Members Present:


Members Absent:

Paul Butrymowicz, Terry Classen, Bruce Dybvik, Marc Goulet, Betty Hanson, Jeremy Hein, Mary Iribarren, Debra King, Fred Kolb, Tim Lane, Rick Mickelson, Rebecca Wurzer

Guests:

Mark Clark, Bernard Duyfhuizen, Meghan Fisher, Dale Johnson, Katherine Rhoades, Sheila Smith, Andrew Soll

The regular meeting of University Senate was called to order at 3:02 p.m. on Tuesday, September 9, 2003, in the Tamarack Room of Davies Center.

I. Without objection, 40th Session of University Senate to use Robert's Rules of Order, Newly Revised, 2000, 10th print edition, with following Order of Business: Approval of Minutes; Chancellor's Remarks; Chair and Faculty Representative's Report; Academic Staff Representative's Report; Unfinished Business and General Orders; Reports of Committees; Special Reports; Special Orders; Miscellaneous Business of the Body; Announcements; Program; Adjournment

II. Minutes of April 22, 2003 University Senate meeting approved as distributed

III. Chancellor’s Remarks - Chancellor Mash

- Fall enrollment picture very good
  - Financial implications if don’t hit enrollment target; also implications if exceed by more than 1%
    - Made decision months ago to reduce size of freshman class while continuing to work at overall enrollment target (size of freshman class only one piece of bigger enrollment picture)
  - Freshman class stands at 1875; will be just in excess of enrollment target of 9429, but within 1% over
    - So protecting quality in terms of our load, but dollars coming back to us from tuition are maximized as result of hitting target
  - Many people responsible for managing that process – did masterful job

- Budget
  - Just about ready with pocket-size card mentioned at opening meeting
    - Can have as many copies as you want to pass out as way of heading off any additional budget reductions
      - Message is no more, we have done more than our share
  - Not simply matter of dollars, have to have flexibility and authority to make decisions about how to spend limited dollars we have to work with
Punctuated by issue of funding sabbaticals brought up by legislators; managed to avoid legislative action
We have good sense of core values of institution
Most recent issue of The View features story on value of sabbaticals on campus, with examples of how they contribute to teaching, research and community services
Pay Plan – likely proposal to be considered by regents at October meeting
Purposely put off action while budget was unresolved
Hope will be pay plan; is strong case for remaining competitive
UW-System Compensation Advisory Committee met with Katharine Lyall about pay plan; will be having another meeting prior to regents October meeting
Idea of perhaps paying more for health insurance to support larger pay plan brought up; to be discussed later
Way regents adjusted executive pay scales not helpful; all in this together and in best interest to talk about support and competitive salaries for those working in public higher education
At next Senate meeting will discuss health insurance plan; should know rates and structure by then
Will also be personnel sessions across campus as usual at dual choice time
Received wonderful letter of tribute from parents of student beginning sophomore year
Positive feedback on many aspects of her experience in freshman year including orientation, move-in day, courses and professors, athletics and coaches, and school culture that captures atmosphere and support offered at much smaller universities
Also commented on high regard for our teacher graduates

IV. Report of University Senate Chair and Faculty Representative – Susan Harrison

Welcome and thank you for being willing to serve in capacity of senator
Chair’s Report included with name tag; feel free to contact chair about items included in written chair’s report
Available on Senate website by noon on day of Senate meetings
Motions for upcoming meetings posted Wednesday or Thursday prior to Tuesday Senate meeting
Report back to constituents often about information in chair’s report and discussions held and decisions made at Senate meetings
When colleagues inquire as to reasons for certain decisions, remind them of Senate discussions, assure them shared governance played a role in the process and refer them to Senate minutes available on web
Encourage them to get involved by sharing comments with you, or by attending Senate meetings
Remind them best way to become aware of what’s happening is to faithfully read pink sheet
Time to become involved is when item comes up on agenda not after decision is reported in minutes
Executive Committee suggested using chair’s report as vehicle for announcements; please get announcements to Senate Office by noon on Monday for printing in chair’s report Tuesday
Announcements
Commemorative service for 911 to take place on 9/11 at 9:11 for 11 minutes at Ecumenical Religious Center on campus
Student Savings Card, sponsored by Student Senate and entitling anyone with Blugold card to savings at many area merchants, distributed to senators
Need driver for University Senate Chair in Homecoming Parade

