Members Present:

Marcia Bollinger, Don Bredle, Jack Bushnell, Linda Carpenter, Dan Drumm, Margaret Dwyer, Leslie Foster, Mitchell Freymiller, Warren Gallagher, Alan Gallaher, Andrea Gapko, Marc Goulet, Susan Harrison, Tim Ho, Ann Hoffman, Robert Hollon, Larry Honl, Rose Jadack, Richard Kark, Fred Kolb, Tim Lane, Kate Lang, Gene Leisz, Barbara Lozar, Barbara Mac Briar, Steven Majstorovic, Donald Mash, Susan Mc Intyre, John Melrose, Rick Mickelson, Andrew Phillips, Bobby Pitts, Vicki Reed, Roger Selin, Alex Smith, Carter Smith, Linda Spaeth, Todd Stephens, Lois Taft, Dale Taylor, Karen Welch, Sharon Westphal, Michael Wick, Jean Wilcox, Steve Zantow

Members Absent:

Ken Akiba, Joey Bohl, Paul Butrymowicz, Terry Classen, Jesse Dixon, Michael Dorsher, Bruce Dybvik, Robert Erffmeyer, Betty Hanson, Sean Hartnett, Jeremy Hein, Robert Hooper, Debra King, Rebecca Matter, Jane Pederson, Peter Rejto, Connie Russell, Richard Ryberg, Ronald Satz, Kathie Schneider, Nick Smiar, Lorraine Smith, Paula Stuettgen, Kent Syverson, Roger Trusty, Scott Whitfield, Rebecca Wurzer

Guests:

Mark Clark, Bernard Duyfhuizen, Dale Johnson, Jan Morse, Andrew Soll, Steven Tallant

The regular meeting of University Senate was called to order by Chair Harrison at 3:05 p.m. on Tuesday, March 30, 2004 in the Tamarack Room of Davies Center.

I. Without objection, minutes of March 9, 2004 meeting of University Senate approved as distributed

II. Chancellor’s Remarks – Chancellor Mash

• Over spring break, Chancellor Lydecker of UW-River Falls killed in automobile accident
  • Tragic situation and loss of great chancellor
  • In addition to excellent job she was doing, she was as personable as could be; a treat to be around
• Women’s History Month activities just concluded
  • Impressive list of activities enriching living and learning environment here
  • Challenge to get people out for events when so many things happening on campus; hope organizers not discouraged with turnout
• Post-tenure review process, on agenda today, brought forward as preface to attaching salary action
  • Suggested tying salary action to post-tenure review as one way to deal with salary challenge here
    • Dealing with compression while making post-tenure review process more significant
    • Therefore post-tenure review process, in thinking of those working on it, needed to be more substantive and better proscribed
  • Going to be financial challenge, like those faced to increase promotion stipends and entering salaries and improve course availability, but makes sense to do
• During pay plan discussions in senate, talked extensively about term salary savings and case on our campus
  • Then saw latest TAUWP newsletter clearly suggesting that if managed salary savings and kept those dollars directed at salary expenditures, all salaries could be enhanced by $400 to $1000
  • Since scenario doesn’t fit here, felt obliged to address contradiction before becomes credibility issue
    • Salary savings managed here at college level; does not come back to central administration for redistribution for something other than salary-related things
- Are permanent salary savings and temporary salary savings
  - For short term, if able to hire temporary academic staff when tenure track person leaving, chair of department and dean can decide for next year how to use money saved
    - Could be for course availability issues, also a salary matter, or help in some other way
  - For long term, compression issue diminishes and in some cases eliminates salary savings
- Willing to discuss fully with Compensation Committee or University Senate the matter of salary savings
  - How it all works, how dollars are managed, and where they go
- Also talking with Carole Halberg, and will be talking with Executive Committee of Foundation, about building pot of dollars from private sources to help ourselves on salary issue
  - First-ever capital campaign reached goal of $35 million – currently at $35.4 million with over a year to go
  - Typically dollars from private sources directed at some purpose or will come in future; need to raise unrestricted dollars for help on salary side
  - Will create conversation with potential donors about needs; salary piece will become part of message

III. Chair and Faculty Representative’s Report – Chair Harrison
- Details of faculty representative meeting in Madison last Friday in written chair’s report
- Next Board of Regents meeting April 1 and 2, 2004 in Madison
- University Faculty and University Academic Staff meetings to be held April 7, 2004
  - Nominations for various committees to be taken
  - Change to faculty constitution to be brought forward
  - Chancellor will also have time for open questions
- Questions from floor
  - TABOR is Taxpayers Bill of Rights; talking about not raising taxes, which eventually ends in revenue cuts
    - Legislature in Wisconsin looking at passing such a constitutional amendment; regents told it would be modified so won’t look like one passed in Colorado where still reeling from implementation
    - Appears to be result of failed attempt to freeze property taxes; now want to change constitution
    - Although on surface sounds like good idea, would express caution until see specifically what legislation says
      - Hard to imagine that going to look good for state attempting to fund things it values highly

