November 13, 2001

Members Present:

Ned Beach, Joey Bohl, Marcia Bollinger, Dick Boyum, Don Bredle, Linda Carpenter, Ken De Meuse, Jesse Dixon, Stephen Drucker, Joel Duncan, Bruce Dybvik, Kathy Finder, Rodd Freitag, Mitchell Freymiller, Andrea Gapko, Betty Hanson, Susan Harrison, Sean Hartnett, Tim Ho, Ann Hoffman, Larry Honl, Robert Hooper, Rose Jadack, Debra King, Fred Kolb, Lisa La Salle, Kate Lang, Robert Langer, Gene Leisz, Tim Leutwiler, Barbara Lozar, Barbara Mac Briar, Maureen Mack, Donald Mash, Joanne Mellema, Jane Pederson, Bobby Pitts, Cleo Powers, Connie Russell, Richard Ryberg, Ronald Satz, Kathie Schneider, Mehdi Sheikholeslami, Nick Smiar, Lori Snyder, Linda Spaeth, George Stecher, Todd Stephens, Paula Stuettgen, Kent Syverson, Jodi Thesing-Ritter, Roger Tlusty, Karen Welch, Michael Wick, Jean Wilcox, Steve Zantow

Members Absent:

Randy Beger, Jack Bushnell, Gene Decker, Marc Goulet, Jeannie Harms, Gretchen Hutterli, Tim Lane, John Melrose, Rick Mickelson, Vicki Reed, Nola Schmitt, Roger Selin, Thomas Wagener, Cecilia Wendler, Karen Woodward, Rebecca Wurzer

Guests:

Margaret Cassidy, Wilma Clark, Bernard Duyfhuizen, Meg Dwyer, Carole Halberg, Mary Iribarren, Dale Johnson, Allen Keniston, Karl Markgraf, Kim Prierson, Andrew Phillips, Kathy Sahlhoff, Sarah Schuh, Andrew Soll, Spectator Staff Reporter, Paul Thomas

The regular meeting of University Senate was called to order by Chair Harrison at 3:05 p.m., Tuesday, November 13, 2001 in the Tamarack Room of Davies Center.

1. Minutes of October 23, 2001 meeting of University Senate approved with addition of Allen Keniston and Karl Markgraf as guests

2. Chancellor’s Remarks – Chancellor Mash
   • University just announced two significant awards received by faculty
     - Dr. Scott Hartsel, Professor of Chemistry, named 2001 Carnegie Foundation for the Advancement of Teaching Wisconsin Professor of the Year
     - Dr. Jason Halfen, Associate Professor of Chemistry, awarded $60,000 Henry Dreyfus Teacher-Scholar Award
     - Recognition of excellence present at UW-Eau Claire; teaching and learning strong here
   • State budget situation
     - Hiring freeze enacted by governor does not apply to UW-System; System to give money back instead
       - For UW-Eau Claire, amount of giveback to be $133,000
       - Will do by managing planning reserve carefully and prudently
       - Moving forward with planned hiring; even additional faculty positions through Chippewa Valley Initiative
       - Departments and units not asked to go to already-stretched services and supplies budget to help
       - Continue work as usual to make sure students get high level of education
     - Likely to be budget adjustment session in January
       - May learn in February that additional action must be taken to reduce budget
       - Requests for additional funds will be noted, but not funded, until have better sense of what dealing with
     - Pay plan now in place for this academic year retroactive to beginning of contract year
Expect retroactive checks to be issued December 12, 2001

Plan came in at 3.2%, not 4.2% as anticipated, because state kept GPR it was going to contribute

- Notion that percent came from student tuition and floating around somewhere not true
- To fully fund 3.2% unclassified pay plan, need additional $144,000; that being managed also
- Second reading today of salary plan for 2003-2004 proposed by Compensation Committee
  - During course of that year, will have 2.1% increase in July and another 2.1% increase in January
  - Base increase of 4.2% for year

Best pay plan possible is now and will continue to be priority at university; recruiting, retaining, and rewarding people key to our strength

