Members Present:


Members Absent:

Ken Akiba, Paul Butrymowicz, Linda Carpenter, Terry Classen, Margaret Dwyer, Bruce Dybvik, Marc Goulet, Betty Hanson, Sean Hartnett, Jeremy Hein, Ann Hoffman, Robert Hollon, Debra King, Barbara MacBriar, John Melrose, Rick Mickelson, Peter Rejto, Roger Selin, Roger Tlusty, Karen Welch, Sharon Westphal, Rebecca Wurzer

Guests:

Margaret Cassidy, Mark Clark, Gina Duwe, Bernard Duyfhuizen, Meghan Fisher, Dale Johnson, John Mann, Karl Markgraf, Jan Morse, Mike Rindo, Eric Ristau, Johannes Strohschank, Andrew Soll, Lisa Theo, Chad Wade

The regular meeting of University Senate was called to order by Chair Harrison at 3:04 p.m. on Tuesday, November 25, 2003 in the Tamarack Room of Davies Center.

I. Without objection, minutes of November 11, 2003 meeting of University Senate approved as distributed

II. Chancellor’s Remarks – Chancellor Mash

- Commend Senate for taking position about funding of UW-System
  - Resolution message helpful, particularly to make feelings known to area legislators
  - Board of Regents engaged in planning activity this year called “Charting a New Course for the UW-System”
  - Attempting to reverse trends in funding by bringing public policy issues to forefront in way that helps UW-System do what needs to be done to assist state
  - Midterm report to be presented at December regent meeting
  - Five working groups composed of regents, chancellors, former regents, faculty, students, and staff
    - Revenue Authority and Other Opportunities
    - Achieving Operating Efficiencies – Vice Chancellor Soll serving on this one
    - Redefining Educational Quality
    - Research and Public Service Mission
    - Our Partnership with the State – Chancellor Mash serving on this one
  - Activity is ongoing

- Named discussion group on administrative computing systems
  - Working on issue since senate discussion of PeopleSoft several years ago
  - Recently received consulting report and determined now is time to make strategic decision
  - Discussion group composed of people on both sides of issue – those who think we should stay with current system and others who think there should be a change
- Have concluded now is not the time to transition to PeopleSoft system, though some people think switch is inevitable
- Given resource constraints and personnel implications of continuing as we always have, need to look at options available; will be focus of discussions
- University Planning Committee this year to have conversations about sharpening message about special nature of UW-Eau Claire and what happens to and for our students during time here
- Will report back as things begin to emerge from that conversation
- Associate Vice Chancellor Barrett involving Diversity Planning Committee in expansion of Plan 2008, particularly in area of recruitment and retention of under-represented students, faculty, and staff
- Several working groups to be formed
- Interested in providing leadership to incorporate studies about educational benefits of diversified learning environment for majority population into diversity initiatives
- Campaign going very well – confident Foundation will reach goal
- Just received $1 million commitment from anonymous couple for scholarships for students majoring in teacher education
  - Chronicle article talks about peer effect – students teaching and learning from each other
  - About universities emphasizing recruitment of great interesting students for spillover effect on other students
  - Empirical data now showing major learning and personal development effect on campuses where great students are recruited and retained
  - We have been doing this for some time
  - Getting more difficult to remain competitive; these scholarship dollars important in maintaining level of quality on campus
- Received a $615,000 gift from trust that will enable us to direct dollars at priorities of campaign
  - One of six listed priorities is faculty professional development
    - Some of these dollars to be directed toward that
    - Important for faculty/staff to be able to pursue professional opportunities, upgrade their skills and do other things that help retention; impacts what students receive from them
  - In all likelihood, another major gift will be announced in near future that will give this faculty/staff distinction area a real boost

III. Chair and Faculty Representative’s Report – Chair Harrison
- Last evening observed power of students engaged in governance
  - About twenty students attended open forum portion of Student Senate meeting
    - Passionate about wanting 24-hour access to Phillips Science Hall to complete assignments and work on research projects; various groups of students working to acquire this access for over two years
    - Student Senate passed by acclamation a motion to establish a pilot program giving access via Blugold card reader to Phillips Hall
- Next Board of Regents meeting will be December 4 and 5, 2003 in Madison
- Faculty reps to convene immediately following on December 5, 2003

