The regular meeting of University Senate was called to order by Chair Harrison at 3:02 p.m. Tuesday, September 24, 2002 in the Tamarack Room of Davies Center.

1. Without objection, minutes of September 10, 2002 meeting of University Senate approved as distributed.

2. Chair and Faculty Representative’s Report – Chair Harrison
   - Short chair’s report distributed with name tags
   - Next faculty rep’s meeting is teleconference on Friday, October 4, 2002
     - All faculty members invited to listen in if interested
   - Results of university-wide and Senate elections reported in minutes just approved
   - Chancellor approved implementation of motion passed at last meeting concerning placement of DNCE (dance) and PA (performing arts) courses in GE IV-A

3. Chancellor’s Remarks – Chancellor Mash
   - One topic – Resource Base
     - Reported Board of Regent and System position in last go-round of budget repair bill at last meeting
       - If more reductions coming this biennium, will have to downsize, or raise tuition, or both
       - Preemptive strike to put people on notice of seriousness of issue
   - Since then, UW-System released economic impact study of importance of UW-System to economic welfare of state
     - Information put out there as ongoing strategy to protect resource base and get people thinking about investment rather than size of reduction
     - In interview last week, Governor McCallum didn’t have sense of how to connect university to his goals of increasing number of graduates in state and creating more high-paying jobs; Doyle announced his plan with education as an issue taking up 4 column-inches in Leader-Telegram without mentioning university
     - To some extent is failure on part of UW-System to communicate this connection to gubernatorial candidates
UW-System continues to work in many ways to get candidates information to give them something to say.

Nothing more important than getting message to next governor prior to election.

- His budget proposal will start legislative conversation; then work will shift to legislature as they deal with difficult budget situation.
- Heading off more damage would be victory of sorts.
- Perhaps later in process, could convince them to refund Chippewa Valley Initiative and make additional investment in areas such as nursing and teacher education, and economic development.

- Likely to get gubernatorial debate at Eau Claire due to student-initiated effort.
- Only debate to include all candidates and to be held outside Milwaukee.

Comments from floor and responses:

- Caller to public radio thought part of way to solve budget problem was to be satisfied with university in top 25 rather than at top or in top 10 across country.
- Short-sighted view that needs to be countered.
- People will not chose to come here, then won’t stay here if not getting top-notch education.

- Economic impact study showed tremendous economic impact UW-System has on state; one regent asked what that means to a farmer from Durand.
- Taxes could be reduced if more high-end jobs and more taxes being paid.
- These sorts of twists never quite get communicated.

4. Academic Staff Representative Report – Senator Wilcox

- First Academic Staff Reps Meeting held last Thursday was orientation meeting.
  - Talked at length about budget process.
  - Talked about Instructional/Research Academic Staff (IRAS).
    - System began to look at IRAS issue in 1999.
    - In 2000, System-Wide Committee formed to look at titling and integration of IRAS.
    - Titling issue basically a disaster that died.
    - Eleven System recommendations on integration, covering everything from office space, to orientation, professional development, and governance.
      - Institutions instructed to report back on implementation.
      - Responses range from one institution implementing one recommendation and not even starting on seven others, to another institution implementing all 11.
      - UW-Eau Claire implemented ten with one in progress (participation in departmental governance by career instructional academic staff).
      - Relates to motion coming up later in meeting.
      - Final report will be posted on Senate website when received electronically.

5. Unfinished Business - None

6. Reports of Committees

- Executive Committee – Chair Harrison.
  - At last meeting, heard update on status of Nepotism Policy and introduction of proposal to change method of election of Senate Officers.
  - To continue discussion on those topics at next meeting on October 1, 2002.

- Faculty Personnel Committee – Senator Mac Briar.
  - First meeting September 25, 2002 for purposes of electing chair and establishing agenda for semester.

- Academic Staff Personnel Committee – Senator Wilcox.
  - First meeting September 26, 2002 to elect chair and discuss proposed changes for election of officers.