V. Report of Academic Staff Representative – Senator Wilcox

First Academic Staff Representative’s meeting in Madison next Thursday
Haven’t seen agenda
Know will be doing assessment of how budget issue has affected academic staff on various campuses

VI. Procedures and Structure of University Senate – Chair Harrison

Overview of procedures and structure of University Senate, senator responsibilities, role of Senate Committees, and discussion of possible committee topics to be interspersed with committee elections
Wisconsin Statutes state faculty members vested with responsibility for immediate governance of institutions and active participants in institutional policy development
Faculty members have primary responsibility for curriculum and faculty personnel policy
* By statute, academic staff also active participants in immediate governance of and policy development for university; have primary responsibility for academic staff personnel policy
* Students also active participants – fortunate at Eau Claire to have strong student government
  * This year Adrian Klenz is Student Senate President, Kate Demerse is Vice President, Meghan Fisher is Student Senate liaison to University Senate
* Blue sheet includes description of each Senate Committee and actions completed by that committee last year
* Senate was not passive, accomplished a lot; if all involved can also accomplish a lot this year
* Represent entire University Faculty or University Academic Staff, not just constituency that elected you
* Order of Business allows for first reading, including discussion on topics, at one meeting and second reading, with an action, at the next
  * Within rights to suspend rules and vote during first reading if believe topic does not warrant additional discussion
* Senate Office will keep you informed of issues through handouts and email; contact Senate Office if need specific information to help you be a better senator
* If you are unable to attend Senate meeting, handouts distributed at that meeting will be provided
* Pamphlets will be distributed across campus soon describing University Senate – contact members of your department or unit to let your colleagues know who you are and that you are willing to hear suggestions
* Orange leaflet provides 2003-04 Senate calendar, list of Senators, and Senate contact information

- Membership of University Senate includes approximately 10% of faculty and academic staff eligible to vote
  - New Senators elected by Departments/Units
    - Ken Akiba, Philosophy & Religious Studies
    - Michael Dorsher, Communication & Journalism
    - Robert Erffmeyer, Management & Marketing
    - Leslie Foster, Library
    - Steve Majstorovic, Political Science
    - Rebecca Matter, Advising, Testing, and Orientation
    - Peter Rejto, Housing
    - Lois Taft, Nursing Systems
    - Scott Whitfield, Physics & Astronomy
  - Senators Reelected for Additional Four-Year Term from Departments/Units
    - Barbara Mac Briar, Family Health Nursing
    - Kathie Schneider, Counseling Services
    - Todd Stephens, Special Education
    - Steve Zantow, Financial Aid
  - Continuing Senators from Departments/Units
    - Joey Bohl, Admissions
    - Don Bredle, Kinesiology & Athletics
    - Jack Bushnell, English
    - Linda Carpenter, Communication Disorders
    - Dan Drumm, Computing and Networking Services
    - Warren Gallagher, Chemistry
    - Twink Hanson, Student Development and Diversity
    - Sean Hartnett, Geography and Anthropology
    - Jeremy Hein, Sociology
    - Tim Ho, Biology
    - Ann Hoffman, University Advancement
    - Larry Honl, Business Communication
    - Mary Iribarren, Foreign Languages
    - Rosemary Jadack, Adult Health Nursing
    - Richard Kark, Health Services
    - Debra King, Continuing Education
    - Fred Kolb, Economics
    - Tim Lane, Music and Theatre Arts
    - Gene Leisz, TLTDC
    - Barbara Lozar, Psychology
• John Melrose, Management Information Systems
• Jane Pederson, History
• Andrew Phillips, Computer Science
• Bobby Pitts, Art & Design
• Vicki Reed, University Recreation
• Roger Selin, Accounting and Finance
• Nick Smiar, Social Work
• Alex Smith, Mathematics
• Paula Stuettgen, University Centers and Programs
• Kent Syverson, Geology
• Dale Taylor, Allied Health
• Roger Tlusty, Foundations of Education
• Jean Wilcox, Career Services
• Rebecca Wurzer, Children’s Center