- Will keep promotion increases at top of comprehensives in UW-System
- Chancellor’s discretionary dollars in pay plan will remain in plan
- Encourage Compensation Committee to enhance compression factor
- Possibility of implementing post-tenure review promotion-type increase
- Will announce this university’s first ever campaign for private dollars; now in quiet phase of campaign
  - Professional development fund endowment a priority; looking for private dollars to further support work of faculty and staff
  - Making case for special action in next biennium for comprehensives to aid in catch-up to peer group; Madison and now Milwaukee closer to their peer group than comprehensives

- Challenged economically not only in Wisconsin, but around country
- Mixed messages about how long uncertainly will last; will manage resources carefully during this period

Construction worker, employee of Market and Johnson, killed early this afternoon while working on upper campus power plant when part of wall fell on scaffolding holding two workers

- Other worker injured but expected to recover
- Details to be released later

Response to questions from floor
- Decisions of whether to implement flatter increases (lower amounts for outstanding teaching and merit) as way to increase salaries across spectrum in pay plan made collectively by Compensation Committee and University Senate
  - Administration attempts to provide advice and consultation think helpful in managing pay plan dollars
  - Focus our attention on generating additional dollars to increase size of pay plan
  - Do wish our pay plan was little less complicated, but believe Compensation Committee making progress on some of those issues
- In light of lab modernization requests due right now, message is we have to continue to move forward; will make adjustments when and if we have to

3. Chair and Faculty Representative Report – Chair Harrison

- Deadlines for Senate action
  - Motions that must get through Senate this semester must be in Senate Office by November 20, 2001
  - To be effective next fall, proposed changes to Constitution must reach Senate Office by March 5, 2002
  - Any motions affecting catalogue copy need to be to Senate Office by November 20, 2001

- Response to questions from floor
  - Constitution is Chapter 3 in Faculty and Academic Staff Handbook
    - Any changes to constitution must be voted on by full faculty or academic staff
    - Bylaws can be changed by action of University Senate

4. Academic Staff Representative Report – Senator Wilcox

- Meeting November 15, 2001 in Madison
  - Continuing discussion of Instructional Academic Staff Report focusing on titling issue
    - After next meeting, hope to have chart showing what all institutions doing in this regard

5. Announcements - None

6. Reports of Committees
Executive Committee – Chair Harrison
- Committee reviewed issues from open discussion on shared governance and Senate structure; details presented in Chair’s Report
- Meet November 20, 2001; looking at two items
  - Academic calendar for 2003-2004
  - Consult with chancellor on Senate action on Department Criteria for Faculty Performance Review as system legal opinion has been received

Faculty Personnel Committee – Chair Keniston
- Current issues
  - Language in handbook concerning eligibility of academic staff on various committees
  - Discovered in committee functions that must share discussions with Academic Staff Personnel Committee so directing attention that way
  - Timetable of promotion at request of Dean Wendt

Academic Staff Personnel Committee – Senator Wilcox
- Meet November 14, 2001
- Membership of Academic Staff Personnel Committee
- Closed session to consider appointments to search and screen committee for Director of University Centers and Programs

Academic Policies Committee – Senator Lozar
- This afternoon approved two new credit-bearing certificate programs
  - Women’s Studies
  - Fine Arts Administration
- Meet November 20, 2001 to discuss proposal for implementing a major in performing arts
- Continuing GE discussion if time

Physical Plant Planning Committee – Senator Stuettgen
- Received report November 2, 2001 on riverbank stabilization project – awaiting hearing
- Meeting again shortly after Thanksgiving

