Members Present:


Members Absent:

Randy Beger, Linda Carpenter, Gretchen Hutterli, Fred Kolb, Donald Mash, Nola Schmitt, Thomas Wagener,

Guests:

David Baker, Margaret Cassidy, Mark Clark, Wilma Clark, Bernard Duyfhuizen, Meg Dwyer, Allen Keniston, Jan Morse, Mark Olsen, Alex Smith, Andrew Soll, Steve Tallant, Ted Wendt, Eric Widholm

The regular meeting of University Senate was called to order by Chair Harrison at 3:05 p.m., Tuesday, November 27, 2001 in the Tamarrack Room of Davies Center.

1. Minutes of November 13, 2001 meeting of University Senate approved without objection as distributed.

2. Chancellor’s Remarks – None – Chancellor attending Economic Summit in Milwaukee

3. Chair and Faculty Representative Report – Chair Harrison
   - No printed chair’s report
   - Faculty representatives meet November 30, 2001; Board of Regents meet December 6 and 7, 2001
   - Hearing December 4, 2001on Assembly Bill 621, which creates various prohibitions and restrictions with respect to personal privacy
   - Chair’s comments in response to question from floor regarding announced administrative pay raises
     - Have same information most faculty/staff received: press release and various emails
     - Three concerns
       1) Apologize for possibly leading Senate down wrong path at urging of President Lyall during teleconference
          - Supported 3.2%/4.2% increases as best possible during these economic times
          - Hope that is all administrators knew at that time
          - Seems strange to suddenly find another pocket of money
       2) Regent President Smith stated increases coming out of base reallocations; no additional tax dollars or tuition dollars to be used
          - Have heard numerous times about limited base
• Wonder what is being cut in order to pay these raises
• Not saying leaders don’t deserve to be up with peers
• This year faculty told will not make as much progress toward peer median because of poor
economy; strange not seeing that modeled by administrators

3) Not looking forward to February when legislature reopens budget issue
• Have heard some legislators upset by administrative raises
• At last reps or regents meeting, told fairly sure UW-System budget relatively safe; would look at
other state agency budgets first
• Now wondering if will be viewed differently

• Response to other questions from floor
  • Assume UW-Eau Claire would have to reallocate enough to pay our chancellor’s raise
  • Provost Satz’ understanding is dollars available to Board of Regents for salaries in question are dollars
unavailable for other purposes
  • Will find out where those dollars coming from
  • Sincerely doubt we would have responsibility toward system president’s salary or those of other
system officials
  • Chancellor and provost salary ranges set by Board of Regents, then determined by System President
  • Simply notified of pay; no idea of basis for determination
  • Remainder of executive salary increases reported at 3.2%

4. Academic Staff Representative Report – Senator Wilcox
• At meeting November 15, 2001 continued to look at Instructional Academic Staff Report
• As reps talked about what their campuses doing, thought Eau Claire looked pretty good
• Jan Morse and Instructional Academic Staff Ad Hoc Committee viewing as opportunity to improve lot of
Instructional Academic Staff not just report that has to be written for system by year end
• Best practices conference to take place next fall
• George Brooks commented at meeting that faculty and staff salaries are compared to group of peer institutions
• We are on bottom of these peer institutions
• Also on bottom when looking at raises same institutions received this year
• Right in middle of group when compare tuition raises

• Responses to questions from floor
  • Can find out specific data used from George Brooks
  • Salary ranges for rank set locally; system sets minimum, UW-Eau Claire sets range
  • Salary ranges for ranks not comparable even within system

