Members Present:

Joey Bohl, Marcia Bollinger, Dick Boyum, Don Bredle, Jack Bushnell, Linda Carpenter, Gene Decker, Stephen Drucker, Joel Duncan, Kathy Finder, Rodd Freitag, Mitchell Freymiller, Andrea Gapko, Marc Goulet, Betty Hanson, Susan Harrison, Sean Hartnett, Tim Ho, Ann Hoffman, Robert Hooper, Rose Jadack, Fred Kolb, Lisa La Salle, Tim Lane, Kate Lang, Robert Langer, Gene Leisz, Tim Leutwiler, Barbara Lozar, Barbara Mac Briar, Maureen Mack, Donald Mash, Joanne Mellema, John Melrose, Bobby Pitts, Cleo Powers, Connie Russell, Richard Ryberg, Ronald Satz, Kathie Schneider, Roger Selin, Mehdi Sheikholeslami, Nick Smiar, Lori Snyder, Linda Spaeth, George Stecher, Todd Stephens, Kent Syverson, Roger Tlusty, Thomas Wagener, Karen Welch, Cecilia Wendler, Michael Wick, Jean Wilcox, Steve Zantow

Members Absent:

Ned Beach, Randy Beger, Ken De Meuse, Jesse Dixon, Bruce Dybvik, Jeannie Harms, Larry Honl, Gretchen Hutterli, Debra King, Rick Mickelson, Jane Pederson, Vicki Reed, Nola Schmitt, Paula Stuettgen, Jodi Thesing-Ritter, Karen Woodward, Rebecca Wurzer

Guests:

David Baker, Margaret Cassidy, Mark Clark, Bernard Duyfhuizen, Carole Halberg, Allen Keniston, Jan Morse, Don Mowry, Andrew Phillips, Andres Schaefer, Sarah Schuh, Marilyn Skrivseth, Andrew Soll, Lisa Theo, Ted Wendt

The regular meeting of University Senate was called to order by Chair Harrison at 3:05 p.m., Tuesday, December 11, 2001 in the Tamarack Room of Davies Center.

1. Minutes of November 27, 2001 meeting of University Senate approved as distributed without objection

2. Chancellor’s Remarks – Chancellor Mash
   • Update on state budget reductions and impact on University of Wisconsin System
     • Budget reduction with statewide position freeze (with exception of university system) results in about $10 million savings
     • University system not exempt from pre-legislative session budget reduction announced last week
       • Teaching and research budget exempt; must do administrative reductions
     • This reduction to produce roughly $60 million in savings
     • Will continue to manage planning reserve and unallocated portions of budget very carefully in light of fiscal tightness; department heads need not think about reducing operating budgets as result of announced reductions
     • Possibility of additional reductions still looming with legislative session opening third week of January
       • Impact of possible cuts on university not yet known
       • Hope do not affect individual units and departments
       • Continue to work and to serve students well with items already budgeted
     • Anticipate holding off on some new requests to see what February brings
     • Think budget reductions can be managed centrally; Senate Budget Committee to get updates
     • University’s contribution in dealing with state’s economic situation bodes well for us even in upcoming legislative session
       • No accident that position freeze doesn’t affect university system
       • No accident that second reduction affects only administrative portion of university budget
Governor attempting to modify impact on university system while conveying that everyone sharing in hurt; accepted notion that university system and its work relate directly to how quickly might pull out of economic downturn and position state for stronger economy in future

This is message UW-System hoped to convey and partnership hoped to forge with state government several years ago when conceived idea of economic summit

Plan governor spoke of at second annual Economic Summit included prominent role for university system in building Wisconsin; four legislative leaders also spoke of university taking prominent role

This accepted relationship spared university some of impact other departments and agencies feeling

Response to questions from floor

Because budget reduction impacts only administrative portion of university budget, amount of reduction for UW-Eau Claire is $74,000 instead of $150,000 to $200,000 it would have been if applied to all of budget

Governor sending message, by exempting university from reduction in instruction and research budgets, that they are key to economic future

Kind of proposals that will hold until legislative session results known might be things like equipment purchases or other one-time expenses departments normally might request from administration

Should not affect recruitment – are filling positions entitled to fill and have budgeted those expenses

May just fund some of those things later in academic year rather than earlier

Always project a smaller enrollment in spring than in fall, so should not run into unanticipated problem with givebacks related to spring enrollment

Announced reductions will be covered by management of planning reserve and unallocated dollars available and typically present

Individual departments not asked to send money back to central kitty

Will be very careful about approving any dollars not already budgeted and revisit situation after legislative session

Also hoping for continuing mild winter

Planning reserve is unallocated, not divided out according to different programs or divisions

Separate unallocated amounts established at beginning of year for colleges and divisions are reserves against revenue shortfall

Once know spring enrollment and everything else looks okay, these are released back to divisions, colleges, etc.

