February 27, 2007

Members Present:


Members Absent:

Robin Baker, Jacqueline Bonneville, Jessica Franson, Larry Honl, David Lonzarich, Tarique Niazi, Mehdi Sheikholeslami, Lorraine Smith, Steve Tallant, Troy Terhark, Max Von Klein, Sharon Westphal, Rebecca Wurzer

Guests:

Donald Christian, Teresa O’Halloran, Jan Morse, Deb Newman, Christopher Cox, Andrew Phillips, Christopher Wagner

The regular meeting of University Senate was called to order by Chair Harrison at 3:01 p.m. on Tuesday, February 27, 2007 in the Tamarack Room of Davies Center.

I. Minutes of January 30, 2007 University Senate meeting approved as distributed

II. Chancellor’s Remarks – Chancellor Levin-Stankevich

- Most pressing issue for administration at moment is budget process in Madison
  - Governor’s budget fully supports UW System budget as forwarded by Board of Regents, particularly Growth Agenda
  - Handout on Growth Agenda for Wisconsin distributed
    - Governor funded all items on back of sheet
    - Overall philosophy of Growth Agenda is that states with higher percentage of college-educated citizens recover more quickly economically than other states
    - Knowledge economy of future and kinds of jobs staying in United States, rather than going offshore, will require advanced degrees, either from technical colleges or universities
    - A more educated workforce will attract better, and more higher-paying, jobs to region
  - In school districts like Milwaukee, where one out of four students in elementary school graduates from high school and perhaps goes on to higher education, becomes important social policy to increase university enrollment across system to get larger percentage of students thinking about attending higher education
  - American Council of Education (ACE) starting new program in conjunction with Ad Council called Know How to Go targeted at students, primarily low income, who don’t have college-educated or college-aware supporters to answer questions
    - Surveys indicate many students anticipate going to college, but have no idea how to go about it
    - Some more impoverished school districts unable to provide help those students need
Project is national effort, supported by local universities, to provide information and point of contact to improve college entrance rate of low income students

- UW-Eau Claire hasn’t been as focused on Growth Agenda as other institutions
- Our primary piece is NanoSTEM Initiative in this biennium
- Also included, in non-funded area so far, is modest increase in enrollment
- About 500 students by 2012 primarily coming from increased services for adult student education and adult course delivery, non-traditional course delivery, and growth in already strong master’s programs that can deal with additional growth
- Most self-funded through Continuing Education or through program funding

- Growth Agenda goes beyond university; includes Wisconsin Covenant that governor proposed last year
- Targets students who, primarily for financial reasons, do not get on college track
- Covenant gets those students on college track and to pay attention to academic performance and be college ready, then provides financial means to go to college

- State need grant increases proposed in governor’s budget hold harmless holders of state need grants; protects holders from even modest tuition increases by matching those increases dollar for dollar
- Governor committed to fund Growth Agenda and reinvest in UW System
- Opponents of holistic admission policy failing to garner traditional support found for anti-UW System efforts in past

- As institution, need to be vigilant about being part of Growth Agenda; endorsement from senate would help President Reilly in upcoming legislative session
- Will go through Executive Committee for future consideration of full senate

- Other issues from recent ACE conference, umbrella organization for higher education in United States
- Spellings Commission report; engendered debate, especially around its attack on concept of accreditation
- Interesting sessions on future of higher education
- Institutions establishing overseas campuses under own name in many developing and industrialized countries

- Unfortunately made list last week of top 25 institutions with greatest number of industry complaints of illegal downloading of music and films
- If stand for anything in higher education, it is for intellectual property and academic integrity
- Do intend to address issue; Associate Vice Chancellor Phillips to work with LTS to see what can be done

- Other pressing issue as budget moves from governor’s office to legislature is our buildings, specifically Davies Center and new academic building
- Need to get governor’s staff to understand that academic building, although one of many on enumeration list from system, absolutely essential to this campus
- Now making calls to local legislators and putting together list of capital construction spending across state for UW System in past ten years
- Will be instructive list which will share with business community
- Building projects in region, in range of $33 to $49 million, have impact beyond confines of campus; Chippewa Valley needs to get share
- Davies also on list, but cost covered by program funding not state