5. Announcements - None

6. Reports of Committees
  ★ Executive Committee – Chair Harrison
  • Recommendations requested for team of 6-10 faculty and academic staff to represent UW-Eau Claire at
system-wide retention conference planned for February 2002
  • Details of discussion on 2003-2004 academic calendar to be presented in report today
  • Reached consensus to continue procedures for first reading/second reading as established but explore ways
of packaging some motions as consent agenda
  • Makes clear which motions intended to have second reading and which could pass on first reading
  • Any motion could be removed from consent agenda by request
  • Subcommittee of University Faculty members of Executive Committee convened to consult with
chancellor on unacceptable aspects of Senate action relating to establishing department criteria for faculty
performance review
  • Further consultation to take place after small ad hoc committee composed of faculty and administrators
meet to propose alternative language
  • Meet December 4th, 2001; to review substitute motion for changes in mission statement

  ★ Faculty Personnel Committee – Chair Keniston
  • Meet December 4th, 2001
• After discussion, not recommending changes to handbook regarding membership and functions of Faculty Personnel Committee
• Forwarding letter to Provost endorsing proposal from Dean Wendt to change schedule for evaluations and reappointment decisions by departments in College of Arts & Sciences
• Two members to participate in ad hoc committee being established by Executive Committee on final authority of department criteria for faculty performance

◆ Academic Staff Personnel Committee – Senator Wilcox
  • Meet November 28, 2001 to discuss make-up of Academic Staff Personnel Committee and academic staff with faculty status issues

◆ Academic Policies Committee – Senator Lozar
  • Meet December 4, 2001 to consider proposal for certificate program in MIS and continue discussion of general education

◆ Physical Plant Planning Committee – No Report

◆ Budget Committee – No Report

◆ Compensation Committee – Senator Wick
  • Meet November 30, 2001 to continue discussion of alternative pay plan, per-credit, Winterim, and summer pay policies
  • Response to question from floor
    • Also motion on upcoming agenda regarding possible response from committee on administrative pay increases; have not seen actual motion

◆ Nominating Committee – No Report

◆ Technology Committee – No Report

  • Faculty representative and alternate to WCWC elected by University Senate for two years beginning January 1, 2002; need to elect at next Senate meeting
  • Senator Hooper indicated consortium has not met for past year and a half with no notice of upcoming meeting
  • Provost Satz noted WCWC may be disbanded or reorganized as part of workforce-based initiative through Chippewa Valley Initiative
    • Stout looking at proposal to bring variety of organizations together into functional group
  • Dr. Hooper willing to serve second term

8. Unfinished Business

Academic Policies Committee – Second Reading – PACs for Juniors and Seniors not in Good Academic Standing

Further Debate:
  • Assistant Dean Clark, from perspective of retention committee of College of Arts & Sciences, supported motion
    • One day meeting in January of seven faculty members to hear 100 appeals of suspensions in college
    • Often discuss what went wrong and wish intervention could take place sooner to prevent some problems
    • Proposal came from faculty member in that group; Student Senate unanimously supported same proposal
    • Retention committee sees problems that a faculty member with curricular expertise might help avoid
      • Cases where after failing a class student increases credit load to catch up
      • Taking upper level math courses when got C- or D in Math 110
    • Is student responsibility, but faculty with wisdom and experience on campus should help if able
    • Can’t address separate issue of faculty with too many advisees, but numbers average about one additional student/faculty meeting per semester; burden on faculty advisers not great
    • For students on academic warning, this intervention definitely not too late; those on probation could be made aware of help available on campus; even those on suspension might benefit from conversation with professional about right major, right university, or college at all
    • Nothing in this proposal will hurt any student; if it helps a few students, it is worth it
  • No objection to seeing students in academic difficulty as part of advising load; just think there should be another mechanism that connects students with faculty member outside registration process
  • Frequently students seeing advisers for PAC prior to clue they will not be successful that semester
Continue to like idea of mid-semester grade reports to handle this
- Coercion of PAC will bring in both students who care and those who don’t
- If student wants to succeed at university, mid-semester grades should get them to see adviser sooner than PAC would
  - Keeps drop option open for student
  - Meet with student when less traffic at door looking for PACs and advising information
  - Provides opportunity to determine which students care about academic difficulty
- Possible for adviser to intervene as soon as grade reports come out; whether students come or not is their decision, but at least PACs require they come in
- Grade announcement sent to students on academic warning or probation do say you need to see your adviser as soon as possible; College of Arts & Sciences sends additional letter to those students, separate from grade report
- Department of Curriculum & Instruction not in favor of motion
  - Students not accepted into program until juniors
  - Already provide ample opportunity for individual advising; advising loads heavy
  - Provide three mass advising sessions per semester prior to registration
  - All information is out there about registration, GPA, careers, support services on campus; can’t force every student to be successful at any given moment in linear sequential fashion, sometimes is developmental
  - This proposal would not fix problem; adding to faculty workload is wrong remedy
- Perhaps should target enrollment in next semester rather than registration for one after that
  - Could be form adviser must sign indicating discussion with student to develop program or strategy
- Even at mass meetings with advisees could give PACs; doesn’t seem like huge problem; at least PACs could force advisees to see adviser and have discussion about what they are doing
- Motion requires PACs for only those juniors and seniors not in good academic standing