- Academic Policies Committee – Senator Syverson.
  - Senator Syverson elected chair at first meeting.
  - Would like to thank Senator Lozar for tireless years of service on Academic Policies Committee.
  - Will still be asking many questions; just because mantle of chair passed, doesn’t mean all knowledge passed as well.
  - Wonderful help during transition.
  - Other items of business at that meeting.
FOR THE RECORD

**Passed certificate program in international business**
No objections to entry into record – no questions

- Discussed place of university-wide general education committee
- Awaiting first meeting and election of chair to get input from that committee before taking official action
- Items that should be addressed by APC this year
  - Latvia study-abroad program on October 8, 2002 agenda
  - Grade inflation
  - Recruitment of freshman class
- Logistics of forwarding items to be considered by APC to be coordinated through University Senate Office
  - Must to received by Monday of week preceding the week of Tuesday APC meeting
- Next meeting October 1, 2002
  - Talking about additional things may need to talk about this year and going over logistics
- Physical Plant Planning Committee
  - Next meeting September 27, 2002 to elect chair and begin business for year
- Budget Committee – Senator Carpenter
  - Next meeting October 1, 2002 to elect chair and discuss business for year
- Compensation Committee – Senator Wick
  - Next meeting September 26, 2002 to elect chair and set regular meeting time
- Nominating Committee – Senator Schmitt
  - Next meeting immediately following Senate meeting to elect chair and consider vacancy on Faculty Personnel Committee
- Technology Committee – Senator Lang
  - Next meeting October 1, 2002 to elect chair and set agenda for semester

7. Special Reports – None

8. Miscellaneous Business

Executive Committee – First Reading

**Report on Disbanding University Social Committee** – Senator Smiar

- Motion comes out of Faculty and Academic Staff meeting based on discussion regarding recent experience of Social Committee
  - Budget for last few years much larger than dues collected
  - Great deal of activity at departmental and unit levels in regard to memorials
  - May be discriminatory practice in that not all members of university community can participate in social dues by law
  - Foundation graciously accepted responsibility for providing funding for opening, holiday, and retirement receptions and similar events
- Executive Committee discussion centered on
  - Whether departments/units indeed covering memorials and other functions to extent that would make Social Committee redundant; answer seemed to be yes
  - Seemed to be no disadvantage to disbanding committee other than possibly message might be sending

**Motion 39-SE-01**

Moved and seconded by Executive Committee (11-0) that the University Social Committee be disbanded and the following changes be made in the handbook:

**University Faculty**

The University Faculty, defined in Article One, Section C of the Constitution of the University Faculty and the University Academic Staff, meets in regular session twice a year and in special session when necessary. The University Faculty has standing committees: (1) the University Faculty Nominating Committee, (2) the University Social Committee, (3) the Faculty Termination Review Committee, (4) the Faculty Complaint
and Grievance Committee, and (45) the University Planning Committee. Ad hoc committees are established as needed.

### 2. University Social Committee

#### a. Membership: The committee includes six members serving three-year terms: three members of the University Faculty elected by the University Faculty, one administrator selected by the Chancellor, and two members selected by the academic staff.

#### b. Functions: The committee shall administer the social events and activities sponsored by the University Faculty. It shall present a budget to the University Faculty at its fall meeting, including a recommendation as to the amount of the annual social dues. One member of the committee shall be elected to serve as treasurer of the committee.

### 23. Faculty Termination Review Committee

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### 34. Faculty Complaint and Grievance Committee

...  

