Members Present:

Rose Battalio, Judy Blackstone, Jacqueline Bonneville, Don Bredle, Jennifer Brockpahler, Michael Carney, Maria DaCosta, Barbara Davis, Patrick Day, Gary Don, Michael Dorsher, Jeff Erger, Leslie Foster, Jessica Franson, Mitchell Freymiller, Alan Gallaher, Andrea Gapko, Susan Harrison, Robert Hollon, Larry Honl, Robert Hooper, Debra Jansen, Harry Jol, Fred Kolb, Heather Kretz, Jennifer Lee, Brian Levin-Stankevich, Tim Lippold, Bruce Lo, David Lonzarich, Steven Majstorovic, Susan Mc Intyre, Sean McAleer, Sue Moore, Mike Morrison, Jill Prushiek, Scott Robertson, Richard Ryberg, Sherrie Serros, Earl Shoemaker, Laurie St. Aubin-Whelihan, Jan Stirn, Kent Syverson, Troy Terhark, Max Von Klein, Scott Whitfield, Michael Wick, Marty Wood, Deborah Wright

Members Absent:

Robin Baker, Janice Bogstad, Marcia Bollinger, Margaret Devine, Ann Hoffman, Todd Hostager, Bill Jacobsen, Barbara Lozar, Karl Markgraf, Tariq Niazi, Jim Oberly, Donna Raleigh, Mehdi Sheikholeslami, Lorraine Smith, Sheila Smith, Lois Taft, Steve Tallant, Charles Vue, Sharon Westphal, Rebecca Wurzer

Guests:

Donald Christian, Kathy Hurley, Kate Lang, Scott Lowe, Teresa O’Halloran, Andrew Phillips, Katherine Rhoades, Andrew Soll

The regular meeting of University Senate was called to order by Chair Harrison at 3:05 p.m. on Tuesday, March 27, 2006 in the Tamarack Room of Davies Center.

I. Minutes of February 27, 2007 University Senate meeting approved as distributed

II. Chancellor’s Remarks – Chancellor Levin-Stankevich

- Chancellor currently with Eau Claire contingent speaking on our behalf at Joint Finance Committee hearings on state budget
  - Will join us as soon as possible; chancellor’s remarks delayed until his arrival

III. Chair’s Report – Chair Harrison

- Institutional Ethics Committee motion passed at last senate meeting signed off by chancellor
- At last opportunity for faculty to meet with chancellor to share vision and ideas for future of Eau Claire, few people attended
  - Still many future opportunities for faculty and academic staff to meet with chancellor
- All faculty and academic staff spring meeting next week
  - Nominations still needed for tenured faculty on Faculty Termination Review Committee and Faculty Complaint and Grievance Committee

IV. Faculty Representative’s Report – Senator Wick

- Faculty Representatives meet March 30, 2007 in Madison
  - Talking about
    - Reactions to proposed policies on collegial coverage and sick leave reporting
    - Red Book access via web
    - Criteria for diversity award that one of our campus colleagues has been nominated for
• Reviewing shared governance process to ensure that it is less reactionary and more inclusionary
• Campus reaction to proposed legalizing of discussion of collective bargaining

• Response to question from floor
  • Red Book contains official listing of salaries
  • Governor has changed way information disseminated under open records law; password system makes access more difficult, especially for public
  • URL available in Academic Staff Representative’s Report from last meeting and also via link on University Senate website

V. Academic Staff Representative’s Report – Senator Blackstone
• UW System Fringe Benefits Advisory Committee has made recommendations for improvement in leave reporting
  • Recommendations distributed by Fred Kolb, UW-Eau Claire representative to that committee
  • Are to provide President Reilly with governance groups’ evaluation of recommendations and whether or not to support them or alternatives
  • Due date for responses is May 15, 2007
  • Comments on policy areas of report due in October 2007
  • Will be asking for feedback on that later