Motion 38-US-10

Moved by Senator Leutwiler and seconded to send motion back to Academic Policies Committee to come forward with more comprehensive program to help juniors and seniors in academic difficulty at different times and in different ways during semester rather than simply doing by PACs

Debate for or against referral
- PAC motion not comprehensive approach; will not hurt anyone, but seriously doubt going to help lot of students; are other approaches that can help more students
- Proposal came through APC, not from APC; committee did try to look at options
- Support motion; PACs good idea for troubled students, but also support more comprehensive approach
- Against motion; seems like small way to make sure juniors and seniors, dealing with so many issues, touch base with somebody who can help them at a good time
- Against motion; hope if is referred back to APC, people on prevailing side give ideas to committee
- Support motion; not clear what expect from meeting with adviser to get PAC, no explanation of purpose or expected outcome
- Against motion; see as adviser responsibility to suggest some of those comprehensive actions to take and to refer students to appropriate available services; this is one way to ensure students actually come see someone
- Support motion; would like to see research in this area, now hearing opinions, but no data to support; don’t have expertise to deal with many of difficulties students may have
- For motion; could require students to show up with tests from classes, or other information for adviser to review
- Against motion; motion for PACs would be one step in right direction, though small; would hope further consideration be given to other remedies
- APC not appropriate committee for referral; should be referred to some retention committee
- Favor motion; if problem is that advisers do not in fact do anything but give PACs, this isn’t solution
- Have group of individuals here saying traditional approach not workable and Student Senate asking our assistance; think we should provide it
- In computer age seems we could look at enrollment for the next semester

Vote on Motion 38-US-10: Motion DEFEATED by University Faculty Senators 25 for, 13 against
Continued Debate on Main Motion:
- These students may have trouble following graduation requirements, might not be bad idea to meet and help them through complicated process
  - Understand this motion doesn’t solve all problems, don’t see what it hurts, it could help
- Favor motion; burden doesn’t seem severe, not going to solve problem, but might make small effort to help
- Speak for motion
  - Need to pay attention to fact Student Senate brought this forward to us unanimously
  - On average might mean one or two additional meetings per semester per adviser
  - Would appreciate systematic opportunity to see students mid-semester when they are thinking about their next registration cycle and might need advice from me
- Favor doing all we can to help students, so favor motion, but can also let Student Senate know that don’t feel this going far enough soon enough to help much

Vote on Motion 38-AP-07: Motion PASSED by University Faculty Senators by vote of 34 for, 4 against

9. Miscellaneous Business

Executive Committee

Report on Academic Calendar – Chair Harrison
- Executive Committee felt issue required full discussion on floor of Senate; brought forward without vote
- Jan Morse, Administrative Officer, gave overview of calendar
  - Thorough information provided in packet
  - Faculty and instructional staff contractual period August 18, 2003 through May 15, 2004; again provides two weeks prior to start of classes for professional development, registration, and advising
  - Fall Break Day built into calendar on October 10, 2003
    - Might change dependent upon finalization of Wisconsin Education Association and Minnesota Education Association meetings
    - Need classes in session during those meetings because of number of visitors on campus