Budget Committee – Senator Carpenter
- Last meeting discussed adjustment to general operating budget for current fiscal year
- Dave Gessner and Andrew Soll presented current allocations
  - As of November 6, 2001, included base budget reduction of approximately $313,000
    - Actually somewhat less because fringe benefits associated with original reduction put back in
    - Likely to be covered from planning reserve
- Allocation includes
  - Chippewa Valley Workforce Development Funds
  - Giveback percentage of membership expenses
  - Removal of funds associated with 27th pay period in calendar year for classified staff
  - Shortfall on pay plan chancellor talked about
- Allocation does not include
  - About $133,000 for first six months of health insurance for new faculty
  - Hiring freeze costs; one-time giveback that will not affect long term
  - Adjustments related to utilities deficit
  - What happens in February legislative session
  - Classified salary information because union negotiations not complete
- Committee talked about planning reserves for 2002-2003 budget
  - Given current fiscal climate in state and country, recommended most conservative option
  - Reserve set at 1% of total budget and 0.5% of budget in each of administrative units
  - Establishes reserve at about $814,000
- Next meeting in February after legislature makes adjustments in January

Compensation Committee – Senator Wick
- Approved policies governing distribution of equity funds
  - Will share with this body in near future for discussion
  - Not bringing forward for vote until pay plan overall package complete
- Meet November 16, 2001 to look at alternative pay plan policies

Nominating Committee – No Report
Technology Committee – Senator Lang

- Met with members of LTDC task force for discussion; continuing to hold open meetings
  - Website for input to that task force – [www.uwec.edu/finderks/surveys/ltdc.htm](http://www.uwec.edu/finderks/surveys/ltdc.htm)
- Discussion of modem lab limits
  - Some concerns expressed that hadn’t been discussed
  - Was on meeting agendas and people offered opportunity to provide input
  - Limits imposed by IT directors for two reasons
    - Some people were abusing modem pools, using for 24 hours; made impossible for others to use
    - Concerned modem pool becoming outdated technology
  - Have been responding to inquiries as brought forward
- Also discussing draft hardware and software rotation plan; distributed to senators
  - Bring questions and concerns to Technology Committee, college technology committees, or chairs or directors
  - Arts & Sciences Technology Committee now has representation from every department
- No further meetings scheduled

7. Special Report – None

8. Unfinished Business


**Motion 38-CP-01**

Moved and seconded by Compensation Committee (6-0-0) to recommend that the 2001-2002 UW-Eau Claire Salary Plan be revised as attached and submitted to the Chancellor as the recommended 2002-2003 Salary Plan

Further Debate:

- Chair Wick responded to question from floor that if cut down outstanding teaching and merit awards from $650, more people would get those awards
- Problem is if are going to label someone meritorious, should be sufficiently large award to go along with that; have been at $650 for a number of years
- Personally believe ought to be determined by number of outstanding performers, not by fixed dollar amount
- Not the way stands now and not the way committee feels
- Percentage of faculty receiving incentive award depends on percentage increase of pay plan; at 3.2%, will probably be around 50%
- Favor motion, promotion increases good, but in future will somehow need to also address long-term senior faculty members
- Faculty and academic staff deemed extra-meritorious are not published
  - Part of personnel evaluation and, therefore not open to public; can see salaries
  - Don’t really see as evaluations since only positive; however, could figure out all the rest negative
    - Our money goes into plan and have every right to know where it goes
    - How else to aspire to be meritorious or an outstanding teacher if we don’t know who models are
  - Do post promotions and tenure decisions and those are personnel decisions
  - Some departments do share this information
  - To publish as an institution against System policy

**Vote on Motion 38-CP-01**: Motion PASSED. UW-Eau Claire Salary Plan for 2002-2003 to be forwarded to Chancellor

Technology Committee – Second Reading – Recommendation for Process of Technology Assessment and Possible Transfer
**Motion 38-TC-01**
Moved and seconded by Technology Committee (6-0-0) to support attached recommendation sent to Associate Vice Chancellor Dwyer on May 15, 2001

**Vote on Motion 38-TC-01: Motion PASSED**

**TEXT OF RECOMMENDATION:**

Forward support for a process that includes:

1) Hiring an outside consultant to provide the following:
   - An analysis of existing administrative technology systems and consultation with university offices to determine how procedures would be affected.
   - Consultation with UW-System on their strategic direction for our sister campuses.
   - A report recommending a strategic direction to move UW-Eau Claire forward in a timely fashion.
2) The consultant scheduling at least one open forum with faculty and staff to learn what functionality they need and what they can do without.
3) The consultant’s report being shared with the campus community.
4) The campus proceeding with a technology transfer in which existing staff are trained to do future modifications.

