginning same day in January next year
  - Think difference was under transition calendar
  - Winterim is counted in 170 days

Continue concern for retention of first-year students
  - One of biggest problems is struggling with independence
    - May not study enough and have too much leisure time
  - Spring semester has six days of vacation time after semester begins; only two days in fall semester
  - Students really do need time to visit family or catch up, etc.
    - Many private institutions include fall break
    - Targeted long weekend late in October
  - Could add a few Saturday classes and give them Friday and Monday off for a long weekend
  - Could have Friday around Homecoming be contact day when faculty here but moratorium on classes
    - Meets faculty contract period, but could not count as instructional day
  - Jan Morse indicated could lop off one day in fall semester and still meet guidelines
    - Have 173 days of organized services days; requirement is 170 days
  - Some private colleges have two-day reading break week before midterms
  - Strongly suggest not done in association with Homecoming
    - Homecoming also not good if students want to go home
    - Homecoming not yet scheduled for 2002
  - Finals are counted as instructional days
    - Compacting finals into fewer days very problematic from scheduling standpoint
    - Exacerbate stress of more finals on one day
  - Students sometimes elect to just take Friday off
    - Concerned if give them Friday off, then will take Thursday off

Motion 37-SE-01-a1
  Moved by Senator Lane and seconded to adjust the calendar so October 17th and 18th would be reading and advising days

Discussion
  - Students can use for reading, studying for midterms; faculty can meet with students for advising
  - Registration typically starts beginning of November for seniors
    - Degree audits generally sent first week of October
    - Normally schedules back from printers around middle of October
    - So should have registration information by this time
  - Homecoming set by Athletics in cooperation with number of different departments
    - Academic calendar can be used as justification for watching where Homecoming falls
  - In favor of amendment because equalizes Monday/Wednesday/Friday vs. Tuesday/Thursday inequities
  - Instruction time in classroom does not matter; just days of instruction
  - Guidelines from Senate that should be 43 Monday/Wednesday/Friday classes and 29 Tuesday/Thursday classes every semester where feasible
    - Maybe this body needs to revisit own guidelines
  - In favor of motion
• Long concerned about freshmen students’ clear exhaustion by November when home for Thanksgiving
• Would give time to advise freshmen staying on campus; blessing in terms of workload
• Against amendment because of dates; weekend after eight weeks of school might be preferable
• If purpose is for students to have chance to go home; will not be here for advising
• Amendment was for advising and studying; can schedule for advising and when done go home
  • Scheduled for October 17th and 18th because midterms would follow – seems ideal
• Now generating two sets of Thursdays and Fridays without classes; would be issue for classes only meeting on
  Thursdays and/or Fridays
  • Big problem with labs; many scheduled Monday through Thursday, miss one day, then no lab that week
  • Worried about what does to instruction
• Student Senate President Hentges wanted senators to be aware that students would leave town
  • Hope professors would come to campus
  • Should not kid ourselves about what would happen
• If made it Monday and Tuesday
  • Decrease lab problems because already Thursday/Friday for Thanksgiving
  • Might not have “out-of-here” syndrome
  • However, would still lose two Mondays because of Labor Day
• Concern about labs, but break properly spaced is good recruiting tool, good retention tool
  • Provides for more efficient and effective learning when people not tired and worn down
  • Used to October break in public schools
  • Think will pay off in long run for students and learning environment
• Possibility for compromise to one day advising; then labs not problem if do Friday
  • If teach Thursday night class, that would help

**Amendment 37-SE-01-a1-a1**
Moved by Senator Bushnell and seconded to make fall break Friday, October 18th only

**Discussion**
• Support it – students would be able to leave after Thursday classes
  • Preserves integrity of weekend for students; addresses concerns of labs
• Can take day out and not label it anything; just remove from count and still meet total number of days
• In Foreign Language, many classes meet Monday through Thursday: would not make difference to our students
• In spring semester, nursing has scholarship day on Friday
  • Most nursing students released from class to participate, which they do actively
  • This would equalize contact time between semesters
• Original motion was faculty required to be here those two days, but students are not
  • Latest thing is everybody’s gone
  • Amendment still says October 18th for reading and advising
• Friendly amendment to take day off calendar; no classes, faculty not required to be here
• Senator Lane strongly against
  • Proposed as advising/study days
    • Students can decide what to do with it; faculty should be on campus
  • Party day was not intent of proposal
  • Plenty of campuses around state allow this and take it seriously
• Currently have accepted change without faculty on campus
• In favor of change
  • Mean no disrespect, but believe also a workload issue
  • Everyone a little tired and a little punchy as Thanksgiving approaches
  • Having a fall break day might actually help everyone
• In favor of amendment
  • Beginning suggestion was need for mental health day for students and also for faculty
  • To label as advising/study day defeats initial purpose
• If fall break day, should move it to October 11th when public schools off for teacher’s convention
  • Families could get out-of-town as well
  • Teacher’s Convention usually second week of October
• Support earlier date; geology students allowed to take field trips in fall – miss one less day of classes
• Teacher’s Convention bad timing
  • Admissions brings in high school seniors and parents from area; someone needs to be here