Motion 38-US-11
Moved by Senator Gapko and seconded that the 2003-2004 calendar be approved as proposed

Debate:
- Critical to have 170 organized services days, so ability to start spring semester on Monday, January 26th would depend upon what do with January 22nd and 23rd
- Started spring semester on Thursday
  - To ensure instructional days each semester fairly equal
  - Number of night classes each day remain fairly equal
- Difference between number of class periods Monday-Wednesday-Friday vs. Tuesday-Thursday problematic when multiple sections with one section meeting M-W-F, the other T-Th; would like to see more consistency
- Count for Wednesday evening classes for November 2003 should be 3; start Thanksgiving at 5:00 p.m. the 26th
- Senate capacity on academic calendar (advisory or responsible) depends who ask

Amendment 38-US-11-a1
Moved by Senator Hooper and seconded that Winterim start on January 5th and end on January 23rd, spring semester start on Monday, January 26th, and that the April Break on Friday, April 9th and Monday, April 12th be eliminated

Debate:
- In order to fit in holiday weekend in April, only nine days after spring break, we have compressed Winterim to start on January 2nd and run through the Wednesday immediately preceding the start of spring semester
- Calendar can be streamlined by eliminating break in early April around holiday
  - Gain back those Monday and Friday classes
  - Could start spring semester classes on Monday
Would make Winterim much more appealing to students
Greatly facilitate offering of field courses over Winterim
Calendar clearly meant to meet needs of students wanting to travel home over Easter; can accommodate those needs in other ways
Most universities don’t offer students holiday break right after spring break because students have too far to travel

- Favor more workable and student-friendly calendar; getting rid of Monday and Friday break right after spring break also evens out M-W-F and T-Th courses
- Winterim can be either 14 or 15 days so no need to add Saturday class because of Martin Luther King holiday
- Meets restrictions
- Calendar does operate under first reading/second reading procedures
  - Favor postponing because Student Senate to take up at Monday night meeting
  - Will arrange for Student Senate to also look at amendment
- University System is closed for Martin Luther King holiday on January 19th, could not hold classes that day; are open as institution on Good Friday
- Amendment to Amendment 38-US-11-a1 to add one Saturday to classes during Winterim and eliminate classes on Monday, April 12th until 5 p.m. died for lack of second

**Motion 38-US-12**
Moved by Senator Mac Briar and seconded to refer matter back to committee for the purpose of plotting out the proposals and bringing back for another first reading at next meeting

Debate for or against referral

- One proposal brought here, trying to do patchwork fixing; leery of that occurring on floor
- Against referral; think amendment is great, but worry students have culture where go home for Easter which will make it difficult to have classes on Good Friday or Monday after Easter
  - If refer, won’t be time for Student Senate to look at proposed amendment
- Bringing back for first reading puts earliest approval next semester; calendar must be to System in early January
- No objection to content of discussion being shared with Student Senate; have problem with fixing on the floor
- For referral; not clear on how we are keeping number of days supposed to have, but seem to be taking weeks off the semesters
- Sixteen weeks includes 15 weeks of classes plus one week of finals, so lost one week not two by count of classes (42 M-W-F classes divided by three equals 14 weeks)
- Against motion; from calendar standpoint, do have fifteen weeks when classes are being held
  - In fall, lose Labor Day, Thanksgiving Friday, Fall Break, etc., as days of instruction
  - In spring, lose Martin Luther King day, Friday before and Monday after Easter
- Against motion; second reading gives time to think and for problems to surface

