May 11, 2004

Members Present:

Joey Bohl, Don Bredle, Jack Bushnell, Linda Carpenter, Jesse Dixon, Michael Dorsher, Dan Drumm, Margaret Dwyer, Leslie Foster, Mitchell Freymiller, Warren Gallagher, Alan Gallaher, Andrea Gapko, Marc Goulet, Betty Hanson, Susan Harrison, Sean Hartnett, Tim Ho, Ann Hoffman, Robert Hollon, Larry Honl, Robert Hooper, Rose Jadack, Richard Kark, Tim Lane, Gene Leisz, Barbara Lozar, Barbara MacBriar, Donald Mash, Rebecca Matter, Susan McIntyre, John Melrose, Rick Mickelson, Jane Pederson, Andrew Phillips, Bobby Pitts, Vicki Reed, Connie Russell, Richard Ryberg, Kathie Schneider, Roger Selin, Nick Smiar, Alex Smith, Carter Smith, Linda Spaeth, Todd Stephens, Paula Stuettgen, Kent Syverson, Lois Taft, Steven Tallant, Dale Taylor, Roger Tlusty, Karen Welch, Scott Whitfield, Michael Wick, Jean Wilcox, Steve Zantow

Members Absent:

Ken Akiba, Marcia Bollinger, Paul Butrymowicz, Terry Classen, Bruce Dybvik, Robert Erffmeyer, Jeremy Hein, Debra King, Fred Kolb, Kate Lang, Steven Majstorovic, Peter Rejto, Earl Shoemaker, Lorraine Smith, Sharon Westphal, Rebecca Wurzer

Guests:

Robert Bolles, Dick Boyum, Margaret Cassidy, Pat Christopherson, Mark Clark, Bernard Duyfhuizen, Tonya Enlund, Kathy Finder, Carole Halberg, Dale Johnson, Paul Kaldjian, John Lee, Chris Lind, Jim Lowe, Karl Markgraf, Jan Morse, Katherine Rhoades, Mike Rindo, Bob Shaw, Marilyn Skrivseth, Sheila Smith, Larry Solberg, Andrew Soll, Barbara Stevens, Johannes Strohschank, Kathy Tank, Rob Welch, Elaine Wendt, CeCelia Zorn

The regular meeting of University Senate was called to order by Chair Harrison at 3:00 p.m. on Tuesday, May 11, 2004 in the Tamarack Room of Davies Center.

I. Without objection, minutes of April 27, 2004 meeting of University Senate approved as distributed

II. Chancellor’s Remarks – Chancellor Mash

- Joint Committee on Employee Relations met this morning; approved regents’ proposal to enhance pay plan and benefits package
  - Regents looked at agreement negotiated by represented employees of state to put forward parity proposal
    - Instead of 1% pay plan, will be 1.35%
    - Will be $250 lump sum payment to full-time faculty and academic staff in July to buffer impact of higher health insurance premiums
    - Reduces faculty/academic staff premium contributions already paying for health insurance
    - Will be additional check issued in June to make up for excess premiums already deducted
    - Effective January 1st, new premiums will go into effect for some tiers of health insurance
  - At last meeting of University Senate, piece of post-tenure review process to attach salary increment to successful post-tenure review failed
  - Approach suggested as one way of dealing with our compression challenge for senior faculty
    - Possible it will come back again
    - In meantime, continue doing things that are making a difference
      - Promotion increases more than doubled over past five or six years
      - Compensation Committee addressing compression in part with chancellor’s discretionary funds
  - Campus making some progress in AAUP salary comparisons
Our full professors, in terms of average salary, ranked seventh for 2003-2004 among eleven comprehensives in UW-System
- Ranked ninth when I arrived in 1998-1999
- Now at $66,300 annual salary, with two schools ahead at $66,500
- Numbers next year likely to show us sitting at fifth

- Doing some things that are working; will continue to work on matter

- End of academic year busiest time for just about everybody; bringing together programs, awards, recognitions, searches, and any number of other things
- Have watched year unfold – performance of campus exceptional given challenges dealing with this year
  - Attributable to work you do day to day
  - Commend and congratulate everyone for job well done on two major outcome measures – students and service to region

- Will discuss later in meeting some changes, made and suggested, to put us in good position to continue progress