VI. Announcements
• Next meeting of University Senate on April 10, 2007 in Council Fire Room

VII. Unfinished Business
• None

VIII. Reports of Committees
♦ Faculty Personnel Committee – Senator McAleer
  • Motion approved at last meeting before senate today
♦ Academic Staff Personnel Committee – Senator Blackstone
  • Currently working on revising section of handbook involving grievances brought when fixed-term or probationary academic staff nonrenewed
  • If interested in seeing draft, let me know
  • As soon as ready, will be asking academic staff senators for feedback before coming to senate
♦ Academic Policies Committee – Senator Hollon
  • Concluded reviews of Department of Social Work and Broadfield Social Studies Program
  • To begin review of Department of Foundations of Education next week
♦ Physical Plant Planning Committee – Senator Kolb
  • Next meeting April 3, 2007
♦ Technology Committee – Senator Jol
  • Security task force talked about at last meeting
  • One million hacks per week at university includes all types of hacking
  • Concern with that is eventuality of being compromised
  • Contact Chief Information Officer Chip Eckhart if want further background or have questions
  • LTS survey on use of classroom technology
  • Had 50% response rate; results are tabulated and available from John Lee
  • Office 2007 will be in labs after this semester – numerous workshops offered for faculty and staff
  • Vista 2007 delayed until first service pack released in late summer or early fall
  • Response to question from floor
  • Now possible to get Office 2007 for home computers at cost of about $5 – talk with help desk
♦ Executive Committee – Chair Harrison
  • At March 6, 2007 meeting during open forum, process for involving faculty in developing global learning community curriculum discussed
  • Then approved resolution endorsing Growth Agenda before senate today
IX. Special Reports
A. Report from the University General Education Committee – Co-Chairs Kate Lang and Scott Lowe
   - Reporting to senate on what UGEC planning to do over next three year period
     * Have appointed subcommittee of whole to provide stable membership that will undertake review of general education following guidelines provided by American Association of Colleges & Universities
   - Hoping to conduct incredibly open, inclusive, and transparent process
     * Many people on campus have deep investments in general education – some want current system to continue unscathed and others would like to see radical revision
     * Everyone has questions about resource allocation that accompanies any general education review
     * Emphasize that want everyone with stake to be involved in process
     * At this point, no clear idea where headed; or what conclusions will eventually be reached
     * Any recommendations made for general education will go before university community for approval so is in best interest to be as open as possible
   - Response to questions and comments from floor
     * Thought long and hard about how to expand committee – ultimately decided didn’t want to be in position of deciding who to let and who not to let on
       * Since we are elected committee, felt have some legitimacy and do have representation from all colleges
       * Do work well together; taken time to work out process you have before you
       * Would like to have everyone attend announced meetings and have campus-wide secure conversation on log to be created
       * Realize no representation from two college curriculum committees – Education and Human Sciences and Arts and Sciences
         * Will try to figure out way of getting that representation
       * Some people very concerned about who gets to vote
         * Is consensus-building process – going to write report that includes all voices so shouldn’t be lot of voting involved
       * Very concerned we don’t have underlying philosophy for general education on this campus – will take some conversation to build one
     * Part of charge of UGEC to review GE – senate has actually already charged committee with that
       * Would like to converse with senate as much as possible during process because report will come to you
       * Had to overcome initial hesitation because many assumed process was doomed before it began; appearing today to reinsure people of open process and hope for results most people find appropriate for our institution

B. Report on the Higher Learning Commission Self-Study – Associate Vice Chancellor Andrew Phillips
   - Still on schedule for campus-wide Higher Learning Commission Survey in first week of May; will distribute electronically
     * Tomorrow afternoon is pilot test for survey; 60-65 faculty, staff, students, alumni, and community members on campus helping try out questions to tighten up language and correct ambiguities or nonsensical questions
   - Group Five, Engagement and Services, put out all-campus survey early in March
   - Asked you to report on professional activities that serve community
   - Important to fill that out for Group Five’s effort to collect data on how what we do on campus affects broader community
   - Higher Learning Commission national meeting in Chicago will be held third week of April
     * Sending team of study group chairs and steering team members to attend self-study workshop to train in how to do a quality self-study
     * Will allow us to ask pointed questions about how we are doing and what we are doing
   - Response to question from floor
     * Can try to arrange to reopen survey on community service for further response