IV. Academic Staff Representative’s Report – Senator Wilcox
- Interesting and productive meeting in Madison last week – report attached to name tags
  - Despite erroneous report in Madison paper last Thursday, premiums from faculty and academic staff for health insurance to be deducted from checks
    - Final settlement with classified staff may change premiums but easier to give back money if necessary than to collect it later
  - UW-System Sloan Project bears watching
    - Grant to improve work/life issues, specifically flexibility, security, equity, and advancement
    - Targeting women, young faculty and staff, and academic staff
  - Report next week on expenditures and revenues may indicate whether need budget repair bill
    - Good news is system does not think will need such a bill
    - Bad news is structural deficit coming up in 2005-2007 biennium will need to be addressed
    - Also is issue of how to pay for financial aid
• Issue statement that passed senate couple session ago passed by all other institutions as well
  • To be sent to Katharine Lyall, chancellors, and regents
• UW-Eau Claire only combined senate in system – gives different and better perspective
  • Those from academic staff senates have more myopic view; we present more global picture
• Responses to questions from floor
  • Not sure label of Council of UW Academic Staff means anything, but do see a shift to being more proactive
  • Don’t think need to be concerned with academic staff reps voting or becoming super senate; just looking at governance issues and being proactive
  • Not sure why different campuses chosen for Sloan Project – know some have exemplary programs on particular issues
• Resolution going forward reflected wording changes made by University Senate here
• Chancellor noted enrollment period for health insurance reopened and extended
  • Related to union negotiations
  • Will be getting announcement from Human Resources Office
  • Not reopening ERA selection, just health insurance

V. Unfinished Business

A. Executive Committee – Second Reading
2005-2006 Academic Calendar

Continued Debate on Amendment changing Wednesday, December 14th to an instructional day; Thursday, December 15th to a study day; and final exams from Friday, December 16th to Thursday, December 22nd
• Chad Wade, off-campus student senator and author of Student Senate resolution supporting addition of fall break to 2005-2006 calendar
  • Fall break great asset to quality of education
  • As proposed, calendar has 57 days out of 69 in fall semester before any sort of break
  • Is strenuous mental exercise; often see a decline the longer you go in the grind without break
  • First chance some incoming freshmen have to go home
• Four suggestions made in resolution to add at least a day to academic calendar in hopes of putting in fall break sometime in October
  • One suggestion matches amendment now on floor; have often ended fall semester on December 22nd
  • Also willing to schedule exams over four days rather than five, or start on Friday before Labor Day
• Responses to questions from floor
  • Student Senate did not look at study day before final exams, so hard to say how would feel about eliminating it
  • Proposing fall break for one Friday in early to mid-October; could also be a Monday
  • One of suggestions was to start classes on Friday, September 2nd
  • First day of classes not always most productive day
  • Would be adding Friday class day and taking away Friday class day for break; not disrupting balance
• Combining fall break with Homecoming not mentioned at Student Senate
  • Did not discuss when fall break should occur, just felt should have one
  • Two years ago moved Homecoming so did not coincide with fall break
  • Felt probably not wise to have more free time that weekend
  • Homecoming usually first or second weekend in October
• Preference for fall break vs. having Wednesday before Thanksgiving off also not discussed
  • Academic Affairs Commission did discuss possibility but felt goal of fall break is to provide day off in middle of semester as opposed to the 56th day
• Finals beginning Monday, December 19th and ending on Friday, December 23rd does not meet guidelines, but certainly would be option
• Original resolution had fifth recommendation with finals going through weekend
  • Removed option because of commencement
Need to be aware third and fourth Thursday and Friday in October are state teachers conventions with 300 to 400 visitors per day to campus
Want to have student panels, tours, and ability to talk to faculty members on those days
Anticipated resistance to having finals in four days and thought that would create problems with having more than three finals per day; did not specifically talk about waiving right to change finals if more than three on one day
Did discuss if start before Labor Day would be some concern about move-in and orientation
Would have to be worked out if calendar approved that way