- Responses to questions from floor
  - Vice Chancellor Soll to spend time with Compensation Committee looking at salary data very closely
    - Know we are making progress against sister institutions
    - Do not know if others just falling behind faster than we are
    - Not making same rate of progress at associate professor level – will look more closely at that
    - Apparently hiring more people at associate level, which plays into that
  - Last Chronicle of Higher Education reported AAUP data
    - Will share what we have in considerable detail
    - Always looking for words, strategy, and arguments to make strongest case for our institutions
    - Continue to do so aggressively
    - Critically aware that constantly dealing with difficult situations; have to keep spirits up to keep moving forward
  - When look at AAUP data, compare average salaries; never talk about some differences
    - Most individuals at other institutions participate in TIAA-CREF retirement program requiring 5-10% contribution of salaries
    - Individuals here don’t contribute toward our outstanding retirement program
    - Still accept challenge of making some progress on salary issue

III. Chair’s Report – Chair Harrison
- Lengthy chair’s report – highlights regents’ recognition of Wisconsin Idea Fellows
- Next meeting of faculty reps to be determined
- Next Board of Regents meeting on June 10 and 11, 2004 in Milwaukee
- Please complete and return senate surveys
- Urge tenured faculty senators to seriously consider running for faculty rep in fall
  - Wonderful opportunity to learn about UW-System and have input
  - Over past seven years, had opportunity to inform regents on shared governance and how faculty involved at UW-Eau Claire
- If interested, indicate on survey form, or let Senator Pederson, chair of nominating committee, know

- Senate strong because of participation – recognize senators retiring and those whose terms expire at conclusion of this session
  - Don Bredle
  - Linda Carpenter
  - Mitch Freymiller
  - Marc Goulet
  - Sean Hartnett
  - Jeremy Hein
  - Richard Kark
  - Debra King
  - Tim Lane
  - John Melrose
  - Rick Mickelson
  - Jane Pederson
  - Vicki Reed
  - Peter Rejto
  - Richard Ryberg
  - Kathie Schneider
  - Nick Smiar
  - Carter Smith
  - Dale Taylor
  - Roger Tlusty

Without objection, at request of Senator Hartnett, business reordered to take up resolution from new business as sponsor, Dr. Kaldjian, has class at 4:00 p.m.
- Resolution speaks to situation involving Fulbright Scholar Dr. Mohamed Riffi’s difficulties returning to complete his Fulbright program at UW-Eau Claire
• Felt would be valuable, at least on symbolic level, to show support for colleague from Gaza who has been productive member of our community for short time
• Response to questions for clarification
  • According to Dr. Markgraf, Director of International Education, Dr. Riffi has now decided to attempt to return to Eau Claire to complete program in mathematics research
  • Support resolution for symbolic value as we seek reinstatement of Dr. Riffi’s scholar visa

Motion 40-US-02
Moved by Senator Hartnett and seconded that the following resolution be put forward for consideration.

University Senate Resolution Regarding Dr. Mohamed Riffi,
Associate Professor of Mathematics, Gaza Islamic University and Fulbright Scholar

WHEREAS the University of Wisconsin – Eau Claire community strongly and actively supports the goals of the Fulbright Scholarship Program to increase understanding among nations through educational and cultural exchange, to promote international cooperation, and to develop peaceful relations between the United States and other countries;

WHEREAS the University of Wisconsin – Eau Claire is honored that Dr. Mohamed Riffi of the Faculty of Mathematics at Islamic University of Gaza chose to teach and conduct research on our campus as a 2003-2004 Fulbright Scholar;

WHEREAS Dr. Riffi spent two months of productive research, teaching and professional exchange on the campus of UWEC in February and March, 2004 before returning to Gaza to visit his family in April, 2004;

WHEREAS Dr. Riffi was detained in Atlanta upon his return (20 April 2004) and assigned mandatory deportation status as a result of incorrect advice from U.S. immigration officials in Minneapolis, MN before his return to Gaza;

WHEREAS Dr. Riffi was threatened and humiliated in detention by US Citizenship and Immigration Services (USCIS) officials without the opportunity to contact his family or UWEC before subsequent deportation back to Gaza;

WHEREAS the Chancellor’s representative (Dr. Karl Markgraf, Director, UWEC Center for International Education) has independently corroborated events with the Fulbright Scholar Program and U.S. Senator Feingold’s office;

WHEREAS UWEC faculty and staff have no reason to doubt Dr. Riffi’s accounting of events; and,

WHEREAS the Chancellor’s representative has been working with the offices of U.S. Senator Feingold and the Fulbright program to investigate the US Citizenship and Immigration Services’ treatment of Dr. Riffi; therefore,

BE IT RESOLVED, the University of Wisconsin – Eau Claire Senate, representing its faculty and academic staff,

PROTESTS Dr. Riffi’s mistreatment by the USCIS while in detention in Atlanta and Cincinnati;