(II. Chancellor’s Remarks – from earlier on Agenda)
   - Spent lunch time judging a middle school creativity project contest and then rushed up to Chippewa Falls for Joint Finance Committee public hearings
   - Testified for four minutes with UW-Stout Chancellor Sorenson, Provost from UW-River Falls, and a community member who has benefited from our materials science center
Among things mentioned were governor’s budget, which appears to be very good for us, and also low faculty salaries, which came to light in Legislative Audit Bureau technical college faculty salary data
- Finally put faculty salaries within UW System and comprehensives in particular on front burner
- Over last few weeks, have been running back and forth in support of building requests
  - Both Davies Center renovation, funded by students, and new academic building went through UW System, Higher Education Building Commission with some debate about debt limit and other things, and to whole Building Commission
    - Received full approval for Davies Center and planning money for academic building
    - Unusual move to put planning money in ahead of time for building, but good for us
    - UW System did good job this year maximizing number of projects that got through building commission
  - Now calling upon some of you again to contact legislators as this goes into state assembly and senate
    - At each stage, launch a campaign appropriate in size to number of people trying to reach and time we think we can demand from them in doing so
    - Has worked so far, other institutions are doing same thing
    - Hope to get full senate and house approval of projects and have governor sign off
- Before spring break, held first brown bag for faculty on strategic planning; have another coming up this week, and several more in next few weeks with faculty, academic staff, classified staff, and students
  - Trying to get out on table things to be aware of as move into strategic planning – what strengths we want to build on, and some things we may want to reconsider how or whether to do them
  - Encourage you and your colleagues to attend meetings – we will put what was discussed on website
  - Mary Jane Brunkardt has now agreed to accept strategic planning position starting May 1, 2007
    - Looking forward to having her on board
    - Once you get to know her, I think you will appreciate her presence on campus
- That is only hiring announcement I have today – although we will certainly have another one soon
  - Got great deal of input on provost search
  - As work with individual candidate, also need to work with system office which delays announcement
- Have started getting usual annual mailings from institutions letting other chancellors, presidents, provosts and directors of admissions know what they are doing because 25% of US News and World Report’s ranking is based on survey of reputation of institutions
  - We decided to send out something useful and something people might keep to institutions since certainly have lots to brag about
    - Our mailing includes CD of jazz band and number of additional points as gentle reminder to colleagues to remember that UW-Eau Claire belongs near top of rankings
  - If you have other uses for these relatively inexpensive packets, such as recruiting faculty and staff, contact Carole Halberg

X. Miscellaneous Business
A. First Reading – Motion from Executive Committee
   Report on Endorsement of Growth Agenda – Vice Chair Gapko
   - Executive Committee discussed resolution in support of growth agenda and motion is before you

Motion 43-SE-02

MOVED and seconded by Executive Committee (9 for, 0 against) that the following resolution be approved and forwarded to President Reilly.

The UW System Growth Agenda supports the growth in the number of college graduates among our state’s citizenry. It recognizes the direct connection between the proportion of educated citizens and the well being of the state and thereby recognizes the public benefits of higher education for Wisconsin.

The state’s universities and colleges should serve as part of the vital infrastructure that helps Wisconsin prosper and grow. As an institution that contributes extensively to our local society and economy, to the satisfaction of statewide needs and to the national and global problems that we face, UW-Eau Claire has proposed specific achievable objectives as our contribution to the UW System Growth Agenda. The first among these is the NanoSTEM Initiative, a collaborative project involving UW-Eau Claire, UW-Stout and the Chippewa Valley Technical College. This will build on our developed strengths in the natural
and physical sciences. Additional Growth Agenda support for teacher education and nursing education will further increase access and improve program quality in these high need areas.

Therefore, the UW-Eau Claire University Senate endorses the Growth Agenda and urges state legislative and executive leaders to adopt and to adequately fund its initiatives for access, affordability, quality, and growth.

The University Senate further supports the Wisconsin Covenant and state financial aid increases necessary to make and keep a university education affordable and accessible to low income students throughout the state.

Debate

- Motion says first among achievable objectives is NanoSTEM Initiative
  - NanoSTEM listed first because included in governor’s budget; nursing initiative that we will benefit from in budget as well; only other item funded in growth agenda is teacher prep initiative with distribution of that funding across system still to be decided
  - Growth Agenda also
    - Supports hold-harmless clause for student financial aid
      - If tuition goes up, financial aid would go up same dollar amount
    - Supports faculty recruitment and retention budget that will be distributed to campuses
    - Includes continuation of cost-to-continue budget for UW System
    - Does not mean that NanoSTEM is better than other initiatives, just happens to be most visibly funded

MOTION by Senator Hollon that we suspend the rules to vote on this today seconded and PASSED by two-thirds vote.

Continued Debate on Motion

- None

Vote on Motion 43-SE-02: Motion PASSED without dissention.