Continued Debate on Amendment

- Favor amendment; having two fewer Monday/Wednesday/Friday lectures is big deal
- Without objection, idea thrown out by Senator Whitfield for discussion prior to making amendment
  - With goal of most possible class days, suggest start classes on Friday, September 2nd and run finals from Monday, December 19th through Friday, December 23rd
    - Adds day at beginning and two days at end because don’t have to include study day
    - Allows for fall break in middle
  - By removing study day, pick up something even if don’t start until after Labor Day
  - Students have expressed strong desire for fall break; think it does make a difference to them
  - Problem is if have 5:00 p.m. Friday final, then faculty potentially grading on Christmas Eve Day
  - Could modify final exam schedule for exams to occur on even hours all day and then end around noon on December 23rd
  - Would make evening class exams begin at 8:00 p.m.
  - May hear complaints from student not able to attend class on Friday before Labor Day in those departments that drop students not attending first day of classes
  - First year, fall break went smoothly; this year, noticed fairly substantial minority of students taking off Thursday as well and not getting back on Monday, so losing more instructional days
    - Think same thing would happen on Friday before Labor Day
  - Strongly favor fall break for students even if some take advantage of it
  - Adding two to three more days into calendar goes beyond everything proposed before – curious about rationale
    - Think adding Friday before Labor Day begging for disaster
  - Putting together calendar is very complex problem; unlikely to generate one that serves academic needs of institution and students much better by modifying on floor of senate
    - Can lose sight of impact of changes on things like laboratory science courses – since typically set up labs to be done between Monday and Friday, very difficult to run if lose a day during week
    - Calendar here only has eleven complete weeks of instruction
      - If you put in fall break and modify in other ways, make it difficult for people who don’t have even distribution of courses
  - Think students will generally accept original amendment
    - If move finals further, infringe on student needs for travel
    - Fact that residence halls stay open 24 hours after last exam also needs to be taken into account
  - Current motion does not address fall break; if add this day, no guarantee fall break will pass
  - No legal restrictions on having finals on Sunday; assume provision for students to request changes for religious purposes extends to faculty as well

Vote on Amendment 40-SE-01-a1: Amendment PASSED by vote of 22 for, 16 against.

Vote on Motion 40-SE-01: Motion PASSED.

CALENDAR AS AMENDED

**Fall Semester 2005:**

- Aug 22 — First day of faculty contractual period
- Aug 29-Sept 2 — Advising and Registration
- Sept 5 — Labor Day Holiday
Sept 6 — Classes begin
Nov 23 — Thanksgiving recess begins at 5 p.m.
Nov 28 — Classes resume
Dec 15 — Study day; no classes
Dec 16-22 — Final Examinations Week
Dec 17 — Commencement

**Winterim 2006:**
  Jan 2 — University closed; official holiday
  Jan 3 — Classes begin
  Jan 7 — Saturday Class
  Jan 16 — Martin Luther King Holiday
  Jan 20 — Last day of classes

**Spring Semester 2006:**
  Jan 19-20 — Advising and Registration
  Jan 23 — Classes begin
  Mar 20-24 — Spring Break
  March 27 — Classes resume
  April 14-17 — April Break
  April 18 — Classes resume
  May 15-19 — Final Examinations Week
  May 20 — Commencement
  May 21 — Last day of faculty contractual period

**3-Week Summer Session 2006:**
  May 22 — Classes begin
  May 29 — Memorial Day Holiday
  June 9 — Final day of classes

**8-Week Summer Session 2006:**
  June 12 — Classes begin
  July 4 — Independence Day Holiday
  Aug 4 — Final day of classes
  Aug 5 — Commencement