### 45. University Planning Committee

Debate – None

**MOTION** by Senator Schneider [that rules be suspended to allow item to be voted on today](#) seconded and PASSED with out dissention

Continued Debate – None

**Vote on Motion 39-SE-01:** Motion PASSED without dissention; to go forward to full University Faculty for ratification

Academic Staff Personnel and Faculty Personnel Committees – First Reading

Report on Faculty Status – Senator Wilcox

- Catalyst was UW-System Recommendation #8 on instructional academic staff and governance
  - On this campus, instructional academic staff with no-intent-to-renew clause in contract not eligible for faculty status, which confers additional governance rights
    - Clause often used by deans and department chairs to maintain position flexibility; mostly a function of funding source
  - Both committees felt serving at least three continuous semesters in keeping with university governance
  - Also felt replacing *may be granted with is eligible for* makes it clear talking about eligibility not guarantee
  - Proposal provides equal opportunity for instructional academic staff to become eligible for faculty status and allows departments opportunity to grant faculty status while maintaining position flexibility
  - Some felt it might lead instructional academic staff who become eligible to expect faculty status even though nothing in language says that

- Responses to questions and comments on content of report
  - Faculty status for academic staff members means right to participate in faculty governance, but does not confer rank or tenure, or convert academic staff appointments into faculty appointments
    - Confers ability to serve on certain department, school and college committees; still could not be members of those committees requiring tenured faculty
    - By definition become part of *University Faculty*; still not members of *faculty*
    - Same governance rights in departments as nontenured faculty
  - Concerned wording in second paragraph *have been granted faculty status will have the right to and will be expected to participate in faculty governance activities* raises expectations for those with no intent to renew in contract to be on committees
    - That language already in handbook; not part of motion under consideration
    - Just by virtue of shared governance, all expected to participate
  - Inequity comes in for people here year after year who because of funding source have phrase no intent to renew in contract which makes them ineligible for faculty status
Funding sources resulting in no-intent-to-renew clause in contract could include renewable grants or covering sabbaticals or leaves of various faculty in department; generally funding that is not guaranteed for coming years

Those three continuous semesters could be from many years ago if department feels was enough experience, or could mean most recent three semesters

Granting faculty status to someone working on grant for third semester would be decision made by department – talking only about eligibility

Faculty status different and separate from graduate faculty status
- Graduate faculty status recognizes person has met minimum requirements for offering graduate course, which generally means terminal degree

Implementation date is immediate

Concerned proposal might put no-intent-to-renew people in harms way for undue pressure on political issues over which committee has vote because have to worry about job next year
- Might be contrary to positive, inclusive intent hoping for

Instructional academic staff without faculty status choosing to run for office and be on committees now
- Granting faculty status means they would be eligible to serve, in some cases, on different committees
- Would not necessarily affect greater load academic staff generally teach – things like advising and research, which are always required for faculty, also considered
- However, contracts can specifically include some of those things

Personnel rights remain with academic staff; faculty status covers governance side of things, not contract side
- Does not necessarily mean additional, may just be different, responsibilities

Important to understand talking about eligibility; granting of faculty status still up to department
- If staff members want to voluntarily do this and if department wants to allow them to do this, then they have opportunity

Would still be working under same contract, but could participate more fully in governance at department, school, college and university level

Faculty status gives opportunity for academic staff who have been teaching in departments year after year to help make decisions on curriculum they have been teaching – can vote and have more influence than just attending open meetings

Support idea, but not after three semesters
- In keeping with ability to become a senator and vote on policies we pass here after three semesters

No-intent-to-renew clause contained in contracts so institution does not have to deal with notice requirements
- According to Jan Morse of Academic Affairs, the longer someone has been here, the more notice has to be provided if not reemployed, unless clause contained in contract
- Therefore, in situation such as tight budgets where we are not sure position will remain, clause in to protect institution

All comes back to departmental level decision

Motion 39-AS-01
Moved and seconded by Academic Staff Personnel Committee (8-0) and the Faculty Personnel Committee (7-0) that the paragraph regarding the eligibility of Instructional Academic Staff (IAS) for ‘faculty status’ on page 3.4 of the Faculty and Academic Staff Handbook be changed as follows:

Eligibility
Members of the instructional academic staff who hold appointments of 50 percent or more in an academic department or functional equivalent, whose principal assignment is teaching and/or coaching in athletics, who possess the qualifications normally required of ranked members of the faculty, and whose letter of appointment does not contain the statement that there is “no intent to renew,” who have served in that appointment for at least three continuous semesters may be granted are eligible for “faculty status.” (amended US 2/98)

Amendment 39-AS-01-al:
Moved by Senator Gapko and seconded that the following amendment be made:

1. Eligibility
Members of the instructional academic staff who hold appointments of 50 percent or more in an academic department or functional equivalent, whose principal assignment is teaching (and/or coaching in athletics), who possess the qualifications normally required of ranked members of the faculty, and whose letter of appointment does not contain the statement that there is "no intent to renew," may be granted are eligible for "faculty status." (amended US 2/98)

Members of the instructional academic staff whose letter of appointment contains the statement that there is "no intent to renew," and who have served in that appointment for at least three continuous semesters, are also eligible for "faculty status."

RULING BY CHAIR (after discussion with parliamentarian): Proposed amendment cannot be friendly because two proposing committees have not voted on it

Debate
- Committees focused on eligibility; realized this morning motion in conflict with current procedure
  - Stated motion would prohibit departments from granting faculty status until three semesters of continuous service; current policy allows granting immediately upon hire (for those without no-intent-to-renew clause in contract)
  - Administrative Officer Morse indicated there are approximately 140 instructional academic staff (up from normal of about 125 or 130); about 24 currently have faculty status
  - Would not expect number to jump so dramatically that it would change proportions on committees
  - If removed anybody 50% or less, number would probably drop to around 90 to 95

Vote on Amendment 39-AS-01-a1: Amendment PASSED without dissent

Without objection, further debate and vote on amended motion to occur at next Senate meeting

Academic Policies Committee

Report on International Business Minor – Senator Syverson
- Proposal brought forth by College of Business; details of proposed minor on back of motion sheet
  - College heard from accreditation agencies that important to try to ramp up international component of educational experience
    - Encouraged to stress that component in curriculum
  - Seen as way to try to do same sort of thing within College of Business as new interdisciplinary minor in global studies does
  - Minor would require either a study-abroad experience or international internship
  - Seen as fulfilling a need for business students and making them more marketable; committee did not see any cons
  - Implementation date is with printing of 2003-2004 University Catalogue

Motion 39-AP-02
- Moved and seconded by Academic Policies Committee (9-0) that the establishment of a new minor in International Business in the College of Business be approved

Debate and Response to Questions
- Huge kitchen-sink list of electives; any thought given to courses that might be more valuable than others
- Paul Vanderheiden, College of Business, reported idea behind elective listing was to give students flexibility to focus on area of interest
  - Most elective courses also listed in global studies minor
- Minor allows only 5 to 6 credits of electives; global studies minor comprised of 12 required and 12 elective credits sounds better
- According to Dr. Vanderheiden, three core international business courses are required
  - Functional areas are finance, management and marketing, and economics
  - Law is not a functional area in business in and of itself, so down in electives
    - Sometimes have difficulty staffing business law course; did not want to require a course with no guarantee it would be offered
Curious that second half of western civilization course is in electives, but modern world history course is not
Dr. Vanderheiden indicated most courses were picked because also part of global studies minor
  • Didn’t recall discussion on particular courses
Do not have a sheet explaining to students additional expense of study-abroad or international internships, but would certainly be apprising them of this in advising sessions; for those who cannot afford added expense, certificate program is an option
Associate Dean Duyfhuizen indicated four language credits could apply if a student took the 202 course confirming credits as part of transcript; if student chooses to stay at 201 level and say foreign language requirement is fulfilled, they would conceivably have those four credits to use for elective credits in minor
Might be helpful to just note in required courses language at the 201 level because students may or may not have to earn those four credits; would just be clarification
  • College can write phrase to clarify intent; could bring back phrasing to next meeting for second reading
Favor this, but concerned because study-abroad programs competitive
  • Not sure study-abroad should be designed to select people on basis of needing it for their minor
  • Hope this can be thought through so it doesn’t become a ticket for those programs
Don’t believe selection of courses should be based on difficulty in staffing certain courses; if it is important, should be there
  • Issue of resources should be addressed at college level in these times of tight budgets
Dr. Vanderheiden projected possibly 50 to 100 students interested the first year; depending upon how it goes, could go up