EXPRESSES CONCERNS that – at this time of increased tension between the United States and the Arab and Islamic peoples – the detention and mistreatment of an Arab scholar in the United States sends a counter-productive message;

SUPPORTS continued investigation into Dr. Riffi’s mistreatment during USCIS detention on and subsequent to 20 April 2004;

REQUESTS a report from Senator Feingold’s office on the results of the investigation;
SUPPORTS the Fulbright Scholar Program’s efforts to have Dr. Riffi’s visa to the United States expeditiously reissued;

WARMLY WELCOMES Dr. Riffi back to the United States to complete his term as a Fulbright scholar and guest of the University of Wisconsin – Eau Claire; and,

URGES the Chancellor’s representative to pursue all possible means to ensure that Dr. Riffi’s next trip into the United States through US Citizenship and Immigration Services is expeditious, smooth and welcoming.

Debate

- Speak in favor of resolution – atrocious for our country to treat a scholar this way
  - Ask those that did know him to convince us beyond reasonable doubt that he was not involved in any clandestine activity warranting treatment
- Cannot be certain not involved, but mandatory deportation status had nothing to do with suspicion on part of United States State Department or any other US agency of any clandestine activity
  - Fell into mandatory deportation status because given incorrect immigration advice at Minneapolis airport
    - Dr. Riffi’s visa category required departure from certain ports of exit from United States
    - His direct ticket home changed at Minneapolis airport, rerouting him through Cincinnati
    - US immigration officials told him change would not create a problem
  - Upon returning to the United States via Atlanta, he was thrown into a detention cell because fell under mandatory deportation status

Without objection, resolution will be voted on today.

Vote on Motion 40-US-02: Motion PASSED by acclamation.

IV. Academic Staff Representative Report – Senator Wilcox
- Academic staff reps meet next week in Madison – have not seen agenda
- Encourage academic staff to attend Academic Staff Leadership Conference at Stout on July 29-30 – will get details out when available
- Would encourage academic staff to consider running for academic staff representative in fall
  - Incredible experience providing much better macro understanding of higher education
  - Is 20% release time position on chancellor’s staff

V. Unfinished Business

A. Faculty Personnel Committee – Second Reading
  Chair Selection Motion
- Previously announced only faculty senators would vote
  - Noted since then that this section included in faculty and academic staff portion of personnel rules
  - Therefore, all senators will be voting on motion

Continued Debate
- English Department unanimously against motion
  - Department has long history of including teaching academic staff in departmental decisions and on committees; welcome input
  - People with faculty status generally have longevity, history, and integral connection with department and institution
    - Doesn’t make sense to cut them out of decision making
  - Seems motion will create rift dividing faculty and academic staff that institution attempting to mend
- Against motion for several reasons
  - Wisconsin statutes indicate academic staff shall be involved in all policies and procedures concerning academic staff; believe chair selection would fall under this
• Motion taking opposite direction of UW-System integration report recommendation that instructional academic staff (IAS) be included in decision making at department level
• Motion says search and screen committee will be composed of faculty
• Everyone else still involved in recruiting process
  • Even search and screen committee has no vote – make recommendation to next person up line
  • Person being hired is, by definition, faculty member
  • Requires knowledge of faculty position and potential for tenure
• Speak against motion primarily because it removes opportunity for departments to govern themselves
  • Department should be given opportunity to decide make-up of search and screen committee
  • Goes against recent tradition of being more inclusive of IAS with faculty status
• Faculty status, as applied to academic staff, refers to increasing responsibility on curricular, not personnel, issues
• Seems to be movement on campus away from faculty to increasing number of academic staff
  • That is a problem – has nothing to do with department chairs, except they need to be faculty and tenurable
• Committee’s perspective
  • Seems to be blurring of distinction between faculty and IAS
  • Explicitly states in Chapter 3, on page 4 of handbook under departmental governance:
    “Members of the academic staff (and they are talking about IAS with faculty status) may not serve on departmental reappointment (personnel) committees, departmental promotion committees, departmental committees developing and approving long-range tenure management plans”
  • Committee believed recruitment search and screen committee was personnel committee
    • Attempting to clarify inconsistent language in handbook, not inventing rules
• Talked about long-term IAS being a concern
  • According to handbook, only legitimate reasons for hiring IAS are:
    1) Lack of credentials to be faculty;
    2) Position does not include full responsibilities of faculty member;
    3) Position is short-term; or
    4) Funding for position is short-term
  • Therefore, committee felt perhaps IAS should not be involved in selection of chair
• Committee believed rules in handbook there for reason – line is becoming blurred with increased movement is toward IAS
  • Heard figure of 40% of instructional staff in UW-System now IAS
  • Felt important stance to take as faculty to ensure role in overall direction of department
• Speaking against motion for number of reasons
  1) Don’t believe appropriate to fix problem of increasing IAS by limiting involvement in selection of department chair
  2) Chair deals with both faculty and academic staff personnel issues so does concern academic staff members
  3) Handbook already permits department to limit membership on committee to faculty; any department could make this choice without disallowing choice by other departments
  4) Faculty status confers right to participate in faculty governance at all levels of institution; at Eau Claire, also a responsibility
  5) Disagree whether this is personnel committee – would be administrative committee
• Also speak against motion – often department chair is important person to academic staff
  • Through discussions with chair, academic staff find out how they are doing and quality of their teaching
  • Because of important relationship, should not restrict decisions about chair selection only to faculty
• Handbook currently indicates all fixed-term IAS reviewed by DPC and department chair; motion coming forward from Academic Staff Personnel Committee would change that
• Brought to committee by Handbook Review Committee to clarify inconsistencies in language between different parts of handbook
  • Original language in some places includes IAS, other places include IAS with faculty status, and still other places exclusively says IAS can’t be included
  • Brought forward to deal with inconsistencies, intention was not to totally eliminate IAS with or without faculty status, but to make language consistent throughout
• Past and current chairs of biology department adamantly opposed to motion – as would prevent numerous IAS in department from serving on search and screen committees
Vote on Motion 40-FP-05: Motion DEFEATED

