May 8, 2007

Members Present:


Members Absent:

Robin Baker, Maria DaCosta, Barbara Davis, Alan Gallaher, Robert Hooper, Todd Hostager, Bill Jacobsen, Debra Jansen, Karl Markgraf, Mike Morrison, Tariq Niazi, Jim Oberly, Donna Raleigh, Scott Robertson, Mehdi Sheikholeslami, Lorraine Smith, Troy Terhark, Rebecca Wurzer

Guests:

Mary Jane Brukardt, Donald Christian, Karen Havholm, Bill Hoepner, Stephanie Jamelske, Craig Mey, Jan Morse, Andrew Phillips, Katherine Rhoades, Andrew Soll, Roger Wareham, Elaine Wendt

The regular meeting of University Senate was called to order by Chair Harrison at 3:06 p.m. on Tuesday, May 8, 2007 in the Tamarack Room of Davies Center.

I. Minutes of April 24, 2007 University Senate meeting approved as distributed

II. Chancellor’s Remarks – Chancellor Levin-Stankevich

- Much time in last few weeks spent beginning strategic planning process at university
  - Brown bag sessions with faculty, academic staff, classified staff and students very enlightening
  - Met with 50 faculty, staff, and students on Saturday morning looking at input from previous meetings; condensed into themes for work over summer to bring to table in fall for discussion about strategic directions
- Five areas identified – full description and comments on website
  - Preparing Global Leaders
    - Focusing on international, multicultural education of students and internationalization and diversification of campus
  - Transforming Learning
    - Focusing on academic programs and learning outcomes and integration with interdisciplinary work
  - Serving the Public Good
    - Role within region and how to best utilize location and sense of place to benefit long-term future of university
  - Enhancing the Campus Community
    - How to make this even better place to work and study where all can grow professionally throughout course of career
    - Also about green campus and infrastructure issues
  - Effectively Managing Our Mission
- Administrative efficiencies, how to build budget to follow strategic directions and needs including continuous improvement practices
- Will be identifying work groups to do environmental scans in these areas so know where we stand relative to other institutions and best practices
- Last week, held first meeting of chancellor’s Diversity Advisory Committee – group put together to advise administration on how to better diversify campus
  - Recognize that have lots of work to do
  - Will immediately sign on to Campus Equity Scorecard process
    - Impressed by research generated at four campuses around Wisconsin piloting process
    - Research student performance and issues of equity and diversity, social class and performance
    - Critical to be involved in this effort – allows each campus to define direction of research and recommendations it might follow
- Met with Commission on Status of Women trying to address what has plagued commission in terms of ability to be more effective
  - Working with Teresa O’Halloran, Director of Affirmative Action, and commission on finding a permanent place and support for commission
  - Need effective and productive organization for those who wish to participate
- Response to question from floor
  - Are other programs on campus that journalism summer camp for multicultural students might learn from
    - National Youth Sports Program continuing though lost federal funding
    - Program in sciences doing research in biology
    - Bring kids from inner city, primarily minority students, here every summer for host of programs coordinated through Multicultural Affairs Office
- Wayne Gretzke and Lance Armstrong have set records which will probably never be broken
- Susan Harrison has set record that will not be broken in long time – ten years of outstanding service as chair of senate
- With greatest respect on part of administration, present small token of appreciation

III. Chair’s Report – Chair Harrison
- Although it has been fun, ready to turn senate over to Chair Wood
- Please submit senate interest survey to Senate Office
- Chancellor signed off on following senate actions
  - Affirmative Action Complaint and Grievance changes for faculty and academic staff
  - Acknowledged change in bylaws for term of faculty representative
- Welcome new senator – Senator Richmond from Learning and Technology Services
- Acknowledge senators with terms expiring with today’s meeting
  - Judy Blackstone, Counseling Services
  - Marcia Bollinger, College of Nursing and Health Sciences
  - Jacqueline Bonneville, Advising and New Student Initiatives
  - Maria DaCosta, Economics
  - Alan Gallaher, Communication Sciences and Disorders
  - Robert Hollon, Curriculum and Instruction
  - Todd Hostager, Management and Marketing
  - Steve Majstorovic, Political Science
  - Susan Mc Intyre, Curriculum and Instruction
  - Earl Shoemaker, Educational Support Services
  - Lorraine Smith, College of Nursing and Health Sciences
  - Lois Taft, Nursing Systems
  - Max Von Klein, Financial Aid
  - Michael Wick, Faculty Representative
  - Work greatly appreciated
- Chancellor introduced Mary Jane Brukardt, Assistant to Chancellor for Strategic Planning
- Vice Chair’s Report
MOTION by Vice Chair Gapko to present the Thanks of the University Senate and engraved gavel to Chair Susan Harrison PASSED by Acclamation as follows:

We, the faculty and academic staff members of the University Senate, extend our sincere appreciation to Dr. Susan M. Harrison for her unprecedented five-term tenure as University Senate Chair. During the last decade, her impartiality, discretion, extensive preparation and organizational skills, and attention to large problems and small raised the stature of shared governance at this University. Her talent for keeping on track, yet allowing each voice to be heard, strengthened the effectiveness and efficiency of the University Senate while enhancing the feeling of community on the campus.

IV. Faculty Representative’s Report – Chair-Elect Wood
- Attended first faculty representative’s meeting on May 4, 2007 in Madison
  - Was joint session of faculty and academic staff representatives – report from Academic Staff Representative Blackstone covers that meeting
  - Couple of things came up in brief separate session for faculty representatives
    - Domestic partner benefits – resolution to be considered later in this meeting
    - Issue of colleague coverage and how that plays into sick leave reporting and conversion issue
      - Tired of hearing about it, and yet do not want to lose that benefit if there is way to enable teaching faculty to avoid losing sick leave by using colleague coverage for class
      - Will be asked to comment in October on how we see possible loss of colleague coverage affecting campus
    - Pretty clear from Board of Regent perspective that colleague coverage has to go
    - Hope to look at complexity of whole issue as crossroad between two difficult conversations
      - With Legislative Audit Bureau about how sick leave and conversion benefit are to be accounted for and whether able to find a system that all can live with
      - More alarming is conversation with taxpayers about whether we deserve the wonderful benefits we have
        - We do, but selling that to people who pay is another matter
        - To many of them, colleague coverage looks like an unfair loophole in which we manifest our greediness by not even wanting to give up a few sick leave days a year
        - Very easy for media and others to portray it that way
        - Need to think long and hard about how valuable colleague coverage is to us because we don’t want to jeopardize marvelous sick leave benefit to retain colleague coverage
    - Will respond to issue in October

V. Academic Staff Representative’s Report – Senator Blackstone
- Chair-Elect Wood plunked into middle of ongoing discussion between representatives and system about governance being present on ground floor in developing policies
  - First part of written report alerts you to how unhappy representatives were with way UWS 7 and UWS 11 came to us as already written up done deals which we were invited to comment on here and there and say we agree
  - Presented document to President Reilly and Regent Spector outlining objections and what expected to have happen next time anyone thinks about changing a policy or procedure that would come to us for our approval
    - If interested in seeing document presented, can send copy to you
  - In fall, will be more discussion about this
- Asked to respond to colleague coverage by end of October
  - Don’t want system to argue for us or present our ideas; want to be able to come up with something articulate that we could send forward to let people know how we feel
- Last meeting with you as academic staff representative
  - One more meeting to attend – Board of Regents meeting next week
  - New academic staff representative is Jennifer Brockpahler
  - Thank everyone for opportunity to serve, to get to know you better, and once again discover depth of talent and ability at Eau Claire

VI. Announcements
Last meeting of University Senate for this session
- According to bylaws, University Senate Executive Committee will serve on behalf of senate during summer
- Next meeting of University Senate will be September 11, 2007

VII. Unfinished Business
- None

VIII. Reports of Committees
- Technology Committee – Senator Jol
  - Migration to PeopleSoft presented at meeting last week
    - Chancellor signed off on document moving process ahead much quicker than in past
  - Office 2007 will be in labs following exams – will become standard over summer
- Executive Committee – Chair Harrison
  - In open forum, Mary Jane Brukardt was introduced to committee and reasons for not expanding search for Associate Vice Chancellor for Academic Affairs externally as shared with senate chair presented and discussed
  - Resolution in support of domestic partner health insurance benefits as presented by Chair-Elect Wood supported by Executive Committee and coming forward in few minutes
  - Vice Chair Gapko reported since time senate agreed upon response to system concerning leave reporting, system made changes to proposal necessitating changes in response
    - Jan Morse also indicated system briefly mentioned possibility of asking unclassified personnel to track leave based upon 1/10 hours; it was therefore agreed that response to reporting on hourly basis needed to be strengthened
    - Chair and vice chair met and have added suggestions; response ready to go