B. First Reading – Motion from Faculty Personnel Committee
   Affirmative Action Complaints and Grievances – Senator McAleer

   - Asked by Assistant to Chancellor for Affirmative Action O’Halloran to improve upon notification in handbook of procedures for affirmative action complaints and grievances
     - Currently embedded in footnote, so have done that
   - Main question in committee was how much sense it made to include URLs and phone numbers that might change in handbook

Motion 43-FP-03

MOVED and seconded by Faculty Personnel Committee (5 for, 1 against) that the following two changes to the Faculty and Academic Staff Handbook, Chapter 5, page 36 be approved.

First, that the footnote to the section heading entitled “UWEC 6.02 Grievances” be changed by deleting the first sentence while retaining the second and third, thus:

   Grievances alleging discrimination on the basis of sex, race, color, national origin, religion, handicap, or age shall be filed with the Affirmative Action Officer, according to procedures outlined in the institution’s Affirmative Action Plan.

   Appeals concerning promotion in rank follow the procedure described on p. 28, Chapter 5.

   Appeals concerning nonrenewal of faculty members follow the procedure described on p. 23, Chapter 5.

Second, that the following section be added after section UWEC 6.02 Grievances:
Equal Opportunity/Affirmative Action Complaints and Grievances

Complaints or grievances having to do with discrimination or harassment based on race, religion, creed, color, sex, gender identity or expression, ancestry, national origin, age, marital status, sexual orientation, disability, veteran’s status, membership in the military forces, arrest or conviction record, political affiliation, and all categories protected by law are handled through the Affirmative Action Office. See Chapter 4, EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICIES.

All complaints, questions, or requests for information should be referred to the Affirmative Action Office, 217 Schofield, (715) 836-2387, affirm01@uwec.edu. The Affirmative Action Office’s procedure for handling complaints is found at http://www.uwec.edu/affirm/Policies/index.htm.

Debate

- All may participate in debate; only faculty senators may vote on motion
- Dissenting vote on committee due to specificity of information included that would have to be revised every time phone number or URL changed
- Background checks policy recently proposed was for hiring purposes; arrest or conviction record referred to in motion would be for people already here

Amendment 43-FP-03-a1

MOVED by Senator Syverson and seconded to strike second paragraph putting specific information in handbook.

Debate

- Inappropriate to include information like that because URLs change and go dead, offices and email addresses change
  - As long as it says it is handled by Affirmative Action Office, can look up in directory for appropriate contact information
  - Sets bad precedent

Vote on Amendment 43-FP-03-a1: Amendment PASSED by faculty senators.

Without objection, amended motion will be voted on at next meeting.

C. First Reading – Motion from Academic Staff Personnel Committee

Academic Staff Affirmative Action Complaints and Grievances – Senator Blackstone

- Teresa O’Halloran, Affirmative Action Officer, brought concerns to our attention
  - Some parts of academic staff portion of handbook haven’t been touched in years, especially in regard to affirmative action areas
  - Information on what falls under affirmative action complaints or grievances and where it should be directed should be assessable and easier to find
  - Figured it would help if it were bold faced and stood out
  - In essence, same change as for faculty portion, except original language had embedded discrimination so more change necessary

Motion 43-AS-01

MOVED and seconded by Academic Staff Personnel Committee (5 for, 0 against) that the following changes be made to the Faculty and Academic Staff Handbook, Chapter 5, pages 67-68:

UWEC 13.02 Grievances

1. Definition

A grievance is a personnel problem involving an academic staff member’s expressed feeling of unfair treatment or dissatisfaction with aspects of his/her university working conditions which are outside his/her control.
2. To the extent practical, all grievances should be settled through informal discussions at the lowest possible administrative level and may be discussed with progressively higher administrators in a mutually sincere effort to reach an acceptable settlement. **In addition, any question or allegation not related to discrimination may be discussed informally with the chair of the Academic Staff Personnel Committee.**

Complaints or grievances having to do with discrimination or harassment will be handled as outlined below under “Equal Opportunity/Affirmative Action Complaints and Grievances.”

a. **Grievances Alleging Discrimination**

The University of Wisconsin-Eau Claire is committed to providing equal educational and employment opportunity regardless of age, race, creed, color, handicap, sex, sexual orientation, developmental disability, national origin, ancestry, marital status, arrest record, or conviction record. Any questions or allegation of discrimination may be referred informally to the Affirmative Action Officer.