B. Academic Staff Personnel Committee – Second Reading
   Handbook Language Changes – Academic Staff
   - Vote will be by academic staff senators, which includes IAS with faculty status because academic staff personnel issue
   - Since motion does involve departments in some areas, faculty senators may request to have their separate vote recorded and sent forward as well

MOTION by Senator Gapko to divide the question to consider page 4 (Fixed Term Appointments for Instructional Academic Staff) separately seconded and PASSED

Amendment 40-AS-04-a1
   Moved by Senator Spaeth and seconded that the following paragraph be inserted at the end of UWEC 10.02(1)(b)
   In the recruitment to fill an administrative or professional academic staff position in an area other than a unit or department, the immediate supervisor shall develop a position description, follow the above procedures, and forward recommendations through the appropriate university channels.
   and OR AREAS OTHER THAN UNITS be added at the end of the title

Debate
   - Clarifies what happens when recruiting for administrative or professional academic staff positions that are not in departments or units – are a few situations where might occur

Vote on Amendment 40-AS-04-a1: Amendment PASSED without dissention by academic staff senators.

Amendment 40-AS-04-a2
   Moved by Senator Gapko and seconded to add sentence at end of second paragraph of UWEC 10.02(1)(b):
   Internal and external candidates shall be given equal consideration.

Vote on Amendment 40-AS-04-a2: Amendment PASSED without dissention by academic staff senators.

Vote on Motion 40-AS-04: Motion PASSED without dissention by academic staff senators.

TEXT OF MOTION
   Chapter 5, page 32, 2nd paragraph headed UWEC 10.01(2) Composition of Academic Staff
   UWEC 10.01(2) COMPOSITION OF ACADEMIC STAFF

Academic staff appointments shall include the following categories: (a) general administrative and professional academic staff, which includes employees involved in policy development or execution, or in directing, organizing, or supervising activities in the administration of UW-Eau Claire or a college, school, division, or department (or functional equivalent) or unit; thereof; (b) academic professional support staff which includes those academic staff persons assigned to duties extending and supporting the or involved in the support of students and/or research, teaching, or public service primarily associated with institutions of higher education functions of UW-Eau Claire not defined in (a) above; (c) and (b) instructional and/or research academic staff.

Chapter 5, page 33, 1st paragraph under UWEC 10.02(1) Recruitment of Administrative and/or Professional Academic Staff.

UWEC 10.02(1)(a) RECRUITMENT OF ADMINISTRATIVE AND/OR PROFESSIONAL ACADEMIC STAFF IN UNITS

Recruitment to fill an administrative or professional academic staff position in a unit, whether it is newly created or becomes available through an established position being vacated, shall follow these procedures: the administrator (Director, Chair, Dean, Assistant/Associate/Vice Chancellor, or Provost/Vice Chancellor) shall seek the advice of the unit’s academic staff in defining the position and conducting the search. The administrator shall oversee the development of a position description detailing the duties and responsibilities of
the position and the qualifications to be sought. All recruiting procedures shall be in accordance with the UW-Eau Claire’s Affirmative Action Plan.