• New Senators Elected At-Large
  • Paul Butrymowicz, University Centers and Programs
  • Terry Classen, Facilities Planning and Management
  • Alan Gallaher, Communication Disorders
  • Susan Mc Intyre, Curriculum and Instruction
  • Lorraine Smith, School of Nursing

• Reelected Senators At-Large
  • Andrea Gapko, Academic Skills Center
  • Susan Harrison, Computer Science

• Continuing Senators At-Large
  • Marcia Bollinger, School of Nursing
  • Jesse Dixon, Multicultural Affairs
  • Meg Dwyer, Accounting and Finance
  • Bruce Dybvik, TLTDC
  • Mitch Freymiller, Biology
  • Marc Goulet, Mathematics
  • Robert Hooper, Geology
  • Kate Lang, History
  • Rick Mickelson, TLTDC
  • Connie Russell, Records and Registration
  • Richard Ryberg, Social Work
  • Linda Spaeth, Academic Skills Center
  • Karen Welch, English
  • Sharon Westphal, Psychology
  • Michael Wick, Computer Science

• Continuing Senators by Virtue of Positions
  • Ronald Satz, Provost and Vice Chancellor
  • Donald Mash, Chancellor

• Officers listed on back of leaflet
  • Senator Gapko, Vice Chair
  • Senator Wilcox, Academic Staff Representative
  • Wanda Schulner, Secretary to University Senate

• To enable Senate Committees to effectively and efficiently conduct business, parliamentary procedure and University Senate Constitution and bylaws followed
  • Pamphlet in packet briefly explains procedures and motions; commonly-used motions listed on back of name card
  • Constitution located in Faculty and Academic Staff Handbook accessible through Senate website
  • In few cases where Senate Committees empowered by full Senate to make final decisions, such decisions reported by committees for the record to full Senate
  • Documents official decisions made by committee
• Allows opportunity for any senator to question decision if necessary

A. Executive Committee
Functions
Establish agendas for Senate meetings
Call special meetings of University Senate
Make recommendations on matters referred to it by full Senate
Serve as negotiating body for Senate actions found unacceptable by Chancellor
Serve as consulting body for administration when suggesting changes in reporting lines, additions to administrative structure, or title changes for university-wide positions

Report of University Senate Nominating Committee – Senator Reed
Nominations for Executive Committee
From Arts & Sciences, Robert Hooper (Geology) and Karen Welch (English)
From Business, Robert Erffmeyer (Management and Marketing)
From Nursing, Rose Jadack (Adult Health Nursing)
From Education, Roger Tlusty (Foundations of Education) and Todd Stephens (Special Education)
From Academic Staff, Kathie Schneider (Counseling Services) and Linda Spaeth (Academic Skills Center)
No additional nominations from floor

MOTION by Senator Mac Briar to suspend the rules to allow the ballots from Business and Nursing to stand seconded and PASSED without dissension

Elected to University Senate Executive Committee: Karen Welch, Robert Erffmeyer, Rose Jadack, Todd Stephens, Kathie Schneider and Robert Hooper

B. Faculty Personnel Committee
Functions
Consider and recommend policies affecting diverse aspects of faculty’s professional life including salary, status, tenure, promotion and working conditions

Report of University Senate Nominating Committee – Senator Reed
Nominations for Faculty Personnel Committee
From Education, Roger Tlusty (Foundations of Education)
From any area, Meg Dwyer (Accounting and Finance) and Warren Gallagher (Chemistry)
No additional nominations from floor

MOTION by Senator Stephens to suspend the rules to allow the ballot for Education to stand seconded and PASSED without dissension

Elected to University Senate Faculty Personnel Committee: Roger Tlusty and Warren Gallagher

C. Academic Staff Personnel Committee
Functions
Consider and recommend policies affecting academic staff in regard to status, salary, indefinite appointment, promotion, and working conditions
No vacancies for senators; will shortly be special election to fill vacancy in university-wide position