IV. Academic Staff Representative’s Report – Senator Wilcox
- At last meeting on March 18, 2004
  - Discussed parity issues on compensation and fringe benefits
    - Board of Regents to make recommendation to forward
  - Discussed TABOR at great length
    - Academic staff reps had done research – seems pretty scary
    - Handout attached to name tags includes kind of questions we need to be asking legislators
    - Spending limits sound good, but devil is in details which have created havoc in Colorado – particularly in education system
      - Areas severely affected are access and affordability
    - To be special legislative session April 27-29 where TABOR may surface
  - Response to questions and comments
    - Currently about one-third of high school graduates in Wisconsin gain admission to UW-System each year
      - One of highest on list
      - Percentage of low income students, however, is decreasing

V. Unfinished Business

Senators Harrison and Lane – Second Reading
Election of Faculty Representative

Chair Harrison, as cosponsor of motion, turned over meeting to Vice Chair Gapko.

Continued Debate
- Noted election of faculty and academic staff reps would occur in same year; might not be good idea because have two new representatives at same time
- Did not want to change everything at once – currently elected at same time

**Vote on Motion 40-US-01:** Motion PASSED by vote of faculty senators.

**TEXT OF MOTION**

*Faculty Representative to UW System*

18. The Faculty Representative to the University of Wisconsin System shall always be a member of the University Faculty, either the University Senate Chair or Vice Chair be elected by the faculty members and from the tenured faculty members of the University Senate at the first fall-semester meeting of the University Senate of even-numbered years. The Faculty Representative term of office shall be for two years serving a two-year term beginning with the start of the academic year in odd-numbered years.

The Faculty Representative serves as an ex officio (and voting) member of the University Senate and the University Senate Executive Committee and if his/her term on the University Senate expires, the Faculty Representative becomes an ex officio (and voting) member of the University Senate for the remainder of his/her term of office as Faculty Representative. The Faculty Representative shall represent the faculty at UW System meetings of the Faculty Representatives and at other appropriate meetings where concerns of the faculty are discussed; participate, as requested, in governance committees; and be responsible for reporting actions and information relevant to faculty to the University Senate, to faculty-related committees, and, when appropriate, to the faculty.

[The faculty may, either directly or by action of the faculty of the University Senate, alter this bylaw.]

Vice Chair Gapko turned meeting back over to Chair Harrison.

Faculty Personnel Committee – Second Reading
Post-Tenure Review

Continued Debate
- Did agree last time that effective date would be fall 2004

**Amendment 40-FP-04-a1**

Moved by Senator Gallaher and seconded that in the first sentence in the second paragraph under Organization of the Post-Tenure Review Subcommittee of the Department Personnel Committee, *three or more members be changed to two or more members.*

Debate
- Small departments burdened by requirement of three members
- Burden as well for larger departments with sizable probationary faculty or academic staff
- My department conscientious about carrying out these reviews; two people has worked well
- Rank not considered when chair used in functional equivalent, by virtue of position

**Vote on Amendment 40-FP-04-a1:** Amendment PASSED by vote of University Faculty Senators.

Continued Debate on Main Motion
- Colleagues most concerned about compensation package coming with motion
  - Believe salary adjustment motion distributed, though not on agenda yet, may answer concerns
- Also was concern that at time when tenure under attack nationally, institutionalizing post-tenure review may be used down the road as beginning of justifying doing away with tenure
- Motivation for motion comes from salary piece – seems stretch to see as way to eventually eliminate tenure
  - Do post-tenure reviews now; decisions and evaluation done by and with colleagues
- Adds substance to post-tenure review and creates incentive to remain competitive salary-wise
• Mandated to do post-tenure review anyway; this is benefit attached to it
• Since is choice of individual faculty whether to forward post-tenure review for salary adjustment, only reports administration would get would be favorable ones
  • Good data over time would tend to support tenure
• Will not be part of personnel record in Academic Affairs; only notification goes to dean that review has been completed
• Only voting on process today; compensation side is separate issue
• Compensation Committee brings forward pay plan each year which determines how money in pay plan spent
  • Would expect some of money used in past to deal with compression would be used toward this effort – would still have to be accepted by committee and senate
  • In past, chancellor’s discretionary portion also kept in pay plan to help with compression component
• No pleasing forces that want to undermine tenure; will not matter what we do here
• Subcommittee must follow same policies in regard to closed meetings as other DPC subcommittees; well specified as to when you can go into closed session and when you cannot