Continue to work on matter of heading off, or at least minimizing, any damaging reduction to university budget by talking with seven area legislators on campus Friday

Also teaming with chancellors from Stout and River Falls to host West Central Wisconsin Legislative Delegation here for pre-legislative session briefing in early January

3. Chair and Faculty Representative Report – Chair Harrison

On January 29, 2002, Senate to host open discussion on topic of general education

During announcement by President Lyall at regent’s meeting of awards received by various campuses, pleased for Stout for winning national award for quality in area of strategic planning and market focus analysis management and leadership, but especially proud to be from Eau Claire because our awards were received in recognition of excellence in teaching

Senate Committee on University Housing and Government Operations to hold public hearing on bill providing right to choose collective bargaining

Student Senate overwhelmingly supported new version of 2003-2004 calendar to be presented later today

Response to questions from floor

Full-page acknowledgement in Leader-Telegram of awards by two faculty jointly sponsored by Foundation and Academic Affairs

Do have advertisement budget from which those type of funds come

Academic Affairs has paid for Chronicle of Higher Education ads for all faculty and full-time academic staff recruitment in past few years

Means departments, schools, and colleges no longer paying for those ads; frees up dollars for ads in professional journals

Work/life item, from Executive Committee, stems from last meeting of Commission on Status of Women, not related to motion coming forth today; non-senate open forum to be held at later date on that issue

Use of term previous speaker rather than names comes directly from Robert’s Rules of Order and pertains when debating motions so discussion centers on content of motion, not who for or against it
4. Academic Staff Representative Report – Senator Wilcox
   ● Next meeting is teleconference on Thursday, December 20, 2001

5. Announcements - None

6. Reports of Committees
   ◆ Executive Committee – Chair Harrison
     ● Revision of mission statement incorporating previous Senate discussion considered; will be presented today
     ● Next meeting February 5, 2002
   ◆ Faculty Personnel Committee – Chair Keniston
     ● Next meeting January 29, 2002
     ● Current focus is final report on faculty workload issues; target date for completion is March 15, 2002
   ◆ Academic Staff Personnel Committee – Senator Wilcox
     ● Next meeting December 12, 2001
     ● Working on instructional academic staff and governance voice
     ● Instructional Academic Staff Working Group compiling report for UW-System by May; will be doing survey on instructional academic staff next semester
     ● Academic staff has new web page (one of recommendations coming from UW-System); found off Academic Affairs web page menu under Personnel and then Academic Staff
       ● Nice site developed by Jan Morse and CITI
   ◆ Academic Policies Committee – Senator Lozar
     ● Last week, approved credit-bearing certificate in MIS
     ● This week, and at meeting January 22, 2002, will continue discussion of general education
   ◆ Physical Plant Planning Committee – No Report
   ◆ Budget Committee – No Report
   ◆ Compensation Committee – Senator Wick
     ● Meeting every other Friday to talk about alternative pay plans, comprehensive pay plan, Winterim credit policies, and so forth
     ● Proposed policies on distribution of equity awards, to be brought forward as part of larger motion in future, distributed on blue sheet to solicit input
       ● Policy makes distinction between inequities on campus and inequities between our campus and other institutions in state and nation
       ● Also provides form intended to encourage feedback and flow of information from administration back to employee
   ◆ Nominating Committee – Senator Wendler
     ● Met by email to bring forth ballot for election today
   ◆ Technology Committee – No Report

7. Special Report – Second Annual Economic Summit – Lisa Theo, Geography
   ● Appreciated opportunity to attend
     ● Interested because research Wisconsin’s rural communities and their economic decline; subject pretty much ignored at summit
   ● They had hoped for similar summit to last year when in throngs of thriving economy; due to economic turnaround, had new issues to discuss
   ● Summary of speakers and messages
     ● Keynote Daniel Burrus
       ● Talked about businesses not just surviving during this turnaround, but thriving by finding niche
         ● University found niche in Chippewa Valley Initiative
       ● Importance of trust and open communication in time of budget cutbacks
       ● Solutions
         ● Tax incentives for research and development
         ● More linkages between universities and businesses
         ● Showcasing wonderful natural resources in Wisconsin
         ● Making sure to reward best schools and staff including pre-K through 16
     ● President Lyall summarized goals from last year
Pointed out Chippewa Valley Initiative and educating next generation in computer science, engineering, and biotechnology

Critical importance of energy resources and building transmission line and role university could play