D. Academic Policies Committee
Functions
Extremely active committee
Recommend policies for all academic programs at university
Topics suggested for this year
Transfer admission requirements will probably be coming this year because freshman admission requirements revised last year
Will be pursuing policy to actively discourage professors from requiring students to have medical excuses upon being absent from class

Report of University Senate Nominating Committee – Senator Reed

Nominations for Academic Policies Committee
From Nursing, Lois Taft (Nursing Systems)
From Education, Susan Mc Intyre (Curriculum and Instruction)
From any area, Barbara Lozar (Psychology), Robert Hooper (Geology), Marc Goulet (Mathematics), and Jane Pederson (History)
No additional nominations from floor
Person with most votes gets longest term

MOTION by Senator Syverson to suspend the rules to allow the ballots from Nursing and Education to stand seconded and PASSED without dissension

Elected to University Senate Academic Policies Committee: Lois Taft, Susan Mc Intyre, and Marc Goulet; and elected for one semester, Barbara Lozar

E. Compensation Committee

Functions
Charged with developing and proposing faculty and academic staff pay plan
Other suggested topics to undertake this year
Post-tenure salary plan to help deal with compression issue on campus

Question addressed to Chancellor Mash on probability of pay plan this year
UW-System leadership wants pay plan of some size; certainly supported in that decision by chancellors
Question is whether regents will support a pay plan given fiscal situation; about half of regents new since Governor Doyle’s election so harder to predict
Number of regents clear about maintaining competitiveness and arguing for pay plan
Message coming from System is need to keep salaries competitive in good times and bad

Report on meeting of System Compensation Advisory Committee – Andrea Gapko and Michael Wick
At time of meeting was talk of pay plan increases of 0% for this year and 1% for next year
Peer group data suggest raises between 2% and 3% for 2003-2004
Percentages behind peer groups very similar to past years
    Academic Staff – over 15% behind
    Full Professors – over 12% behind
    Associate Professors – over 8% behind
    Assistant Professors – over 2% behind

Also talked about health insurance rates with introduction of three-tiered plan with following costs
    Tier 1 - $25 single/$62.50 family
    Tier 2 - $50 single/$125 family
    Tier 3 - $100 single/$250 family
No plan available at no cost as in past
All counties will have at least one group in Tier 1; all HMOs will be in Tier 1 or Tier 2, only standard plan in Tier 3
All plans in same tier would cost the same no matter which county reside in

Supposed to bring feedback from peers to next meeting about idea being floated at System
    George Brooks, Associate Vice President of Human Resources, thought 0%/1% pay plan might be detrimental to institutions
    But state compensation reserve has no funds and tuition dollars, which have been funding large part of pay plan in past few years, being used to offset base budget reductions
    His idea is to self-fund portion of pay plan by volunteering to pay more of health insurance premium (will have to pay portion this year anyway) and reinvest that back into salary line for 2% raise in January
    Rates paid for health insurance would be more in line with what peer groups pay