**Vote on Motion 40-FP-04:** Motion PASSED by vote of University Faculty Senators.

VI. Reports of Committees
- Executive Committee – Chair Harrison
  - Next meeting of committee on April 6, 2004
- Faculty Personnel Committee – Senator Wick
  - Next meeting April 6, 2004 with agenda items
    - Policies on dismissals/complaints and grievances
    - Policies for selection of department chairs
    - Policies regarding minor changes to Chapter 5 in Handbook
- Academic Staff Personnel Committee – Senator Wilcox
  - Next meeting April 8, 2004 to look at
    - Handbook language changes
    - Academic staff awards
    - Performance evaluation process language
- Academic Policies Committee – Senator McIntyre
  - At today’s meeting passed proposal for Latin American Studies prefix LAS
    - Also to allow LAS course offerings in either GE-IIIG or GE-IVE
  - Additionally passed proposal from Student Health Services that medical excuses will not be issued for course-related activities
  - Next meeting April 6, 2004 to discuss exemption from physical activity portion of wellness requirement for military training
  - Chair of APC also informed that proposal may be coming forward from College of Professional Studies about possible elimination of Music Therapy Program
- Physical Plant Planning Committee – Senator Bredle
  - Next meeting April 9, 2004
- Budget Committee – Senator Dwyer
  - Tentatively scheduled to meet April 19, 2004
    - Second phase of budget planning
- Compensation Committee – Vice Chair Gapko
  - Last met on March 18, 2004 and passed motion attached to name tags on proposed post-tenure review salary adjustments
    - Came to our attention after meeting that appropriate person to make decision is Provost and Vice Chancellor for Academic Affairs (correction on lines 66 and 67 to delete others)
- Nominating Committee – No Report
- Technology Committee – Senator Goulet
  - Meeting in next few weeks to discuss university’s conversion of administration systems and ask CIO Lowe questions
Chair Harrison announced that in order to provide for two readings, motions to be considered this session need to be in the Senate Office by April 20, 2004.

VII. Special Reports – Report from Representatives to UW-System Compensation Advisory Committee

- Vice Chair Gapko and Senator Wick
  - Teleconference with President Lyall and UWS Compensation Advisory Committee on March 15, 2004
  - Left with very positive message if all comes to pass
  - At April meeting of Board of Regents, President Lyall to request for 2003-2004 that faculty and academic staff receive refunds in June of excess insurance premium payments made during year to gain parity with other state employees
  - For 2004-2005, to bring forward four proposals to achieve parity with other state employees
    - Faculty and academic staff should pay same insurance premiums
    - Salary increase currently set at 1% be increased to 1.35%
    - A $250 general wage lump sum be added to salaries with payment on July 1st
    - One additional personal holiday per year
      - Can be granted by Board of Regents without legislative action – quite certain to achieve

VIII. Miscellaneous Business

A. Academic Staff Personnel Committee – First Reading

Report on Election of Academic Staff Representative – Senator Wilcox

- Presently, academic staff representative elected by and from Academic Staff Personnel Committee
  - Before was combined senate, Academic Staff Personnel Committee was nuts and bolts committee that made recommendations regarding academic staff
  - When combined senate, academic staff left election within Academic Staff Personnel Committee because academic staff rep at system level dealt so closely with personnel issues
  - Decided to look at for two reasons
    - Felt academic staff rep needed to be elected by and from larger pool of academic staff
    - What is in handbook is in essence job description for academic staff rep
      - Decided to put things academic staff rep doing in position description
  - Wanted academic staff rep to have governance experience in senate, but also to have experience on Academic Staff Personnel Committee
    - Thus election from senate with academic staff rep-elect serving on Academic Staff Personnel Committee for at least one year – gives time to deal with learning curve for position
    - Felt should remain available to both instructional and administrative and professional academic staff
  - Response to questions for clarification of report
    - No one can remember time when academic staff rep did not serve as Academic Staff Personnel Committee chair – so thought it should be in position description
    - Makes sense because what do on Academic Staff Personnel Committee sets agenda for what happens at academic staff reps meeting at system and what happens at system sets agenda for Academic Staff Personnel Committee

Motion 40-AS-03

Moved and seconded by Academic Staff Personnel Committee (7-0) that the language in the Faculty and Academic Staff Handbook (3.24) regarding the election of the Academic Staff Representative to UW-System as follows:

Faculty and Academic Staff Organization Chapter 3 Page 24

Academic Staff Representative to UW System

19. The Academic Staff Representative to the University of Wisconsin System shall be elected by and from the Academic Staff Personnel Committee academic staff members of the University Senate in December at the
first fall-semester meeting of the University Senate of even numbered years. The term of office shall be for two years beginning the next July 1. An individual may serve as Academic Staff Representative for no more than two terms.