The committee is making this recommendation mindful that UW-Eau Claire has limited resources (in terms of both positions and dollars), that much of our funding comes directly from the taxpayers in the State of Wisconsin to whom we are accountable, and that other system campuses which have proceeded with conversions without sufficient planning have been forced to deal with unforeseen and costly problems. Our belief is that hiring a consultant at the beginning of the process will be more cost effective.

9. Miscellaneous Business

**Academic Policies Committee**

38-AP-03 - Report on Physics Dual Degree – Senator Lozar
- Department of Physics and Astronomy last year entered into agreement with UW-Madison and University of Minnesota to offer physics dual degree program
  - Student transferring either place after third year here, to complete engineering degree there, would also receive bachelors degree in physics from here
- Department decided proposed dual degree emphasis within physics major would better prepare students for engineering program than basic physics major

**Motion 38-AP-03**
Moved and seconded by the Academic Policies Committee (9-0-0) to recommend approval of the addition of a Dual Degree Emphasis to the existing Major: Physics, Liberal Arts

**Debate**
- Requires at least 84 credits in three years here; specific sample schedules in motion packet
- Would have to get verification actually completed engineering degree before granting physics degree here
  - If student decided not to complete engineering degree, would have to go back into regular catalogue program

38-AP-03-RS – Moved by Senator Wick and seconded that rules be suspended to allow this to be voted on today – Rules suspension PASSED

**Vote on Motion 38-AP-03: Motion PASSED without dissention by vote of University Faculty Senators**

- Proposal from Arts & Sciences; School of Nursing and College of Business also interested
- Timely to have minor in global studies
- Begins with freshmen level courses to introduce global issues from start so can enrich rest of studies

Questions for Clarification of Report
- Home department to be established, three or four departments willing
- Also looking into possibility of faculty oversight committee to deal with curricular changes

**Motion 38-AP-04**
Moved and seconded by Academic Policies Committee (9-0-0) that the proposed Interdisciplinary Minor in Global Studies be approved

Debate
- Minor available to all students on campus
- Must have foreign language competency at 102 level

38-AP-04-RS – Moved by Senator Hooper and seconded that the rules be suspended to allow vote on motion today – Rules Suspension PASSED

**Vote on Motion 38-AP-04:** Motion PASSED without dissention by vote of University Faculty Senators

38-AP-05 – Report on Changes to Geography Major – Senator Lozar
- Proposal from Department of Geography by way of Arts & Sciences Curriculum Committee
- Upon undertaking thorough review, department found the many emphases made it difficult for students to navigate through program
  - Courses sometimes not offered resulting in lots of paperwork for substitutions and difficult-to-read degree audits
- Basically a simplification

**Motion 38-AP-05**
Moved and seconded by Academic Policies Committee (9-0-0) that the following changes in the Geography Liberal Arts Majors and Minors be approved:

- Eliminate the Regional Specializations in the Comprehensive Major: Geography, Liberal Arts International Studies Emphasis: Latin America (140-002), Asia (140-003), Africa (140-004), Europe (140-005)
- Rename the Major: Geography Liberal Arts Cultural Geography Emphasis (140-205) to Major: Geography Liberal Arts Human Geography Emphasis
- Eliminate the following majors:
  - Geography, Liberal Arts Cartography Emphasis (104-207)
  - Geography, Liberal Arts Land Use Emphasis (104-208)
  - Geography, Liberal Arts Urban-Economic Geography Emphasis (104-209)
- Add emphases to the existing Major: Geography, Liberal Arts Geographic Techniques Emphasis
  - Liberal Arts Emphasis
- Eliminate emphases in the Minor: Geography, Liberal Arts
  - Physical Geography (140-404)
  - Cultural Geography (140-405)
  - Cartography (140-407)
  - Land Use (140-408)
  - Urban-Economic Geography (140-409)