Need for transportation growth

How to turn around brain drain – market quality of life, natural resources, and image

Workforce development and changes from labor shortage of last year

Things not accomplished last year become goals for next year

- Getting fair share of federal money
- Preserving and strengthening manufacturing and agricultural factors in Wisconsin
- Developing comprehensive transportation strategy
- Establishing competitive intelligence network

Additional goals for next year

- Encourage and support regional partnerships
- Establish statewide jobs network
- Making sure UW faculty available to businesses
  - Wisconsin Idea Fellows, perhaps release time

Governor’s remarks

- Introduced Wisconsin Jobs for Wisconsin Grads
  - Website listing jobs for businesses free of charge
  - Making intimate connection with every Wisconsin college graduate
  - Year-around working committee
  - Establish fair share initiative – getting more federal money

State legislators

- Representative Spencer Black indicated university key to strong economy and importance of environmental issues
- Representative Scott Jensen stressed need for bipartisan consensus for growth
- Senator Mary Panzer proposed establishing national center for scientific research in state and stressed need to take risks at time like this
- Senator Chuck Chvala noted tremendous potential in biotechnology area and stressed need for higher paying jobs to grow economy

Regent President Jay Smith identified some goals for coming year and benchmarks to measure success

- Meeting or exceeding national average of per capita income
- Additional billion dollars over next two years in federal money
- Double venture capital
- Meet or exceed national average of percentage of residents with college degree
- Reduce personal income taxes 9% over next six years to take out of top ten taxed states
- Establish Wisconsin Council on Competitiveness, a nonpartisan government, education, business partnership

- Made much progress since Economic Summit last year; for next year intend to initiate tax breaks for business (90% of participants were business owners), create incentives to keep graduates in state, improve business/university connections, and increase federal money for state

8. Special Orders – Election of WCWC Representative and Alternate

- Report from University Senate Nominating Committee – Senate Wendler
  - Nominees
    - Robert Hooper, Geology
    - Debra Jansen, Adult Health Nursing
  - Without objection, person receiving highest number of votes will be elected representative, one receiving second highest number of votes will be alternate
  - No additional nominations from floor

Motion 38-US-13

Moved by Senator Mac Briar and seconded to suspend rules to accept ballot as is and vote accordingly

Vote on Motion 38-US-13: Motion PASSED by two-thirds vote
Elected as WCWC Representative: Robert Hooper, Geology
Elected as WCWC Alternate: Debra Jansen, Adult Health Nursing

9. Unfinished Business

Executive Committee – Second Reading – 2003-2004 Calendar
- Amendment, currently under debate, to start Winterim on January 5th, end January 23rd, and start spring semester Monday, January 26th with April Break (Friday, April 9th and Monday, April 12th) eliminated
  - New version of calendar distributed with name tags
    - Passed overwhelmingly at Student Senate last night
    - Takes care of most of problems of original proposal
  - According to Robert’s Rules of Order, must dispense with amendment on floor before entertain motion to substitute; without objection, will vote on amendment

**Vote on Amendment 38-US-11-a1:** Amendment DEFEATED

**Motion 38-US-14**
Moved by Senator Hooper and seconded to substitute Draft Option A for Motion 38-US-11 Academic Calendar

**Vote on Motion 38-US-14:** Motion PASSED without dissention

Debate:
- Chancellor Mash noted although trying to preserve pattern of reporting two weeks prior to start of academic year, when calendar falls such that that option doesn’t make sense, should do what calendar gives us
- For 2003-2004, report time at beginning of academic year delayed by one week to add one week at end of spring semester in May
- Allows simplification of whole calendar and ends impasse about Winterim and holiday break
- Will vote for Option A, but concerned might begin bouncing back and forth between starting one and two weeks before classes
- Has significant impact on faculty teaching summer school and time between end of summer school and beginning of contract
- Commencement in August 2004 still first weekend of August so should work out
- Retention of April Break presents some discontinuity in instruction as far as Monday-Wednesday-Friday vs. Tuesday-Thursday classes; favor eliminating April Break to finish two days earlier at end of May
- Appreciate preservation of April Break in this option; had been most verbal objection to other proposal
- Student Senate had motion on floor in opposition to removal of April Break; tabled indefinitely as took up new version of calendar
- Perhaps in future could consider April Break on Thursday and Friday, or Monday and Tuesday so hit M-W-F class cycle only once and T-Th class cycle once
- Because two weeks prior to fall semester classes reduced to one, will be permitted to provide special development opportunities during registration/advising week
- Appreciate change making Winterim workable option for students and faculty
- Calendar would be passed with understanding October Friday break to be adjusted by administration to ensure classes are in session when potential applicants available to visit during regional teacher conferences
- Determination of when 2004-2005 would start to be considered next year
  - Given history, two weeks before classes would put it at August 23rd; one week before would put it at August 30th