VI. Reports of Committees

♦ Executive Committee — Chair Harrison
  • At last meeting
    • Heard update on Student Development and Diversity by Associate Vice Chancellor Barrett
    • Legislative Liaison Mike Rindo reviewed role; will present to senate today
    • Results of inquiry into legality of publishing summary evaluation statement on administrators discussed
    • Current procedures for review of academic administrators at dean level and above in compliance because results used for performance evaluation held in confidence
    • Procedures that release information out of step with amendments recently enacted by legislature; will be sent to Faculty Personnel Committee for review
    • Committee discussed election of West Central Wisconsin Consortium Representative since consortium has not met during last few years
    • Consensus reached not to hold election this fall for WCWC representative and to propose language to clean up handbook references
    • Committee, in closed session, consulted with chancellor on granting exception to requirements for emeriti status
  • Next meeting December 2, 2003 to discuss request to include academic staff in hearings for student nonacademic misconduct and to give Associate Dean of Students Shaw recommendations for that committee

♦ Faculty Personnel Committee — Senator Wick
  • Next meeting December 2, 2003 for discussion of modifications to section on complaints and grievances
Response to question from floor

Committee to send written response to Handbook Review Committee indicating will not modify handbook to force particular model of distribution for DPC minutes; recommend following Robert’s Rules of Order

• Academic Staff Personnel Committee – Senator Wilcox
  • Next meeting December 11, 2002

• Academic Policies Committee – Senator Syverson
  • Approved Entitlement to Plan Women’s Studies major; motion to come forth at next senate meeting

FOR THE RECORD

Approved three study abroad programs

• Exchange program with Kumamoto Gakuen University, Kumamoto, Japan
• Semester study abroad program in Santiago, Chile
• Summer study abroad program with University of Natal, Pietermaritzburg, South Africa

Without objection, entered into record

• Today, passed Department Program Review document to come forward after Christmas break
• Approved proposals brought forth from Kinesiology and Athletics dropping two emphases, adding an emphasis, and renaming another emphasis; to come forward at next senate meeting
• Next meeting December 9, 2003

• Physical Plant Planning Committee – Senator Stuettgen
  • Next meeting December 5, 2003
  • At last meeting reviewed parking and transportation services annual report
    • Bus ridership remains steady and very good
    • Reviewed proposed changes for additional parking in front of Governor’s Hall
  • At next meeting, will be discussing smoking

• Budget Committee – No report

• Compensation Committee – Vice Chair Gapko
  • Next meeting December 1, 2003

FOR THE RECORD

2003-2004 Salary Plan implemented as approved by this body to the extent possible given the 0% Salary Plan for the system; means that promotions, educational attainment and chair stipends funded from outside salary plan

Without objection, entered into record

• Nominating Committee – No Report

• Technology Committee – from Senator Goulet
  • Committee discussed further campus considerations regarding converting administrative computing system
    • Along with people representing most affected campus functions, Senators Marc Goulet and Andy Phillips serving on chancellor’s discussion group to identify strategic direction for developing campus administrative computer systems in future
    • Feel free to contact members of discussion group with any input on this matter

VII. Special Reports

A. Wisconsin Economic Summit – Lisa Theo
  • Will simply respond to questions given length of meeting
  • Did have faculty and students present research at summit; very well received