**Vote on Amendment 37-SE-01-a1-a1: Amendment PASSES**

**Vote on Amendment 37-SE-01-a1-a1: Amendment PASSES**

Continued Discussion on Main Motion as amended

• Two huge teachers conferences, Minnesota and Wisconsin
  • Minnesota sends almost as many people here during their conferences
  • Usually week after Wisconsin
  • Has implications for people to be here to meet with students and parents
• If you have a Monday, already lose one Monday to Labor day
• If is interest in having a day off in fall semester
  • Could vote to have day off; leave determination of exact date to administration after careful analysis
  • System does not need to know; won’t even report it
• Could set October 18th unless major problems discovered
• Would know exact date by January 23rd Senate meeting; not leave open forever
• Willing to say want fall break day with administration investigating when would be most appropriate
• Stipulate fall break Friday – let them choose appropriate Friday
• Without objection
  • Will be fall break Friday sometime around October 18th
  • Date specified when we return after winter break

**Vote on Motion 37-SE-01: Motion PASSES**

According to Vice Chancellor Soll, compensation plan must also be acted on today

♦ Compensation Committee – Senator Wick
  • Next meeting tomorrow discussing outcome of today’s meeting
  • Will start planning process for next proposal


• Amended Report distributed
  • Changes recommended since Salary Plan 2001-2002 distributed
• Looking at making rather major changes to pay plan
  • Rather than do that this late in cycle, decided to stick with status quo now
  • Warn everyone that going to be bringing forward next semester larger changes to take effect 2002-03
    • Chance to get used to them, have input, or change behavior to meet new goals
• Response to question on content
  • Official motion as distributed
    • Just planning major changes to address issues brought up during open forums and surveys
    • Not appropriate this late into cycle
    • Prefer to do next semester in anticipation of next year
    • Salary letters required now; wouldn’t know criteria

**Motion 37-CP-02**

Moved and seconded by Compensation Committee (4-0-0) to recommend the previously distributed document titled “UW-Eau Claire Salary Plan for 2001-2002” be submitted to the Chancellor as the recommended 2001-2002 Pay Plan with the following modifications:

*Starting on line 163:* Limited Appointment faculty (such as Deans, Associate Deans, and so on) shall be granted compression adjustments based on academic rank and the corresponding compression factor in their home department or unit. **Limited Appointment faculty who are on the standard pay plan but whose home department or unit is on an alternative pay plan shall be granted compression adjustments based on**
academic rank and the UWEC median compression factor. The salaries of Limited Appointment faculty and teaching academic staff shall not be included in compression calculations for individual departments or units.

Starting on line 244: Each Department Chair shall receive a $2000 annual academic year stipend. The stipend is funded through base-dollar allocations and is not a permanent base salary adjustment. Any Chair not holding the Chair position for a full fiscal academic year shall receive a prorated stipend.
Discussion

- Reasons for changes
  - Close loophole making limited appointees from home department on alternative pay plan ineligible for compression; unlike all other limited appointees
  - Clarify chair stipend more appropriately an academic year stipend (not fiscal as in original) because chairs operate under separate contract in summer
- Changes from last year’s pay plan
  - Increment in promotion dollars increased in attempt to funnel money into pay plan system and to try to address compression
  - Terminology now consistent with UW-System terminology
    - Solid performance and merit/market used in new pay plan rather than merit and extra-merit
  - Distribution tables expanded because didn’t know at time what recommended pay plan amount would be, nor what will actually be approved, so added 2% column
  - Added guidelines indicating teaching academic staff should only be evaluated based on contents of contract
    - If not asked to do advising, or if not asked to do service, should not be held against them at time of salary recommendations
  - Added explicit policy statement on already existing chair’s stipend
  - Promotion for nonteaching academic staff still governed at five percent level
    - Significant changes and increased salary adjustments for promotion of various faculty ranks more representative of that five percent
      - Not done evenly
      - Attempting to address compression by making higher ranks more than five percent and lower ranks not quite keeping pace
  - Someone becoming full professor next fall would benefit from this

Vote on Motion 37-CP-02: Motion PASSED

8. New Business – None

9. Announcements
  - Next meeting January 23, 2001
  - Have a wonderful holiday

Meeting adjourned at 5:02 p.m. without objection.

Respectfully submitted by,

Wanda Schulner
Secretary to the University Senate