- Response to question from floor
- Are apparently some planned moves that would create space in science areas to house NanoSTEM faculty and staff coming to campus under Growth Agenda
- At some point, particularly if successful in partnering and attracting industries to region because of nanotechnology, need to think about addition for material science center so accessible to industries we are working with

III. Chair’s Report – Chair Harrison

- Post-tenure review salary adjustment change passed at last senate meeting signed off by chancellor, added to Comprehensive Salary Plan 2007-2009
- On name tags have corrected version (without markups) of promotion eligibility motion before you today

IV. Faculty Representative’s Report – Senator Wick

- Attended Board of Regents meeting
- Proud of regents for approach in passing holistic admission policy – excellent job presenting in unbiased way as right thing to do
- LaCrosse Higher Learning Commission Report discussed
  - Very good report with three listed weaknesses – diversity, assessment and general education program
  - Currently engaged in same self-study process here
    - Something to keep in mind as conversations unfold about changing and strengthening those aspects of what we do
    - LaCrosse had measured exams of students from 1995 through 2005 showing differences made from freshman to senior, value-added type things
      - Not deemed good enough
      - We don’t have that kind of assessment data
  - Becomes more motivation to encourage along and participate in discussions about baccalaureate goals and general education
- Also attended Faculty Representatives meeting
  - Talked about collegial coverage/sick leave and task force for responding to Legislative Audit Bureau
    - Task force membership includes regents, faculty and staff
    - Looking at changing way we do things a little to make sure we keep our benefits
  - Talked about shared governance and using electronic system to bring issues in front of faculty and staff sooner rather than later as seen in recent personnel policy development with shared governance tacked on at end
  - One of big items was concern of governor and representatives from Department of Administration over distribution of faculty recruitment and retention funds received last biennium
    - Expressed concern about distribution both to campuses and on campuses to point that doing it the same way next time will probably result in funds being pulled
    - Problem was system distributed funds proportionally to campuses while recruitment and retention problems may not be proportional – on-campus distribution was often across-the-board as well

V. Academic Staff Representative’s Report – Senator Blackstone
- Report mailed with senate materials – will answer questions

VI. Announcements
- Next meeting of University Senate on March 13, 2007
- Provost search presentations coming up during next two weeks

VII. Unfinished Business
- None

VIII. Reports of Committees
- Executive Committee – Chair Harrison
  - Problems with Barnes & Noble Bookstore aired in open forum
    - Provost requested and received examples of difficulties encountered with bookstore
    - Following up on issue; significant progress being made
  - Language to allow existing committee as required Institutional Ethics Committee
  - Administrative Officer Morse updated committee on plans for administrative review
    - Discussed whether review of interim position involved in chain of positions affected by results of current provost search should be delayed
    - Committee decided to wait until provost search concluded to determine if review should be conducted
    - Since meeting, chair informed that review will proceed on schedule as proscribed in handbook
- Faculty Personnel Committee – Senator McAleer
  - Passed motion to be presented today
- Academic Policies Committee – Senator Hollon

FOR THE RECORD ITEM
New Study Abroad Program: University Studies Abroad Consortium in Pau, France
Without objection, entered into record.
Technology Committee – Senator Jol
- Microsoft Vista not being released until next service pack arrives
- Office 2007 being installed now for those who want it
- Security becoming major issue from hackers and even organized crime trying to hit campus
- Digital asset management is another issue as moving away from analog equipment
  - Question for university is how to deal with this
- Daylight savings time date change enacted by Congress influences Microsoft products
  - May affect calendars; patch being pushed out right now

IX. Special Reports
A. Report on Provost Search and Screen Committee – Co-Chair Jim Oberly
- Four and one-half months after began work, committee screened to four recommended finalists
  - All four excited about pursuing this opportunity
  - Finalists
    - Laura de Abruna, Vice President of Academic Affairs, Heidelberg College
    - Michael Miller, Dean of College of Education at Minnesota State University, Mankato
    - Kathleen Rountree, Associate Provost at University of North Carolina, Greensboro
    - Steven Tallant, Interim Provost and Vice Chancellor at UW-Eau Claire
- Links on provost search website to each finalists’ letter of application, curriculum vita, and schedule for two-day campus visit
  - Public forums on Monday and Wednesday of each of next two weeks
  - Small groups of people reporting to provost will also get face time
- Feedback from campus will take place via webform; committee will report to chancellor on campus comments before spring break starts
- Chancellor will then announce appointment when he is ready