B. Legislative Liaison Role – Mike Rindo
  • Number of different models on campuses across UW-System; some have one person serving primarily and solely as legislative liaison, others combine with faculty position
In our case, role incorporated into position of Executive Director of University Communications
- Natural fit since already monitor information, keep track of goings-on in Madison, and communicate to campus community
- Am point person for legislative liaison duties here on campus; responsibilities shared
  - Chancellor Mash plays pivotal role working with legislative delegation in Madison and also working with UW-System on legislative matters
  - Carole Halberg serves important role working with local and regional legislators
- Handout includes
  - Rundown of legislative liaison activities here on campus
  - Primer on what allowed and what forbidden when it comes to university employees campaigning or taking part in political advocacy
  - Top 10 Ways to Tick Off Your Legislator – helps if want to individually approach legislator
- Responses to questions from floor
  - In terms of using university resources and university time, rules apply specifically to advocacy for any candidate whether Republican, Democrat, Green Party, or what have you
    - Would need to get clarification if using email internally for such issues as compensation
    - Statute applies to political activity, campaign activity, and direct contact with legislators
    - Does not impinge on freedom to individually express views to your legislator
      - Would recommend sending letter through regular mail; not using email
        - If they see uwec.edu address attached to email will assume done with university resources even if coming from home
        - Have been told legislators put more credence in letters than emails
    - Have to make reasonable expectation definition for hours performing regularly-scheduled university duties
    - Being invited as an expert to testify at hearings in Madison different case than campaigning or political advocacy
    - Remains grey area; what comes out of charges brought against number of legislators may provide some clarification
- Primarily focus contact on local legislators because UW-System staff works directly with members of Colleges and Universities Committees
  - If something directly affecting UW-Eau Claire, would work with all members of those committees
- Open to suggestions on ways to communicate with senate
  - Try to do through University Communications in University Bulletin, on website under state budget updates or other legislative issues and messages from chancellor
  - Could attend meetings from time to time to brief on important legislation
  - Can easily forward legislative updates for your information
  - Looking to senate for input on how to be informed on issues you may wish to contract your legislator about or consider other senate action
- Opportunity on Friday, December 12th at annual Eggs and Issues Breakfast held on campus to listen to regional legislators and ask questions
  - Encourage senators to go to get idea what issues legislators think are important, ask questions, and show strength in number of people that turn out
  - Information to follow in University Bulletin
- Do try to host legislators regularly, either at UW Eau Claire, Stout, or River Falls
  - Difficult to get them on campus; also likely to avoid putting themselves in position to be berated

VIII. Miscellaneous Business

A. Faculty Personnel Committee – First Reading
  - Handbook Review Committee asked us to look at language under UWEC 3.02 Recruiting because language no longer parallel with practice
  - Affirmative Action Office suggested indicated changes
Responses to questions on content of report

- Think vote against was to make sure policy not in violation of UW-System policy; have since read policy more carefully and found not in violation

**Motion 40-FP-02**

Moved and seconded by Faculty Personnel Committee (5 for, 1 against) **that the following changes be made in the Faculty and Academic Staff Handbook, Chapter 5, page 11, 4th paragraph under UWEC 3.02 Recruiting**

After the search is closed review of applications, the Department Chair in consultation with the faculty of the department shall select the best qualified candidate(s) or candidates; and after review by the Affirmative Action Officer and approval of the Dean of the College and the Provost and Vice Chancellor, the Dean shall invite the candidate(s) or candidates to the campus for interviews. If none of the candidates is acceptable, the position shall be readvertised the Department Chair, in consultation with the faculty of the department, shall (1) revisit the pool for additional candidates, (2) readvertise in the same and/or different locations using exactly the same position description and requirements, or (3) close the search, and, if appropriate, determine what changes need to be made to either the position or the wording of the advertisement and request permission to begin a new search incorporating the changes.

**MOTION** by Senator Syverson **that the rules be suspended to allow voting on this today** seconded and PASSED.

Concern expressed over tendency to vote on issues at first reading; in too many instances, haven’t paid close careful attention

**Debate**

- Replacing search is closed with review of applications in first line implies can review and make recommendations before search is closed
- Open to say in ad that applications will be reviewed as they arrive
- Handbook Review Committee interpreted search is closed as meaning entire search over, which didn’t make sense
  - Dr. Stevens indicated to handbook committee this phrase was confusing to people and recommending changing it to review of applications
  - After the review of applications seems ill-defined to me
- During discussions, goal was to keep it in spirit of law, but keep flexibility; did not want to make it more constraining than needed to be
- Have changed way writing advertisements so don’t have to throw out stellar candidate because lacking one letter of recommendation at closing date
  - Can now start evaluation on certain date, but applications can still arrive
- Seems there is potential for confusion if not clearer about this
- Would suggest adding consistent with any published dates after review of applications
- Advertisement language currently in use says committee will commence review of applications on such and such date and will continue to receive applications until the position is filled
  - Should put motion on table to clarify questions that have come up
- Often ads say something like fullest consideration will be given to applications received by a certain date – so remain flexible and don’t close off possibilities
- Seems discussion confusing procedure with all instructions given by dean and Affirmative Action when recruiting
  - Those discussions include whatever language is current
  - By time ad gets approved and sent out, know exactly what need to do
- This procedure just allows Affirmative Action Office and Provost’s Office to continue to develop new language as new trends occur
MOTION by Senator Gapko that **the motion be laid on the table until the next meeting** seconded and PASSED without dissention.