Formal grievances based upon allegations of discrimination should be filed with the Affirmative Action Officer and will be forwarded to the Affirmative Action Review Board under formal procedures outlined in the University Affirmative Action Plan.

b. **Grievances Dealing with Allegations Outside of Discrimination**

Any question or allegation not related to discrimination may be discussed informally with the chair of the Academic Staff Personnel Committee.

3. Any academic staff member having a grievance that has not been resolved through regular university procedures may submit a written statement of the grievance to the chair of the Academic Staff Complaint, Grievance, and Review Committee. If possible, pertinent documents should be filed with the statement of grievance. The committee will then determine whether it wishes to take formal action on the grievance or to appoint a subcommittee to attempt informally to resolve the grievance in consultation with the parties involved. If the grievance is not resolved to the satisfaction of the academic staff member involved, he/she may request a formal hearing.

4. Upon filing of a grievance in writing, the following procedures shall apply:

a. The chair of the Academic Staff Complaint, Grievance, and Review Committee shall inquire whether the grievant has attempted to resolve the grievance through normal informal university procedures. If not, the chair may ask the grievant to do so before invoking the formal grievance procedures and shall notify the grievant that a subcommittee of the Personnel Committee will assist in the informal resolution of the grievance if the grievant so desires.

b. If the grievant prefers not to try informal procedures or has tried them and remains unsatisfied, the grievance shall be brought to the full committee. A Hearing Committee shall be appointed to conduct a formal hearing into the case, consider the validity of the grievance, and write a final report. Academic Staff Complaint, Grievance, and Review Committee members who assisted in an attempt to resolve a grievance informally may not sit on a Hearing Committee dealing with the same grievance. Appointment of the Hearing Committee and conduct of the hearing shall follow UWEČ 11.04.

c. In all instances where a grievance has been filed, the chair of the Academic Staff Complaint, Grievance, and Review Committee shall notify the members of the Academic Staff Complaint, Grievance, and Review Committee in writing and shall forward to the members copies of all documentation submitted by the grievant.

5. If the grievant chooses to pursue the informal resolution of the grievance, the following procedures are recommended:

a. The chair of the Academic Staff Complaint, Grievance, and Review Committee shall appoint a subcommittee of two.

b. The subcommittee will pursue informal resolution between the parties, including informing the person(s) against whom the grievance was filed of the nature of the grievance. The subcommittee’s role may include (but is not limited to) encouraging the speedy resolution of the conflict and acting in a mediating capacity between the parties.
c. If the informal effort does not produce a resolution that is satisfactory to the person(s) filing the grievance within 30 working days of the subcommittee being appointed and the individual(s) wishes (wish) to do to a formal hearing, that hearing shall be held according to the procedures outlined in UWEC 11.04.

6. The Committee is authorized to develop additional procedures, not inconsistent with the provisions of this chapter, appropriate to a particular grievance.

7. The Hearing Committee’s final report shall evaluate the grievance and recommend appropriate administrative action. The report shall be sent to the Chancellor with a copy to the academic staff member making the request. If resolution of the case results in a decision to dismiss, then the provisions of UWS 11 and hearing privileges under UWEC 11 shall apply.

**Equal Opportunity/Affirmative Action Complaints or Grievances**

Complaints or grievances having to do with discrimination or harassment based on race, religion, creed, color, sex, gender identity or expression, ancestry, national origin, age, marital status, sexual orientation, disability, veteran’s status, membership in the military forces, arrest or conviction record, political affiliation, and all categories protected by law are handled through the Affirmative Action Office. See Chapter 4, EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICIES.

All complaints, questions, or requests for information should be referred to the Affirmative Action Office, 217 Schofield, (715) 836-2387, affirm01@uwec.edu. The Affirmative Action Office’s procedure for handling complaints is found at http://www.uwec.edu/affirm/Policies/index.htm.

**Debate**

- Everyone may debate issue, only academic staff may vote
- Favor motion – taking it out of where it has been buried and creating own section would help people find section they need regarding those issues that must come before affirmative action office rather than academic staff committee
  - Since handbook is now online, when email address and URL change, can be updated in handbook

Without objection, vote on motion postponed until next meeting.

Without objection, meeting adjourned at 3:50 p.m.

Submitted by,

Wanda Schulner
Secretary to the University Senate