**Vote on Motion 38-US-11:** Motion PASSED with understanding that Friday October Break will be adjusted as necessary by administration to accommodate state teachers conventions

Academic Policies Committee – Second Reading – New Major in Performing Arts and Creation of Course Prefixes PA and DNCE
Motion 38-AP-11
Moved and seconded by Academic Policies Committee (9-0-1) that the University Senate approve the proposed new academic program: Bachelor of Arts, Performing Arts, and (10-0-0) to approve new course prefixes PA for performing arts and DNCE for dance

Debate
- Against motion – Starting new program that would graduate between 15 and 30 students per year at cost of $300,000 out of line at this point in time
- Department of Communication and Journalism, after speaking with dean of Arts & Sciences concerning departmental use of Hass Fine Arts rooms 168 and 190, supports proposal
- Not against proposal philosophically, but doesn’t seem appropriate time to start investing money in new programs when all under constraints and having hard time supporting programs already in existence
- Speak in favor; don’t see this as new program, but as tremendous step forward by interdisciplinary blending of strong programs with long tradition at this institution
- Two questions
  1) What is impact of leaving programs as currently stand where students have opportunity to take classes giving them skills and training?
  2) Do faculty and staff in department essentially trading off staff member see this as good move?
- Dean Wendt addressed funding issues
  - Proposing one-time expenditure, not necessarily all at once, for facilities renovation and capital equipment
    - Would bring facilities to where need to be
    - Now in midst of complex multiyear comprehensive facilities planning process
    - Could apply for some funding from UW-System to cover certain necessary renovations
  - Remaining funding from shifting existing resources internally and possibly additional resources from segregated fees and program revenues
  - Economically efficient way to create new program – building on strengths of existing programs
  - Entitlement to plan (passed by Senate in April 2000), although not specific, clearly indicated reallocation of resources, facilities renovation, one-time expenses, and curricular and personnel shifts
  - Real shift philosophically from study of dance and movement within discipline of kinesiology to fundamentally different study of dance and movement within fine and performing arts
- Chair Skriverth indicated Department of Kinesiology and Athletics philosophically supports move of dance minor to performing arts
  - See as good combination for that department; better fit
  - No matter where program housed, would need to upgrade dance facilities in McPhee as dance studio currently not acceptable, some would say unsafe
  - Concern is one of FTE, but have dean’s assurance will be real change in this position
  - Removing objections of two weeks ago as filling hole left by shifting of FTE and specific dance courses to be moved being worked out in good faith
  - Department curriculum committee has recommended all performing arts dance classes be shifted over and activity-type and teacher prep dance courses stay in Kinesiology and Athletics
- Environment at time Senate approved entitlement to plan very different than today when told must come up with at least $74,000 in budget cuts
  - If $300,000 is not right, how much is it?
  - How can we commit funds to programs without specific answers to where money is coming from, especially when have currently functioning program?
- Response from Dean Wendt
  - Summary in Appendix G begins with personnel costs
    - 0.8 FTE currently residing in Kinesiology and Athletics moving to College of Arts and Sciences; other 0.2 FTE from Arts and Sciences pool
  - Under supplies and expenses, $3,000 would come from internal reallocation from College of Arts and Sciences services and supplies budget
  - Capital equipment would come from College of Arts & Sciences, and possibly from provost’s unallocated dollars and Division of Business and Student Services facilities dollars
    - Will attempt to address some needs through lab modernization applications and proposals to UW-System for facility renovation and to address OSHA issues, such as ventilation
  - Production expenses for program are $16,600
Propose those expenses be offset through modest increase in segregated fees staged in over time and ticket revenues.

Continuously looking at program development; timing of getting program approved by Board of Regents critical.

Similar to situation of proposed athletic training program when stymied because another institution got program first; been trying for years to get that program through.

Here, Board of Regents has given us opportunity to bring this program forward (why on fast track) before similar programs.

Must look at long-term possibilities for area with programmatic strengths recognized in both state and region.

Majority of cost of program associated with facilities.

Are ways to get those funds outside own revenues.

It that fails, have opportunity to stage in over period of time.

Talking about two FTE and a lot of money for a very small program; if money in services and supplies not being used, certainly could go to departments with such budgets that have not been increased in ten years.

Although respect program, in this fiscal climate must weigh costs and benefits.

All departments continue to go after same pots of money, whether at System or on campus; many other areas also need to be addressed.