**Vote on Motion 38-US-12: Motion DEFEATED**

Continued Debate on Amendment

- Have heard from students in last couple weeks, could use break before Thanksgiving; like fall break day
- Notice this calendar has 151 instructional days; makes possible to have Monday after Easter off classes, but still organized activities day
- Number of people consider Good Friday as religious day; since have to accommodate that, it becomes just another break day
- Very leery of cutting out April Break; on average people in academia probably do not value that time as much as some other people
- Eau Claire School District traditionally has Friday/Monday off around Easter; would be family friendly to keep it off
- Academic staff take those days as vacation days; university remains open
- Martin Luther King holiday affects calendar in overall count to reach 170 organized services days
  - Need to be sensitive to diversity so Martin Luther King Day has number of positive consequences and implications
On other hand, backbone of this country certainly based in Christianity; throwing that away capriciously probably unwise
Winterim accommodating only approximately 10% of students and losing other instructional days is problem; 10% of students altering entire calendar

Without objection, rest of discussion on amendment 38-US-11-a1 postponed to next Senate meeting

Academic Policies Committee
Chair Lozar to report on two motions together as example of type of motions that could be packaged in future to form consent agenda streamlining process

38-AP-09 and 39-AP-10 – Reports on Change Prefix EFL to ESL and Rename Major/Minor Religious Studies – Senator Lozar
Both changes requested from within disciplines
In case of change of prefix of English as a Foreign Language to English as a Second Language, ESL now more commonly used prefix
In case of renaming major/minor, used to be called Comparative Studies in Religion due to political concern of having public university offer courses in religion; now more common title is religious studies

Motion 38-AP-09
Moved and seconded by Academic Policies Committee (9-1-0) that the proposed change in the prefix for courses designed to teach English to speakers of other languages from EFL to ESL be approved

Motion 38-AP-10
Moved and seconded by Academic Policies Committee (10-0-0) and that the proposed change in the name of the major and minor in Comparative Studies in Religion to Religious Studies be approved

38-AP-09 and 39-AP-10-RS – Moved by Senator Hooper and seconded that rules be suspended to allow item to be voted on today – Rules suspension PASSED

Vote on Motions 38-AP-09 and 39-AP-10: Motions PASSED by University Faculty Senators

38-AP-11 – Report on New Major in Performing Arts and New Course Prefixes PA and DNCE – Senator Lozar
Received from College of Arts & Sciences; originated in Department of Music & Theatre Arts
Asked for by students; also recommended in internal and external periodic reviews
Have very strong music and theatre program plus dance courses offered in Department of Kinesiology & Athletics, so have all components for performing arts major
Some courses in major will be interdisciplinary bringing together music, theatre arts, and dance components requiring creation of new prefix PA for performing arts
Dance courses, currently in Kinesiology & Athletics, will be moved into Music & Theatre Department requiring creation of new prefix DNCE for dance courses

Questions for Clarification of Report
Motion here to establish new course prefix DNCE; primarily specialized studio courses in ballet, tap, and modern dance to be transferred from Kinesiology & Athletics
Dance courses that pertain to teaching of dance in elementary schools and physical education teaching also in Kinesiology and Athletics; perhaps proposal should clarify which dance courses will be moved
Will clarify specific courses in consultation with both colleges, deans, and curricular committees; not being done en masse today
Movement of faculty position has been worked out with deans of colleges
Provost Satz indicated money for establishment of program not coming from UW-System
FTE positions coming from internal reallocation – one position transferred from College of Professional Studies
No new sources of dollars – dollars coming from variety of sources, but will be internal reallocation
Amazing that somewhere there is money to be had when we are always told there is no money
- Can’t get additional money for services and supplies in our departments, yet there are internal resources for funds in $300,000 to $500,000 range for a new program
- Why can’t anyone else access this hidden body of money when we need it?