38-AP-05-RS – Moved by Senator Smiar and seconded that rules be suspended to allow vote on motion today – Rules Suspension PASSED

Debate
- New main emphasis is liberal arts; divided up courses into three categories with courses meeting all categories comprising a fourth one
  - Students take core courses and then two courses out of general category
Minimalist approach gives students and department more flexibility

Within major, four main tracks are liberal arts, geographic techniques, human geography, and physical geography

Did same thing to comprehensive major

Cartography track now under geographic techniques; do not lose ability to earn practical degree for those not choosing advanced education

Efficiency in program important because get very few majors prior to third semester on campus

POINT OF INFORMATION: Curricular changes completed by end of semester will appear in University Catalogue for Fall 2002; is time for postponing vote to next meeting

Vote on Motion 38-AP-05: Motion PASSED without dissention by vote of University Faculty Senators

Vote on Motion 38-AP-06: Motion PASSED by vote of University Faculty Senators

TEXT OF MOTION:

MAJOR: SPANISH, Liberal Arts

All Spanish, Liberal Arts Majors will take a minimum of 36 credits beyond Spanish 102, or 28 credits beyond Spanish 202 or 210, including Spanish 301, 302, and 325.

Liberal Arts Emphasis (Code 320-201)—This emphasis requires Span 351 or 352, 355 or 356, 405, one survey of Spanish literature (363), one survey of Spanish American literature (367), and three credits of advanced literature. In addition, the student must take one course with an historical emphasis from outside the Department of Foreign Languages to be agreed upon with the adviser.

Business/Professions Emphasis (Code 320-20X)—This emphasis requires Span 340, 305 or 306, 352, 356, and three of the following: Span 409, 421, 425 or 440. Courses highly recommended as electives are Span 405 and 440.

Vote on Motion 38-AP-07: Report on PAC Codes for Juniors and Seniors—Motion PASSED without dissention by vote of University Faculty Senators

Proposal from two groups – College of Arts & Sciences Retention Committee and Student Senate

Student Senate unanimously passed proposal to require PACs for juniors and seniors not in good academic standing

Intention is to provide good advising and assistance to students, particularly those in academic difficulty.
Registration for next semester occurs before academic standing established, this will apply to following semester; will be a semester too late

If just for referral, don’t understand the point

Is good idea for students in academic difficulty to see advisers; not sure tying it to PACs will be effective

Advisers get lists of advisees with PACs early in semester; would be able to see if juniors and seniors are on list

Time enough to intervene for remainder of semester as well as advise on appropriate courses for following semester

If wait until student shows up in office for PAC, would probably be too late to affect current semester

Not first time issue surfaced

Five or six years ago came up during discussion of advising policy

Academic major advisers expected to closely monitor freshmen advisees and those who are experiencing academic difficulty

APC discussed two or three times requiring PACs for everyone

This is first time students in support of idea and first time actually presented as motion

Need opportunity to discuss this with faculty; would like to make sure don’t vote on today

Listing of all advisees on probation, suspension, or warning sent to advisers in grade report after end of semester; do not need to wait until get PAC to determine who is in trouble

Purpose of PAC to put pressure on student to come get help they need or will not be able to register; not to preclude faculty initiatives, but to require students will come to advisers

Even though after registration period for semester after poor academic standing, this will potentially help high risk individuals obtain more success in their program

Will not cover those students in okay standing with university, but not getting grade point their major requires; APC did not talk about covering those students

Motion 38-AP-07
Moved and seconded by Academic Policies Committee (9-0-0) that Personal Advising Codes be required for Juniors and Seniors who are not in good academic standing

Debate

Catalogue language distributed

Would be difficult to implement for students not meeting major GPA requirements by junior year because major GPA not stored as an entity; would have to be calculated every time

Amendment 38-AP-07-a1
Moved by Senator Freymiller and seconded that Personal Advising Codes be required for all juniors and those seniors who are not in good academic standing

POINT OF INFORMATION: With present first reading/second reading process, can make amendments and vote on them, just cannot vote on main motion without suspension of rules; can move to postpone at any time