B. Report on Global Learning Community – Associate Director of Housing Deb Newman
- Have been working on possibility for couple of years
  - Attended meeting with Dr. Tallant and faculty members to talk about learning and living communities
  - Have been putting housing piece in place to make this a possibility for faculty on campus who have expressed interest
  - Discussions have included faculty members, Director of International Education, International Education Advisory Board, students
  - Invited faculty to open house last semester
- Know we can do things to help students have broader perspective about world within residence halls themselves, but for full global perspective will take faculty involvement
  - Presenting now so you have information to bring to attention of other folks at university we might not have thought of
  - Have targeted areas that have international focus
  - Time for you to tell us what you would like to do – program flexible to respond to faculty needs
- Introduced Mark Baccei, Hall Director of Thomas Hall
  - Working hard to finalize details and prepare staff and students for this opportunity
  - Enthusiastic as international component already there
- Primarily for upperclassmen, to test to see how it goes
- Information you received indicates students targeted, some things we want to be doing, and how to be involved
- Response to questions from floor
  - Need for program not based on assessment data, but thought it would be good idea based on national research and exciting things that colleagues doing across nation
  - Have started talking about assessment; are building program through summer
  - Retention Committee did look at this a few years ago and found many faculty and students that would be interested

X. Miscellaneous Business
A. First Reading – Motion from Executive Committee
Report on Designating University Senate Executive Committee as Institutional Ethics Committee – Vice Chair Gapko

- Brought forward by new Director of Affirmative Action O’Halloran because Institutional Ethics Committee referenced in *Faculty and Academic Staff Handbook*, but not in existence at this time
- UWS rules require establishment of committee of this nature, either existing or new
- To knowledge of Executive Committee members, ethics committee has never been called upon
- Discussed pros and cons of using one of existing committees instead of creating another new committee

**Motion 43-SE-01**

MOVED and seconded by Executive Committee (14 for, 0 against) **that the following changes be made to the *Faculty and Academic Staff Handbook*, 22nd Edition, Chapter 5, pages 71-72:**

**UWEC 8.035 Institutional Ethics Committee**

1. **Membership**

According to UWS 8.035, each institution shall establish a committee, or designate an existing committee, whose function shall be to provide any member of the unclassified staff consultation and advice on the application of UWS 8. At UW-Eau Claire, the University Senate Executive Committee shall provide such consultation for members of the unclassified staff.

The committee consists of six members who will serve staggered three-year terms, with two being appointed each year by the Chancellor in consultation with the University Senate Executive Committee. At all times there will be at least one member from each of the Colleges, at least one from the instructional academic staff, and at least one from the administrative and/or professional academic staff.

2. **Function**

The function of the committee shall be to provide to any member of the unclassified staff consultation and advice on the application of UWS 8.

Committee deliberations and actions upon requests for consultation or advice shall be in meetings not open to the public. Records obtained in requests for consultation or advice shall be considered confidential university information. However, summaries of advice provided by this committee, which does not disclose the identities requesting such advice, shall be made public in an annual report to the Chancellor.

**Debate**

- No problem with Executive Committee being Ethics Committee, but wondering about committee deliberations in meetings not open to the public
  - Not sure what exception to open meeting law that would fall under
  - That language is from current handbook and verbatim from UWS 8
    - This would cover personal issues because restricted to cases found in Chapter 8
    - Those issues would fit under closed session rules
  - Committee not providing action, just advice

**MOTION** by Senator Freymiller **that we suspend the rules to allow the vote to be taken on this today** seconded and PASSED by two-thirds vote.

**Vote on Motion 43-SE-01:** Motion PASSED.

B. First Reading – Motion from Faculty Personnel Committee

**Report on Promotion Eligibility – Senator McAleer**

- Committee asked to look at criteria for promotion in handbook
  - Current language vague
  - Misunderstanding about years granted toward tenure not being the same as years of service
  - What years of full-time equivalency was; committee felt time at rank rule would take care of that
Main thing committee debated was whether years at rank needed to be full-time teaching – was felt removing explicit criteria of full-time teaching would conflict with institution’s teaching mission.

These criteria for promotion do not constrain new employees from negotiating for rank.