Upon review by the Affirmative Action Officer and approval of the appropriate Dean or Vice/Assistant/Associate/Vice Chancellor and the Provost/Vice Chancellor, the position shall be publicized in accord with the principles of affirmative action and in an effort to secure as many qualified applicants a possible. Internal and external candidates shall be given equal consideration. (US 4/00)

The Director or Chair shall obtain from the Affirmative Action Office the appropriate forms for recording the recruitment activity and the qualifications of the applicants reviewed.

After the closing date for applications, the administrator shall seek the advice of the screening committee and, after review by the Affirmative Action Officer and approval of the appropriate Dean or Assistant/Associate/Vice Chancellor and the Provost/Vice Chancellor, the candidate(s) shall be invited to the campus for interviews. (US 11/88)

While on campus, the candidate(s) shall be interviewed as appropriate, by the director or Chair, members of the faculty or academic staff, the Dean or Vice Chancellor, and the Provost and Vice Chancellor. If the candidate(s) is (are) not acceptable, another candidate from the approved list will be invited for interviews. If none of the remaining candidates is available or acceptable, the position shall be readvertised and a new closing date set.

When an acceptable candidate has been identified, the director or Chair administrator will prepare a recommendation for appointment. After review by the Affirmative Action Officer, and upon recommendation of the appropriate Dean or Assistant/Associate/Vice Chancellor, the Provost/Vice Chancellor shall prepare an appointment letter for the Chancellor’s review.

If none of the candidates is acceptable, the administrator in consultation with the screening committee shall (1) revisit the pool for additional candidates, or (2) readvertise in the same and/or different locations using exactly the same position requirements and description, 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 changes.

UWEC 10.02(1)(b) RECRUITMENT FOR ADMINISTRATIVE AND/OR PROFESSIONAL ACADEMIC STAFF POSITIONS IN DEPARTMENTS OR AREAS OTHER THAN UNITS

Recruitment to fill an administrative or professional academic staff position in a department, whether it is newly created or becomes available through an established position being vacated, shall follow these procedures: the department chair shall develop a position description detailing the duties and responsibilities of the position and the qualifications to be sought, identify appropriate means of publicizing the vacancy, and determine procedures for screening the applicants. All recruiting procedures shall be in accordance with the UW-Eau Claire’s Affirmative Action Plan.

Upon review by the Affirmative Action Officer and approval of the appropriate Dean and the Provost/Vice Chancellor, the position shall be publicized in accord with the principles of affirmative action and in an effort to secure as many qualified applicants a possible. Internal and external candidates shall be given equal consideration.

After the closing date for applications, the department chair, in accordance with the screening procedure described on the Request to Recruit, shall determine which candidate(s) to interview. The best-qualified candidate(s) shall be identified and, after review by the Affirmative Action Officer and approval of the appropriate Dean and the Provost/Vice Chancellor, the candidate(s) shall be invited to the campus for interviews.

When an acceptable candidate has been identified, the department chair will prepare a recommendation for appointment. After review by the Affirmative Action Officer, and upon recommendation of the appropriate Dean, the Provost/Vice Chancellor shall prepare an appointment letter for the Chancellor’s review.

If none of the candidates is acceptable, the department chair shall (1) revisit the pool for additional candidates, or (2) readvertise in the same and/or different locations using exactly the same position requirements and description, 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 changes.
In the recruitment to fill an administrative or professional academic staff position in an area other than a unit or department, the immediate supervisor shall develop a position description, follow the above procedures, and forward recommendations through the appropriate university channels.

Chapter 5, page 34, Letter of Appointment to Academic Staff

UWEC 10.02(2) LETTER OF APPOINTMENT TO ACADEMIC STAFF

The terms and conditions of appointment of an academic staff member shall be specified in a written letter of appointment signed by the Chancellor or an official of the University of Wisconsin-Eau Claire authorized by him or her. The letter of appointment must contain: (a) designation of type of appointment as fixed term, probationary, or indefinite; (b) duration of the appointment, including starting and ending dates; (c) salary; (d) general position responsibilities; (e) definition of operational area; and (f) length of the probationary period, if appropriate, and recognition of credit for prior service as part of the probationary period, if appropriate (UW 4/00); and (g) reference to Accompanying the letter of appointment shall be an attachment detailing institutional and system regulations, rules, and procedures relating to academic staff appointments. If the appointment is subject to the approval of the Board of Regents, a statement to this effect must be included in the letter.

An amended letter of appointment shall be sent to an academic staff appointee whose position responsibility is to undergo significant change, and a copy of the amended letter shall be sent to the chair of the standing Academic Staff Personnel Committee at the same time.