B. Faculty Personnel Committee – First Reading


- Committee asked by Handbook Review Committee to look at language in handbook about periodic reviews
  - Language inconsistent; used term periodic review as if it meant a particular review on this campus
  - Revised language clarifies different forms of periodic review, adds introductory material to handbook, and makes language consistent throughout

**Motion 40-FP-03**

Moved and seconded by the Faculty Personnel Committee (5 for, 0 against) that **the proposed changes be made to the Faculty and Academic Staff Handbook, Chapter 5.**

Without objection, vote on this motion postponed until the next meeting.

C. Academic Policies Committee – First Reading

Report on New Business/Professions Emphasis in Major: German, Liberal Arts resulting in Liberal Arts being renamed as an Emphasis – Senator Syverson

- Motion brought forth by Department of Foreign Languages as noticed more interest by students to learn practical job-related aspects of German language
  - Created new business/professions emphasis
    - Involves one new course; already taught here under different category with many students signed up
    - Course now on books
  - One purpose for emphasis is so students can sit for various certifications that allow them to show proficiency in German language; helps with various employment opportunities
  - Proposal very similar to what already in place with Spanish major
  - Currently just one liberal arts major out there, so if add another, need to distinguish by giving original liberal arts major emphasis status

**Motion 40-AP-05**

Moved and seconded by Academic Policies Committee (9 for, 0 against) that **the proposed Major: German, Liberal Arts – Business/Professions Emphasis (Code 208-203) be approved; also that the Major: German, Liberal Arts be renamed as Major: German, Liberal Arts Emphasis (280-201)**

**Debate**

- Would think it would be valuable for someone using German in a business setting to have business courses, yet see none required
- Business students may take this emphasis, but business courses not required because emphasis is on the language
- German 315 and 316 are courses of business in German
  - Learn different genres of writing with business
  - Learn different European treaties of business
  - Learn to use the language
- Doubt majors would be translators because that is extremely difficult skill; would be preparing students to take jobs, for example, working with Cargill here in the states and taking trips to Germany, and wide variety of other jobs
- College of Business stresses that people working in business environment need consumership level skills on variety of business functions
  - Can walk into a business and function very well with specific skill or knowledge
  - Problem will be in consuming skills and knowledge of people around you if you have never had an accounting, finance, marketing, or operations course
  - Will have trouble relating to, reading output of, and learning terminology these people use constantly
Without consumership level skills in variety of business functions, majors would have trouble looking at business from larger perspective which is really important these days.

Without objection, vote on motion postponed until the next meeting.

D. Academic Policies Committee – First Reading
Report on Public History Emphasis – Senator Syverson

- Department of History brought forward motion proposing a new emphasis be added to history major
- Public history is budding field to train people who will be working in history outside of academic environment, for example in museums
- Faculty member in history received grant to teach public history in Chippewa Valley; faculty member also hired with specialty in public history
- Two new courses that would be required for emphasis already approved by Arts & Sciences Curriculum Committee; to be taught by new faculty member already on staff
- Questions on content of report
  - Public history has been offered as special topics course with good enrollment
  - Department already turns majors out for public history positions, so is both demand and interest

**Motion 40-AP-06**

Moved and seconded by Academic Policies Committee (9 for, 0 against) that the proposed Major: History, Liberal Arts, Public History Emphasis (Code 380-205) be approved

Without objection, vote on this motion postponed to the next meeting.

IX. Announcements – None

Meeting adjourned at 5:00 p.m. without objection.

Wanda Schulner
Secretary to the University Senate