The Academic Staff Representative serves as an ex officio (and voting) member of the University Senate and the University Senate Executive Committee, and serves on and chairs the Academic Staff Personnel Committee. If his/her term on the Academic Staff Personnel Committee expires, the he/she becomes an ex officio (and voting) member of the Academic Staff Personnel Committee for the remainder of his/her term of office as Academic Staff Representative. Immediately upon election, the Academic Staff Representative-Elect shall be an ex-officio (and voting) member of the Academic Staff Personnel Committee.

The Academic Staff Representative shall represent the academic staff at UW System meetings of the Academic Staff Representatives and at other appropriate meetings where concerns of the academic staff are discussed; and shall be responsible for reporting actions and information relevant to academic staff, to the University Senate and to the Academic Staff Personnel Committee, and to the academic staff at large; shall communicate with UW-Eau Claire and UW-System administration on academic staff issues; shall represent UW-Eau Claire academic staff at official functions of UW-Eau Claire or UW-System; may serve on task forces/committees of the UW-System; shall assist the Chancellor in setting the agenda for the spring all-academic staff meeting; and shall generally advocate for academic staff.

[The academic staff may, either directly or by action of the academic staff of the University Senate, alter this bylaw.]

Debate

Amendment 40-AS-03-a1:
Moved by Vice Chair Gapko and seconded to delete the two words and chairs in the second line of the second paragraph of the motion.

Debate on Amendment

- Reasons for proposal given on blue sheet distributed
  - Increases options for those who might serve in these positions
  - Could still be elected chair of committee, but would not be required
  - Senate should not start precedent of appearing to give release time to chairs of senate committees
  - Fully support rest of motion

- Seconded motion to have discussion about whether and chairs the ASPC is something that should be written in stone in handbook
  - If say have to do this, limits options for other people
  - One of cons is that ASPC will not have opportunity to elect its own chair
  - For amendment

- Speak against amendment – discussed extensively in committee; vote was unanimous to include phrase
  - Was small amount of opposition; in end committee decided honesty was best policy
    - Stating expectations up front means no one blind-sided
    - Have year to become acclimated to duel role

- Believe in options and opportunities, but opportunity has been available for 18 to 20 years and never, ever has anyone taken advantage of it
- Release time is for academic staff rep, not for chairing committee
- Are nine or ten members of committee – only senators can serve as chair, usually four members are senators
- See chairs of committees as people who need to be unbiased leaders; often academic staff rep called to serve advocacy role
  - Having one person serving both roles certainly something that can continue
  - But might be others that say this is as much as I can do, can’t be both
- Sensitive to efforts to fix things that are not broken
Amendment allows continuation of system resulting in what people against amendment want to happen anyway – don’t see need to change
• At least opportunity still there if someone were to say no to committee
• Against amendment – and chairs should be there for integrity of job description
• Decided more important and more compelling to be honest and up front with expectations so someone contemplating running for academic staff rep knows inevitability of chairing committee

Vote on Amendment 40-AS-03-a1: Amendment DEFEATED by vote of six for, seven against by academic staff senators.

Continued Debate on Main Motion – None

POINT OF INFORMATION – Is there a quorum?

Chair ruled it is too late to ask about quorum after vote completed – but noted lack of quorum (14 present; 15 required for quorum)
• Will research more because parliamentarian not present
• Since asking now that motion be postponed until next meeting for full vote, if find ruling is incorrect, will come back and make ruling at next meeting
• Question is whether or not we have to have a quorum if nobody calls for a quorum

Without objection, vote on motion postponed until next meeting.

B. Academic Policies Committee - First Reading
Report on Renaming Theatre Arts Major – Senator Mc Intyre
• APC recommending that University Senate approve renaming Theatre Arts Teaching Emphasis
  • Rationale listed on motion report
  • Very similar to renaming of Art & Design majors previously approved

Motion 40-AP-13
Moved and seconded by the Academic Policies Committee (7 for, 0 against) that the following change in the teaching curriculum at UW-Eau Claire be approved to reflect changes in the Department of Public Instruction legislative mandates per state statute:

  Rename Major: Theatre Arts, Early Adolescence/Adolescence Teaching (601-202) to Theatre Arts, Teaching (601-xxx).

Debate - None

MOTION from Senator Mac Briar that the rules be suspended to allow vote on motion today seconded and passed without dissention.

Debate – None

Vote on Motion 40-AP-13: Motion PASSED by vote of University Faculty Senators without dissention.

IX. Announcements – Next meeting on April 13, 2004 in Council Fire Room.

Meeting adjourned at 4:33 p.m.

Wanda Schulner
Secretary to the University Senate