A Faculty and Academic Staff Handbook will be provided after the initial contract is accepted. All academic staff shall be apprised of their governance rights by the unit director or department chair at the time of original hire. (US 4/00)

Chapter 5, page 41, UWEC Review of Performance, – Administrative and/or Professional Academic Staff

UWEC 10.03(3) Review of Performance

2. Fixed Term— Administrative and/or Professional Academic Staff
   a. Performance Evaluation

   Within the first month of each contract period, the immediate supervisor shall call a meeting with the academic staff member to review and explain work assignments and performance expectations for the period. Performance expectations shall be determined in the context of the areas of evaluation specified below. Performance evaluation process shall be held completed by January 15 in the first two years; by October 15 in the third through sixth years of service; and by February 15 for appointment to the seventh and subsequent years of service. (US 5/97)

3. Probationary Administrative and/or Professional Academic Staff
   a. Performance Evaluation

   Within the first month of each contract period, the immediate supervisor shall call a meeting with the academic staff member to review and explain work assignments and performance expectations for the period. Performance expectations shall be determined in the context of the areas of evaluation specified below. Performance evaluation process shall be held completed by January 15 in the first year of service, by October 15 in the second year of service, and by February 15 thereafter. (US 5/97)

MOTION by Vice Chair Gapko to refer previously divided page 4 (Fixed Term Appointments for IAS) to the Academic Staff Personnel Committee for further information seconded and PASSED without dissention.

V. Reports of Committees

° Executive Committee – Chair Harrison
   • At last meeting, after open forum items included in chair’s report discussed, committee briefly reviewed process for curricular change and then went into closed session to consult with chancellor
   • After adjournment from closed session, a subcommittee of faculty members convened to discuss with chancellor his concerns about post-tenure review action
• Good discussion resulted in no recommendations for change in motion; chancellor now considering whether to sign or not
• Unless special meeting called this summer, next meeting of Executive Committee will be September 7, 2004 in Presidents Room of Davies Center

◆ Faculty Personnel Committee – No Report
◆ Academic Staff Personnel Committee – Senator Wilcox
  • Next meeting May 13, 2004
◆ Academic Policies Committee – Senator Syverson
  • Met for last time this year right before this meeting
  • Voted against recommending closure of music therapy program on a 2 – 6 vote
◆ Physical Plant Planning Committee – Senator Stuettgen
  • In response to question from previous meeting, still on board in terms of timing of riverbank stabilization project
  • Defer further questions to Vice Chancellor Soll

◆ Budget Committee – No Report
◆ Compensation Committee – No Report
◆ Nominating Committee – No Report
◆ Technology Committee – Senator Goulet
  • No contracts at this point, but decision made to transition university administrative system away from Unisys platform toward Oracle
  • Some additional information needs to be gathered about options toward more open-ended architecture to better serve university
  • Chancellor and IT folks will be working on options during much of summer with timeline for transition still being worked out

VI. Special Reports
  Special Report on Academic Misconduct – Associate Dean of Students Robert Shaw and Chair Harrison
  • Working group on student academic misconduct has been meeting throughout course of year
  • Despite perception that faculty not supported or assisted if need to confront academic misconduct in classroom, fairly simple procedures available in UW Chapter 14 with assistance and help available from Student Development and Diversity
  • Can download simple letter to give to student after observation of and confrontation over misconduct
  • Number of options include failure on assignment, or failure of course
  • In last 15 years, have had four or five appeals from students; committee sustained all instructors’ penalties, save one
  • In that case, was small change to penalty due to inconsistency between students
  • With Chair Harrison, spent time at Student Senate to get students’ sense for academic misconduct on campus
  • Asked four key questions:
    • How to define cheating?
    • How to define plagiarism?
    • Do you know someone who has cheated multiple times in an academic setting?
    • How do you think a faculty member should respond to cheating on an assignment?
  • Wide variety of answers
  • Out of discussion came request for all faculty to include policies of what considered cheating up front
  • Wanted you to know help and assistance available
    • Is institutional priority to ensure academic integrity and deal forthrightly with academic misconduct
    • Anything you can put up front on syllabi enormously helpful
    • Most difficult area is that of collaboration and joint work where students have misunderstood intent
    • How assign and split up work is critical

VIII. Miscellaneous Business

A. Academic Policies Committee – First Reading
  Name and Prefix Change – Communication Disorders – Senator Syverson
As curricular issue, University Faculty Senators, which include instructional academic staff with faculty status will vote on motion

Motion originated in Department of Communication Disorders
- Proposed to change department name based on way things referred to in discipline
- Communication Disorders no longer standard nomenclature in field; is move toward calling departments Communication Sciences and Disorders
- Prefix now is CDIS; propose changing it to CSD

Motion 40-AP-18
Moved and seconded by Academic Policies Committee (5-0) that the Department of Communication Disorders, with prefix CDIS, be changed to the Department of Communication Sciences and Disorders with new prefix CSD

MOTION by Senator Mac Briar to suspend the rules so motion could be voted on at this meeting seconded and PASSED by two-thirds vote.