Dean Wendt would take proposal off table if cost $500,000
- Some facility renovation to come from Dean’s Office; hope some to be funded over years by facilities budgets by leveraging Arts & Sciences resources against some facilities resources
- Some to come from reallocation of resources
  - Dance position from Kinesiology & Athletics
  - Money that years ago might have spent on something else, now shifted internally

Seems to total $344,000 and addition of an FTE, $242,300 in non-personnel costs
- Resources noted, $59,700 for reallocation funds first year, $3,000 each in each of next two years, and $7,600 out of segregated fees, don’t add up to that amount

Chair of Music & Theatre Arts Department Baker noted
- Reallocated dollars for one FTE faculty/academic staff position identified in Appendix G
- Additional dollars are production expenses reallocated within department
- Will be future requests to Student Finance Commission
- Capital improvement projects are one-time expense

One FTE in proposal to come from CPS (Kinesiology & Athletics); another to come from A&S
- Haas Fine Arts Rooms 168, 171, and 190 currently priority rooms for Department of Communication & Journalism – television and radio studios
  - See no place in this budget for movement of those facilities to Hibbard Hall
  - When departments merged, were promised our facilities would be located and unified in Hibbard Hall
  - Coming under reaccreditation in 2002-2003; will have people coming here expecting to see television and radio studios and there will be a dance floor
  - Department of Communication & Journalism never asked about this; how could proposal get this far without ever contacting that department?

Concern that David Ward, on public radio as headed up Economic Summit, talked about investing in future of Wisconsin and identifying priorities; report does not clearly establish need given current economic condition of university and direction leaders in state believe state needs to go to compete regionally and nationally
- Dean Wendt indicated salary savings dollars probably would be used
- So will use salary dollars for new program; part of reason we fall behind

Have heard many times, this is liberal arts based university; one of our strengths is in area of performing arts
- While need to be concerned about economic issues and trends, Chippewa Valley Initiative addresses some of those needs
- Can’t forget kind of institution we are and need to develop new programs
- Because of timing of how new programs come forward, proposal has been rushed
  - All discussions that need to take place have not taken place
- Should give strong consideration to this; hope any clarifications needed and work that needs to be figured out will not prevent this from moving forward

Pages 5 and 6 of proposal document the need for new program
- If offered this program next fall, with proper publicity, we would certainly fill classes
- Strong demand for program combining three areas of music, theatre, and dance; could be done to some extent in past with major/minor combinations; this program would allow balanced work in all three areas
- Kinesiology & Athletics Department hit hard by move of faculty; hoping discussions that have not yet taken place address how to fill hole
  - Support move, but need to cover other half of FTE not involved in performing dance classes, such as teaching motor learning, advising, etc.
- Provost noted discussions have been taking place for five or six years
  - Believe satisfactory conclusion reached this year by college deans and department chairs
  - Not something mandated administratively; came from departments themselves
• Freeing up space in Hass Fine Arts by moving of facilities of Communication & Journalism to Hibbard Hall not budgeted for because not essential at this point in time for implementation of new program; remodeling of McPhee Dance Studio will work adequately at this stage and is listed as a priority

**Without objection, motion postponed to next Senate meeting**

Additional Miscellaneous Business

• Senator Pitts prepared motion about increase in pay for UW-System administrators; need to continue investigation because deserve some answers in regard to where money coming from
  • Bringing similar motion to Compensation Committee, but some issues not exactly pertinent to compensation
  • Intend to bring to next Senate meeting
• Senator Mac Briar also requested a motion be put on agenda for next meeting
  • As Senate, need to take more proactive look at retention, job satisfaction, and morale on campus
  • Motion is to form ad hoc committee of Senate to evaluate those issues, gather firm data, bring results and potential remedies back to Senate
  • Morale and work environment not good right now
    • Can see from Red Book that new people are getting paid significantly differently than people here for a while
    • People not getting development dollars, sabbatical leaves, etc., for whatever reason
  • Need to use proactive approach to deal with these issues
• Both items will be on agenda for next Senate meeting

Meeting adjourned at 5:03 p.m. without objection

Wanda Schulner
Secretary to the University Senate