Questions and Comments from floor
Retirees pay full cost of health insurance premium; would not change under this plan
   Ability to use accrued sick leave to pay premiums after retirement does not change
Current model proposed is pay in based on flat dollar rate and get back based on across-the-board percentage (not extra merit system)
This is robbing Peter to pay Paul, but would increase salary base
Would have positive effect for those retiring soon because increases base salary
Also need to look at effect on take-home pay
If voluntarily contribute higher percentage towards health insurance plans, likely to buy into that percentage in future
   Health insurance increases at far faster rate than salaries so may come back to bite us
Extremely regressive policy that hits hardest at people who can least afford to pay
Recommend we take 0% this year and fight really hard for reasonable pay plans in future
Understand is also change to pharmacy plan, uniform across all tiers, that substantially increases copays on prescriptions; need to keep this in mind
Everyone would participate whether carry insurance through university or not
Have to pay taxes on income, but not paying taxes on health care premiums, so seems would come up short
Final decision as to whether to try this approach rests at level of President Lyall’s Office with advice from Compensation Advisory Committee – why getting advice from you
Would be essentially permanent decision; funding base salary increase would require continuing contribution
Against idea
Seems is green light for health care providers to jack up premiums even higher
Quite possible someone going to decide this is nice source of money
Recommendation would eventually go to Joint Committee on Employee Relations – don’t have faith JCOER will support us
Employee premiums indicated above ($62.50/$125/$250) for family coverage already approved for non-represented employees – have been fixed since April; if don’t go with idea of contributing more, expect those rates
At peer institutions found family rate normally four times single rate so proposing
   Tier 1 – Single - $30/Family - $120
   Tier 2 – Single - $60/Family - $240
   Tier 3 – Single - $120/Family - $480
   Although final numbers could be somewhat different
Rationale baffling
Give George Brooks credit for trying to find way to fund salary increase to help morale
   Outcome of entire process may just be that we will all gleefully accept 0% pay increase
   Don’t know if that is motive, but quite clever if it is
Almost speechless – brings new meaning to the phrase, give yourself a raise
   Transmit to System our rejection of this incredible proposal
System may come back in next few days with more information; not sure it will sound much different
Very helpful if you let people at System know faculty and staff are not stupid; proposal is quite insulting
May make recruiting people harder; hiring at lower rate and have them contribute more so more highly-paid person can get more money
At moment, Valley Health and Group Health plans in Tier 2, Humana in Tier 1
For us to pay ourselves so we can say we got a raise really humiliating
Historically when recruiting, have been coached by dean to emphasize fantastic benefit packages at Eau Claire to offset higher salary offers from other institutions
   Has been successful strategy
   Now feel guilty of bait-and-switch as those benefits eroding
   Very good possibility that will have to pay more to draw same quality of people – further exacerbates compression
We allowed reduction in benefits by not commenting when had opportunity back in March or April to head off change in benefit package; need to be careful about buying into another change because of impact on quality of this institution
If this just a conversation, might be interesting if some sort of matching applied to this
Willing to help, but need substantial plan otherwise investing in lottery to see if really get pay raise
If Tier 1 health insurance costs $120 monthly for family and faculty or staff earns $50,000, 2% raise would be $1,000 and health insurance would cost $1,440
   Likewise if salary increases $1,000 for three years, retirement would increase about $500 a year
System now self-funding to keep contributions for health insurance for people working 50% to 74% at same level as full-time employees
   That not part of this proposal
    Talked about this as system-wide idea, but each campus could have some control over how money to be redistributed
    Changing of health insurance premiums to tiered system is state-wide – all government agencies, not just universities
    Have been through this kind of thing before where immediate response and slow makeup.
       Interesting how de-link benefits from salary when convenient for state - looking to match peer groups in paying for benefits, but not for pay raises or salaries
       Most of us hired under assumption benefits would remain more or less stable, will not be saying got 0% raise, but negative raise when final numbers are in
To say we got zero or less than zero in times like these would be very damaging to quality of university in terms of who we could hire
Numbers for employee contributions for health insurance premiums apply to non-represented classified staff; barring action by regents suggesting something else, same plan would be applied to unclassified staff
Consensus of Senate against idea will be taken back to advisory committee

Report of University Senate Nominating Committee – Senator Reed
   Nominations for Compensation Committee
   From Academic Staff, Paula Stuettgen (University Centers and Programs)
   No additional nominations from floor
   Slate of candidates has changed since printing of agenda

MOTION by Senator Smiar to suspend the rules to allow the ballot from Academic Staff to stand seconded and PASSED without dissension

Elected to University Senate Compensation Committee: Paula Stuettgen

F. Budget Committee
Functions
   Investigate all matters related to university budget; lots of discussions

Report of University Senate Nominating Committee – Senator Reed
   Nominations for Budget Committee
   From Human Sciences and Services, Dale Taylor (Allied Health) and Alan Gallaher (Communication Disorders)
   From Library, Leslie Foster
   From Business, Meg Dwyer (Accounting and Finance)
   From Academic Staff, Linda Spaeth (Academic Skills Center) and Jesse Dixon (Multicultural Affairs)
   Nominations from floor
   Rose Jadack (Adult Health Nursing)