Debate
- If this passed today, would still go into effect with 2005-2006 University Catalogue
- If don’t vote on today, would die with end of current session; could refer back to committee to bring back in fall
- Change consistent with what happening nationally and better reflects department
- Want to get done so can look at moving forward
- Cleaning up may actually be blurring differences as colleagues in Department of Communication and Journalism may also consider themselves social scientists

Vote on 40-AP-18: Motion PASSED by University Faculty Senators.

B. Report on Consultation held at Executive Committee meeting of May 4, 2004 on Provost Satz’ Leave of Absence and resulting Reorganization – Chancellor Mash
- Consulted a week ago with University Senate Executive Committee and sent out follow-up email to campus community
- Changes talking about can serve university well; enable us to maintain momentum, maximize summer work period and position ourselves to begin coming academic year strongly
- Timing of announcement of changes precipitated by recent change in Provost Satz’ status
- Content of announcement results from conversation with Dr. Satz over period of time, from my observations and thinking, from consultation with other key people, and from my resolve to put in place an organizational structure capable of delivering our trademark quality in spite of fiscal and functional challenges we face
- Will continue to be open and candid discussions as we implement changes as well as those that ripple out from them
  - Personnel rules will be followed
  - Individuals will be treated fairly
  - When process complete, neither operating budget nor position count will be negatively impacted
- Number of discussions have taken place since email; Interim Provost Tallant also meeting with number of people and departments
  - Some questions have been answered; others perhaps not
  - Here today to answer some of those
  - Some things will be dealing with over period of time; assure you process will be transparent with complete accountability
  - In large part, this is move back to prior structure, so not completely new issue
- Responses to Comments and Questions from Floor
  - Don’t recall saying we would end up with net reduction of administrative positions (as reported in Leader-Telegram article)
    - Did say position count would not be negatively affected
    - Have been reviewing all positions as become vacant to attain mandated position reduction this biennium; long-term, will be backfilling some of those positions
    - Talking about increasing breadth of administrative capacity, particularly in Academic Affairs
• Some functions, for example assessment, now done in Academic Affairs could easily be handled by knowledgeable faculty on release time
• Faculty person at time doing that job, would be administrator; not talking about creating additional administrative positions
• Will have additional meeting to discuss titles and administrative positions; will have associate deans becoming deans
• Reorganization of College of Professional Studies difficult to time because committed to discussing all aspects, particularly in School of Human Sciences and Services (HSS)
  • Has already begun; reporting lines are changing and areas functioning
  • Not standing still in terms of titling and alignment of departments, but will take a little longer
• Preference would be to have two new colleges and all of HSS with new homes by fall
  • Those departments will have hand in where they end up
  • Administratively will be working very hard this summer, when have breathing room from usual academic workload, to put as much in place as possible
• Dismantling HSS so outstanding programs see more of light of day
  • Very significant programs connecting region and our community
  • Could look at way to talk about some of our programs more comprehensively and create interdisciplinary activity that might be mutually beneficial
    • A thought:
      • College of Education and Human Development
      • College of Nursing and Health Care
      • Programs in HSS could fit very nicely in either one of those models
  • Direct reporting lines to provost by colleges will remove layer of administration
    • Provide for consistent personnel rules and clarification of budget
  • Will be managed creatively by leadership with best interests of college in mind
• Convinced over time that needed to take good hard look at structure that is confusing and lacking clarity about schools and their functions
  • Difficult to attract people to associate dean positions of schools
  • Have been less responsive than could be with colleges
• Still need to address whether system rules allow for associate deans to become deans
• Still need to talk about way personnel arranged in each college
  • Think it can be done without additional dollars given way salaries play out and how looking at some of other positions
  • Committed to not being in negative position in regard to dollars or positions at completion of this
• Assistant Vice Chancellor Lowe, now in interim position, to have more hands-on role in technology area, specifically CNS and what was MDC
  • Still working out what that would look like
  • Received suggestion about also looking at NET to serve faculty better
• Handbook talks about who has to do what in process of eliminating colleges and schools
  • Will be working with senate chair on how that can be done
  • Think will serve us better if we move and clarify sooner rather than later
• Are some ways to implement without going through every single step
  • Would depend, to some extent, upon campus sentiments; don’t want pyrrhic victory
• Have had conversations with associate deans of nursing and education; they understand the changes and that their areas of responsibility could increase by a department or two