Without objection, continued debate and vote on motion will take place at next Senate meeting; College of Business may want to add statement on language credits

Other Miscellaneous Business
Medical Excuses – Senator Kark
  • Laura Chellman, Director of Student Health Services, wanted me to bring up important issue
    Precipitated by discussion with student saying syllabi required medical excuses if class missed due to medical reason or injury
      • Becomes problem for both students and Student Health Services
        • Most reasons a student might miss class would probably not require visit to health care practitioner; most things just get better
        • Takes student time and effort to call and get to Student Health Services
        • Treats students like children unable to make own health care decisions
        • Also waste of Health Services time because many visits aren’t necessary; may be taking spot of someone sick enough to need to visit
        • Has become sort of rubber stamp because have to believe student was sick; especially since visits often after the fact
        • Not teaching good judgment about whether should or shouldn’t come to see health care practitioner
        • Not really medical excuses anyway, just says they were here for an office visit
      • If is current policy, would like to see it changed
      • Many other campus health services to not give out medical excuses
  • Academic Skills Center went to an absence policy
    • Miss once, we’re sorry you weren’t here; miss second time, get serious letter and dropped from services for semester unless extenuating circumstances
    • Could include something like that in syllabi
    • Better off letting students use own judgment on seeing Health Services for one absence
  • In some cases might be problem of misinterpretation by students
    • Faculty member is one excusing absences for own courses
    • If you feel sick enough to not be in class, then you need to see a health care professional; only want proof that saw that individual
  • Believe origin of policy is statement that faculty are to inform students of requirements on the syllabus; what faculty actually say comes from them
  • Asking student to verify they have seen a health care provider could be interpreted as violation of confidentiality between student and health care provider
Could also be that I am sick in bed with a migraine headache and I don’t need to see a health care provider, I need to be in bed

Need to treat our students as adults and trust them

Mechanisms exist for prolonged absences where they need to notify the Dean of Students Office

Is student decision, not faculty decision, as to how they pass course requirements and meet objectives

Apparently no university-wide policy for absences or excusing absences; it is up to each individual instructor

Not sure what Senate can do about this, but certainly can educate community of undue strain on health care people who often cannot provide any verification

Can communicate concern of Health Services to your departments and alert colleagues of need to at least seriously consider how their statements and policies are written

If problems remain, may go beyond that

In many cases students can be too sick to come to class but don’t need to see health care professional; we need to trust students’ judgment

Just occurred to me maybe students think I have asked to see such an excuse because my syllabi say no more than nine unexcused absences, and perhaps they think that means medical excuse; so maybe I need to reword syllabi

Handbook makes distinction between authorized and unauthorized absences; faculty makes individual determination

For authorized absences, are implications for faculty member allowing student to make up work missed

John Gardner, in keynote address this fall, said shame on you for not having a university-wide attendance policy

If either APC (from academic side) or Faculty Personnel Committee (from personnel side) would like to take up issue, can put it on their agenda

Just for information, the other shame John Gardner noted was that we do not have a single university course that all students required to take

Not a basic truism that every time someone misses a class, they need to see a health care practitioner

Health Services believes in communication

If we think someone should stay in bed or shouldn’t be doing specific things in kinesiology, for example, we’ll contact the Dean of Students Office or write a specific note

Kind of communication involved in always needing a medical excuse is not worth much

9. Announcements - None

Meeting adjourned at 4:47 p.m. without objection

Wanda Schulner
Secretary to the University Senate