MOTION by Senator Syverson to suspend the rules to allow the ballots from Library, Business, and Nursing to stand seconded and PASSED without dissension
Elected to University Senate Budget Committee: Leslie Foster, Meg Dwyer, Rose Jadack, Jesse Dixon, and Linda Spaeth

G. Physical Plant Planning Committee

Functions

“Parking and Smoking Committee” recommends policies related to the use of our physical campus

According to Paula Stuettgen, past chair of committee

DNR has issued permit for riverbank project; no start date set, not likely to begin before spring

Putnam Park stairway replacement completed

Bridge was in worse condition than thought necessitating detour path near Nursing Building; hope to have completed before bad weather sets in

Specific topics suggested for committee to address this year

Way to monitor where large groups of people cluster to smoke (entryways to buildings)

Way for Hibbard Hall to be air conditioned and sustain decent air quality

Andrew Soll, Vice Chancellor of Business and Student Services, noted air conditioning in Hibbard should be reliable next summer as a result of finally getting funding from state to hook building up to central campus chilled water system instead of repairing old separate chiller

Putnam Park Commission proposing conversion of Putnam parking lot to green space so entrance to state natural area is not through parking lot; suggesting maybe primitive shelter that could be used as classroom space

Report of University Senate Nominating Committee – Senator Reed

Nominations for Physical Plant Planning Committee

From University Faculty, Warren Gallagher (Chemistry)

From University Academic Staff, Paula Stuettgen (University Centers and Programs), Connie Russell (Registration) and Marcia Bollinger (School of Nursing)

No additional nominations from floor

MOTION by Senator Lozar to suspend the rules to allow the University Faculty ballot to stand seconded and PASSED without dissention

Elected to University Senate Physical Plant Planning Committee: Warren Gallagher, Paula Stuettgen, and Connie Russell

H. Technology Committee

Functions

Follow activities of technology-related committee across campus and provide guidance to Senate

Suggested topics for Technology Committee this year

Would like input from committee on pilot program to have separate web space for academic use through H drive for students and for class projects

Need to look at amount of space available on H drive for individual faculty

When teaching online courses must park things there; as drive starts to get full, computer slows down tremendously

Report of University Senate Nominating Committee – Senator Reed

Nominations for Technology Committee

From University Faculty, Warren Gallagher (Chemistry), Marc Goulet (Mathematics), Meg Dwyer (Accounting and Finance) and Leslie Foster (Library)

From University Academic Staff, Kathie Schneider (Counseling Services)

MOTION by Senator Mac Briar to suspend the rules to allow the ballot for University Academic Staff to stand seconded and PASSED without dissension

Nominations closed without objection

Elected to the University Senate Technology Committee: Kathie Schneider, Marc Goulet, Meg Dwyer, and Leslie Foster
I. Nominating Committee

Report of University Senate Nominating Committee – Senator Reed
Nominations for Nominating Committee
From University Faculty, Jane Pederson (History), Linda Carpenter (Communication Disorders) and Sean Hartnett (Geography and Anthropology)
From University Academic Staff, Marcia Bollinger (School of Nursing), Connie Russell (Registration), Paul Butrymowicz (University Centers and Programs) and Bruce Dybvik (TLTDC)

MOTION by Senator Mac Briar to suspend the rules to allow the ballot for University Faculty to stand seconded and PASSED without dissension

- No additional nominations from floor

Elected to the University Senate Nominating Committee: Jane Pederson, Linda Carpenter, Sean Hartnett, Marcia Bollinger, Connie Russell and Paul Butrymowicz

VII. Miscellaneous Business
- Without objection, two items of business moved to next meeting of University Senate
- Open topic discussion set for last Tuesday of this month; university community invited
  - Executive Committee to set topic or topics at meeting next Tuesday
  - Contact Senate Office with any ideas

VIII. Announcements - Chair Harrison
- Next meeting of Senate in two weeks on September 23, 2003

Chair Harrison adjourned the meeting at 5:02 p.m.

Wanda Schulner
Secretary to the University Senate