  • Asking HSS to consider best home for them and how it might be organized
  • To extent possible, will try to honor that and hope to make it work
• Quite possible library will report elsewhere (had been reporting to Assistant Chancellor Lowe) – not worked out yet
  • Sensitive to fact library contains faculty; reporting line needs to take that into consideration
• Senate Chair Harrison interjected the only entity on campus that has power to supersede senate is entire University Faculty and Academic Staff, since senate is their agent
  • Since this is curricular matter, would be University Faculty
  • At opening, or other, meeting, University Faculty could hear reorganization motion and vote on it
Although meeting of full faculty could be held next week, seems extremely premature to vote – will not know enough at that point
To keep faculty apprised of movement during summer
  • Executive Committee stands ready to meet to extent required
  • Will also communicate with email updates
  • Administrative structure now in place will ensure we keep moving and keep working
If provost well enough to return in fall, would change some of interim positions
  • Dr. Tallant would return to previous position
  • Will make other adjustments; will have to determine what to do in cases where faculty members stepped up to administrative responsibilities
  • Will have little more experience and little more leadership spread around in very lean core administration
  • Decided on Andrew Phillips because he was applicant for one of the associate vice chancellor positions a number of years ago so knew he had an interest in administration
    • Also admired his ability to work with community in his role as chair of computer science
  • Need to determine way to identify folks here in one role, who have an interest in getting experience and positioning themselves to move into another role
    • Would be ways to do that with temporary assignments and experiences, something that parallels an internship
    • Need to do because challenged like never before when searching to fill positions and because culture important
    • Good thing to extent can grow our own and be administratively nimble when necessary to avoid interruptions in performance
    • Want to build on that
  • Come May 23rd, will not have College of Professional Studies administratively
    • Will have three associate deans heading up schools reporting to the provost as we work through this
    • Don’t want to get ahead of official governance process in terms of when it eventually gets settled
Campus will know details as decisions are made about administrative assistance at associate dean level
  • Will come out of this position neutral and budget neutral
  • Will attempt as work through next couple of years to replenish faculty lines for instruction, which is critical core function of university
  • Lot depends on who goes where from HSS – workload for dean will be dictated by structure determined after HSS has a plan
  • Trying to be as consultative as possible in this process
    • Change is painful and changes like this take a long, long time here – why rarely made
    • Would be in best interest of university to be more nimble in terms of way we make changes
    • Final call on something like this is mine – but not going to process it that way
  • Had been considerable consultation with others prior to formal consultation with Executive Committee last week
    • Those consultations suggested there is support for this
  • Prefer not to frame proposal in way that makes it almost impossible to deal with (indicating what will happen and then backing up and coming through process; no use spending time in process of governance if answer cannot be no)
    • Know we have governance process
    • Believe HSS people will be accommodated very nicely – that is what we are working toward
    • Can work this out and in process make important change that will be good for university
    • Have thought about this and talked to many people and am putting it out there
      • Going to bring as much of helpful attitude as I can to make this thing work so people are treated fairly and we come out a better place in a reasonable amount of time
    • If we have to go through every piece of this, that is what we will do; in the meantime, we will keep functioning and work toward doing things more effectively
    • Can’t operate in way to allow piece here and piece there to block major organizational changes
    • Convinced we are moving in right direction – just a question of how to do it
    • Prepared to work with governance process to legitimize changes
• Important and necessary at this critical time
• Senate chair and I will be talking – prepared to do whatever regular communication necessary to continue sorting out questions raised by HSS people in particular
• Have met with staff affected by ripple effect of changes so everyone is treated fairly in terms of their positions and situations
• This is going to be fine; confident we can make this work
  • Perhaps not everyone will be perfectly happy, but most people will be
• Looking for feedback, thoughts, and ideas that will enable us to go through this more quickly, or better the plan
  • Going to listen to anything brought forward

MOTION by Senator Gapko that the Thanks of the University Senate be extended to the Chancellor for taking this opportunity to discuss with us the proposed changes seconded and PASSED by acclamation.

X. Announcements
• Enjoy your summer
• Committee chairs send minutes to Senate Office
• Next meeting on September 14, 2004 in Tamarack Room.

Meeting adjourned at 5:06 p.m.

Wanda Schulner
Secretary to the University Senate