Keep hearing two phrases – excellence and liberal arts.

We have undoubtedly finest music school in Wisconsin and very fine liberal arts education going on there; this is not wasting money, education benefits of this program far outweigh costs.

Could put moratorium on upgrading computer workstations and pay for much of proposed program.

Chair Baker, of Music and Theatre Arts, confirmed program size of 30 to 40 students, graduating 5 to 8 per year.

Favor motion; over 30 years, see progress and development of this university coming at times like this when people excited and wanting to make things happen.

Little spurts of energy, sometimes in one building, sometimes in another; this is what university builds on to become good, great, or so-so when we make decisions like this.

Have opportunity here that sounds like will not be open for long; whatever number of dollars talking about as well spent as any in past five years.

Almost never question hundreds of thousands of dollars spent to upgrade technology because marketplace tells us our students need to be trained to get jobs.

To think about this in terms of how many graduates is thinking in paradigm of how much product putting out there for initial outlay.

Thinking that way does not have lot to do with liberal arts.

Talking about five graduates in existing department that would be subset of very substantial numbers of students.

Strength here that attempting to build on in interdisciplinary fashion.

Facilities – McPhee and Haas Fine Arts – in need of renovation regardless of proposal.

Ongoing costs largely being absorbed internally through reallocation; this as good as it gets.

Next proposal likely to be from ground up, considerably more expensive.

Should take opportunity while we can to build on strength Eau Claire noted for across state, nation, and internationally.

From Admissions perspective, have not been able to present a new major to students in years; competition killing us.

Will bring in students; even if you only graduate five of them, many stay and switch to something else.

Will be appealing program to bring in students.

Original objection to proposal was cost and timing, not quality of various liberal arts programs.

Believe those costs addressed by dean and provost, and much of money will be spent either way.

So now support motion.

Think this proposal in best interest of students so appropriate.

Urge support to back strong proposal from very strong department.

Encourage you to cross the bridge and see firsthand what is going on in building; pretty exciting stuff over there.

Lots of things said at this meeting that continue to tell me this is not a good time to do this.

Bring nursing students to campus and have no money to accommodate them in that program.

Skeptical when are resources that can be reallocated because told all the time there are no resources.
Performing arts major and PA prefix will be implemented in 2003; because of preparation required for dance program, implementation date for DNCE prefix is 2002

Vote on Motion 38-AP-11: Motion PASSED by University Faculty Senators

10. Miscellaneous Business

Without objection, moved forward Administrative Pay Increases motion for consideration and voting

Motion 38-CP-02

Moved and seconded by Compensation Committee (6-0-0) that the University Senate approve the following resolution and share the resolution with the Governor of Wisconsin, the University of Wisconsin Board of Regents, and the University of Wisconsin System Administration

Whereas, the University Senate at UW-Eau Claire recognizes the need for salary increases in all categories of employment within the University of Wisconsin System, and

Whereas, the salaries of faculty and academic staff at UW-Eau Claire remain substantially below the median salaries of their counterparts at peer institutions,

Be it therefore resolved that the UW-Eau Claire University Senate appreciates the recent salary increases at the top administrative levels within the University of Wisconsin System and encourages the State of Wisconsin, the Board of Regents, and the University of Wisconsin System Administration to apply the same process in adjusting faculty and academic staff salaries to the level of salaries at our peer institutions.

Debate:

- All aware that Board of Regents recently granted raises totaling $325,000 to top 35 executives in University of Wisconsin System
  - Has been considerable discussion on campus
  - Motion forwards official response from this body
- Wonderful motion that values our administrators with equitable salaries based on peer institutions
  - For too long, faculty and staff fighting same kind of thing and are losing good people
  - Lot of competing needs for our dollars; this handled very poorly, going to hurt us as much as anything else
  - If going to be fair and going to be team working together, need to be fair all the way around in making these tough decisions
  - Important to realize Board of Regents had authority to set executive salaries; do not have authority in area of faculty and academic staff pay plan
  - In many other states, boards do have this authority
  - Results might be different if they did here
- Hope faculty, staff, and administration can support this motion
  - Still concern that making wrong response when hear comments by Regent President Smith at Economic Summit about lowering personal income tax by 9% over next six years
- Favor motion, addresses not only UW-System, but legislature, Board of Regents, and System Administration
  - Understand legislature not particularly pleased with Board of Regent action; not as optimistic about what legislature might do to university budget in February
  - But motion broad and accurate

Vote on Motion 38-CP-02: Motion PASSED

Without objection, all remaining business postponed until January 22, 2002 meeting

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

Wanda Schulner
Secretary to the University Senate