Criteria for promotion from instructor deleted because is no rank from which to be promoted to instructor.

Implementation date set for beginning of next contract year so don’t throw monkey wrench into current DPC actions.

Questions for clarity

- At UW-Eau Claire intended to include all those under contract
  - Would include faculty on sabbatical and in study-abroad programs
  - Full-time teaching load for chair not the same as full-time teaching load for others; would still count
  - In teaching and/or professional experience phrase to accommodate faculty in library
  - Was feeling in committee that someone in deans office, and not teaching, should not be eligible
  - This would discourage anyone at associate level from becoming interim administrator
  - Five years at assistant, sixth year still assistant as applying for associate, then associate for five years would be eleven years to full professor, not ten as noted
  - Were asked by provost’s office to look at this because of uncertainly as to what 12 years implied for those coming in with teaching experience
  - Language promotion in rank also recognizes future potential counter to department evaluation plan (DEP)
    - Conceptualize promotion as backward looking, reward for service done; whereas tenure decision made in light of past performance and future potential
    - Committee chair did not recall why language inserted

Motion 43-FP-02

MOVED and seconded by Executive Committee (7 for, 0 against) that the following changes be made to the Faculty and Academic Staff Handbook, 22nd Edition, Chapter 5, page 26:

Minimum Degree and Experience Requirements for Promotion

Promotion in rank shall be in recognition of meritorious performance over a sufficient period of time and in an appropriate academic context. Promotion in rank also recognizes future potential and is a sign of confidence that the individual is capable of continued accomplishments and of assuming greater responsibilities. Promotion in rank shall not be automatic based solely on years at rank. These policies govern promotion in rank, not initial appointment to a rank at the time of hiring.

Credit for full-time years of experience at a rank shall be established at the time of hire.

Minimum years of full-time experience must be completed by the time of application and do not include the year in which the promotion evaluation occurs.

Professor:
1. Earned terminal degree, as specified by the professional teaching societies which represent the different disciplines (e.g., MFA is the earned terminal degree required for promotion within the art & design department in the studio areas). Faculty members holding such degrees shall not be discriminated against by reason of their not holding a doctorate.

2. A minimum of 12-5 years of full-time equivalency in teaching and/or professional experience and including no less than 5 years of full-time college teaching at the rank of Associate Professor of which at least 3 years are at the University of Wisconsin – Eau Claire.

Associate Professor:
1. Earned terminal degree (same as above).

2. A minimum of 5 years of full-time equivalency in teaching and/or professional experience and including no less than 5 years of full-time college at the rank of Assistant Professor of which at least 3 years are at the University of Wisconsin – Eau Claire.
Assistant Professor:
1. Earned a terminal degree (same as above), or master’s degree plus 30 additional credits and 5 years of college-level teaching experience.

2. The administration may consider a year of graduate study in residence, with what is considered a full-time load in a recognized institution, as equivalent to 30 hours of graduate credit beyond the master’s degree.

Instructor:

Master’s Degree.

Exceptions:

Exceptions to these minimum requirements may be made when it is believed that the faculty member’s performance and contributions merit promotion.

Debate

- All senators may participate in debate, only faculty senators may vote
- No urgency in matter; possible to take back for faculty to discuss
- Speak against motion as it severely impacts ability to recruit faculty with teaching experience who would have to sit here for additional three years before applying for promotion
- Exceptions clause could deal with exceptional cases

Amendment 43-FP-02-a1

MOVED by Senator Erger and seconded to delete second sentence: Promotion in rank also recognizes future potential and is a sign of confidence that the individual is capable of continued accomplishments and of assuming greater responsibilities.

Debate

- Sentence not necessary for revision
  - Don’t know if we want to require analysis of future performance for promotion

Vote on Amendment 43-FP-02-a1: Amendment DEFEATED by University Faculty vote of 12 for, 14 against.