POINT OF INFORMATION: Parliamentary procedure requires dealing with each motion on floor before proceeding; why phrase without objection used to continue debate at next meeting

Debate

Junior status means 60 credits; only half of credits needed to graduate

Many of those credits are GE and core of major

Important to have more contact with juniors finally embarking upon majors to ensure choosing right course

Probably would add to advising load, but can give PAC quickly to students you know on right course

Making all juniors see advisers would add to quality of advising

Favor amendment; while sounds like more work, often end up dealing with messy problems down road which could head off during junior year

With roughly 85 to 90 advisees, this not insignificant amount of work added; students are adults, handholding not teaching them responsibility

Perhaps should be looking at other remedies rather than add to faculty workload

In some majors, by time juniors, remainder of program straightforward; hesitate to use university-wide policy requiring additional workload with minimal payoff in some disciplines
• Against amendment
  • Plenty of opportunity, even in School of Education, to get information needed
  • Students not doing well as traditional students may leave and come back later with way to get clean start
  • Talking about faculty workload, personal responsibility, and making choices

**Vote on Amendment 38-AP-07-a1:** Amendment DEFEATED by vote of University Faculty Senators

**Debate on Main Motion**
• Number of nonteaching academic staff working with dean’s offices on regular basis to reach freshmen and sophomores in academic difficulty trying to ward off problems in junior and senior years
• Not fixing all problems should not be argument against something relatively innocuous that may fix a few problems for small number of students
• Need earlier intervention
• Could have mid-semester grade reports sent out so students receive information on where they stand leaving time to seek counseling on options
• In response to inquiry, Assistant Dean Wilma Clark indicated total of 290 juniors on warning or probation; number proportionate to population in colleges

**Without objection, rest of debate on motion will be postponed until next Senate meeting**

**38-AP-08 – Report on Reducing Upper Division Credits – Senator Lozar**
• Proposal to reduce number of upper-division credits required for graduation from working group appointed by Provost
• Origins about five years ago when redefinition implemented
  • Total number of credits toward degree reduced from 128 to 120
  • Discussion, but no action at that time, on portion of degree which should be upper division credits

**Motion 38-AP-08**
Moved and seconded by Academic Policies Committee (9-1-0) **that the upper division credit graduation requirement be reduced from 43 to 39**

**Debate**
• Nothing magical about one-third of credits being upper division or uniform across disciplines; is tradition
• Driving force behind motion results from reduction of total credits to degree
  • Also heard reports of students in College of Business having difficulty fulfilling requirement
  • Many courses three credits, so common sense to make number divisible by three
• Many sciences have large number of courses required from outside major including calculus, chemistry, and physics
  • Many artificially numbered at 200 level for sequencing within major
  • Often make substitutions because don’t have solid numbering system clearly differentiating course content
• From marketing point of view, transcripts with more upper-level courses might look better for job hunting and graduate school
• Free to increase requirement within specific disciplines; should not legislate something universally that’s good for only few departments
  • Some disciplines more important for graduate school to have hard-core foundational science courses than 300-level courses
• University-wide requirements do not preclude any department from instituting additional upper division requirements
• Some students enroll in 300-level course simply to fulfill this requirement; not in major, not interested in subject, and can bring down level of discussion
• Support reduction; lot of difficulty stems from extensive GE requirements and that many courses qualifying for GE are at 100 and 200 level with few 300 and 400 level courses satisfying requirements

38-AP-08-RS – Moved by Senator Lozar and seconded that rules be suspended to allow vote on motion today – Rules Suspension PASSED by vote of 29 to 8
Vote on Motion 38-AP-08: Motion PASSED by vote of University Faculty Senators

Additional Miscellaneous Business

- Senator Pitts motion to reconsider salary plan ruled out of order; must have voted on prevailing side on original motion to so move
- Request Executive Committee reconsider operating rules of Senate on handling motions
  - Have been only three motions this semester for which rules have not been set aside; not serving purpose

Meeting adjourned at 4:55 p.m. without objection

Wanda Schulner
Secretary to the University Senate