Continued Debate on Main Motion

- Department chair, dean, and provost make decision about years of experience as part of language in contract at hiring
  - Interviewing process with Associate Vice Chancellor includes negotiation of salary, time in rank and years toward tenure so all candidates aware of this
- To be promoted from rank of instructor, would have to have earned terminal degree or master’s degree plus 30 credits
- Hiring someone ABD is dealt with in contract which would include language that specifies what happens as you move from ABD to PhD
- In what field is master’s degree plus 30 credits sufficient if not eligible for PhD?
- What kind of appointment exists that wouldn’t fit under teaching or professional experience at rank?
- Language about professional experience would require interpretation
  - Hearing discussion here, would know professional experience referred to library faculty, not administrators
  - However, years down road, without hearing this discussion, would include administrators without question
  - If want to exclude administrators from being promoted, should say so directly
- Cannot understand why it would be to our advantage to exclude administrators from promotion – would like to hear rationale
- Some committee members felt someone who had not spent time in the classroom should not be promoted given teaching mission of school
- In past people have been promoted when in non-teaching positions
MOTION by Senator Wick to amend motion with explicit language that professional experience should be interpreted in the broadest sense and not exclude administrative or other non-teaching experience DIED for lack of second.

Continued Debate
- *Earned terminal degree* for rank of professor contradicts recommendation of accrediting body for Communication and Journalism
  - Want to make sure exceptions line at bottom is not weakened or strengthened by this motion
- Concerned about idea of people in administration still remaining in hierarchy, retaining tenure in home department without contact with that department
  - So in five years, administrator can come back to department and even though have done nothing there in five years, want you to make judgment on promotion
  - Our DEP requires teaching as first thing – have to have excellent record of teaching
  - Speak in favor of sentiment that if you go into administration, promotion goes on hiatus as department just keeping your seat until done in administration
- Many committee members expressed same sentiment – others felt it should be handled at DEP level, not mandated in handbook which would constrain DEP
  - Can think of couple faculty members who have both taught and had administrative duties
  - Would be discouraged from accepting administrative positions that university needs done because would not be promoted
  - Would like minimum degree and experience requirement not to make distinction that would prevent promotion of administrators and let each DEP make that decision
  - Could handle in criteria not in minimum degree and experience clause
- Have had two such cases at university in College of Arts and Sciences
  - Former associate dean being promoted to professor in history
  - Former dean of college promoted to professor of history
  - Promotions fully earned as teacher/scholars
  - Want to encourage people to do that sort of job in college offices and keep connections in their department
- Would like to hear justification for philosophical language in first paragraph since section says minimum degree and experience requirements for promotion and this language does not speak to that
  - Associate Vice Chancellor Phillips noted years would always be summative, not necessarily all full-time
  - Perhaps should leave equivalency in then for down the line

MOTION by Senator Lozar to refer motion back to committee to reconsider seconded.

Debate
- Favor referring back to committee to prevent laboriousness of going through this amendment by amendment so could vote on more expeditiously
- Speak for sending back to committee with suggestion of striking *master’s degree plus 30 credits* and just go with terminal degree
- Favor referring to committee with request to provide clarification of what real issue is – are we trying to fix something that isn’t broken
- Dean Christian noted couple things that needed fixing and applauded committee for working on this
  - Every year kick back promotion requests because don’t meet minimum years of eligibility because both candidate and DPC or promotion subcommittee have regarded the year in which application is being made as part of minimum years of experience – that really needs to be clarified
  - Specifying that giving credit for years of experience at rank be established at time of hire is wonderful – that would be a positive change
  - Support idea of some minimal years at rank as eligibility for promotion
    - One promotion I acted upon was faculty member who spent years as assistant professor at another institution and was awarded tenure and promoted to associate professor here and following fall applied for promotion to professor; he met previous eligibility requirements which didn’t seem quite right
  - Question of promotion to assistant professor
    - Language is currently in handbook; can hire people at instructor, which is a faculty rank, with understanding that will ultimately promote to assistant professor
- Not sure we are hiring people as faculty at rank of instructor
- Are points that need to refer back to committee, but are pieces of new language that are real positive
- Have concern about first two sentences, adding *meritorious* performance in first sentence is also new
- Favor referring it back to committee because committee chair could not explain why that language was inserted; should be clarified

**Vote on Motion to Refer Back to Committee:** Motion PASSED by vote of faculty senators.

CHAIR’S RULING – If motion comes back at next meeting in same form and just brought back with clarity, would be second reading; anyone at that point could postpone it again. Committee not tied to having it back for next meeting.

Without objection, meeting adjourned at 4:30 p.m.

Submitted by,

Wanda Schulner
Secretary to the University Senate