IX. Special Reports
A. Update on Administrative System Migration – Associate Vice Chancellor Phillips
- Started migration three years ago from Unisys mainframe system that supports custom legacy code – Bridge/Blugold system – to web-based interface running on Oracle platform
  - Highly visible accomplishments of that to date include MyBlugold interface, course searching, purchase order searching, advising system, and class schedules which are now all web-based interfaces we expect to continue to be useful into future
  - Constitue only visible changes – Unisys still remains behind scenes at moment
    - Now need to complete phase of migration that involves how data is stored invisibly in databases and how data is entered into those databases by user offices such as registration, admissions, financial aid, advising, and business accounting
  - Next phase of migration now beginning – pace will quicken
  - Moving data itself to PeopleSoft system with data entry interfaces and processes changing to PeopleSoft approach – key difference is this is software we are purchasing, not writing ourselves
    - PeopleSoft offers series of related software packages used by many higher education institutions nationwide including shortly all of UW System campuses
      - Join Stevens Point as last campuses to make move – date for completion is summer of 2009
    - Business Office already moved to PeopleSoft package called SFS – Shared Financial Systems
      - After testing for past year, will be in full effect as of July 1, 2007
      - Move has gone well, but has required significant effort on part of staff in business office
    - Other main package of interest is Campus Solutions
      - Will become standard package for registration, advising, course schedules and so forth
      - Big package with many features is complex and different, but is web-based and well supported nationwide
      - Runs on Oracle database as do all of PeopleSoft products, so work to date expected to remain useful
      - Just as with SFS, will be significant effort required from staff in admissions, financial aid, advising, registration and in all academic departments and units using mainframe computing systems

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B. Report from Graduate Council: Entitlement to Plan Doctor of Nursing Practice (DNP) Degree – Dean of Graduate Studies Phillips

- Technical staff in LTS working hard to implement technical side and administrative staff in user offices working hard to learn new processing rules needed to use new software
- In good position to accomplish change – staff in user offices and LTS very experienced and knowledgeable
- Ultimate goal is to provide students, faculty, and staff with user friendly web-based tools for all aspects of administrative functions of university
  - Do in way that is supportable and maintainable for many years
  - Hope to leverage best features in Campus Solutions with our best ‘bolt-ons’, such as course searching tool, for benefit of campus
- Process will take another two years; confident will be pleased with final result at that time even if road there is long

Will summarize document distributed and bring up to date on proposal

- In late 2004, American Association of Colleges of Nursing (AACN) issued position statement that will change face of graduate level nursing education
- Came as result of nationwide feedback indicating level of graduate education required for advanced practice nurses must be increased in recognition of increasing complexity of health care environment, associated complexity of patient care, and national concern over quality of care and patient safety
- AACN endorsed new Doctor of Nursing Practice degree as entry level degree requirement for advanced practice nurses; decreed by 2015 existing Master of Science in Nursing (MSN) would no longer represent viable degree option for individuals wishing to become advance practice nurses
- DNP degree designed for those interested in seeking highest level education possible with specific goal of being a practicing professional in field – not research doctorate like PhD or DsC
  - Similar to MD, JD, PharmD, AuD, DPT degrees as terminal degrees that do not compete with PhD
- DNP program typically takes three years of full-time study and clinical experience, including summers, to complete
  - Existing MSN takes two years of full-time study with summers to complete
- Just over 30 existing DNP programs nationwide; hundreds in planning stages
  - Minnesota moved quickly implementing DNP degree throughout its state system; Wisconsin has not
  - Few private colleges in Wisconsin now developing or offering DNP; no UW System institution yet offers one, but Madison, Milwaukee, and Oshkosh considering
- At crossroad in graduate level nursing education; if do not respond to new AACN position, will see MSN program evaporate with students going elsewhere
  - Nursing faculty difficult to attract now – without graduate program, will be even more difficult which may then jeopardize undergraduate program
  - With DNP program, could grow our own faculty because DNP-qualified faculty just as prepared as PhD-qualified faculty to teach
- Nursing faculty and Graduate Council feel institution must pursue DNP degree
  - If do immediately, will be among first in UW System to do so and will be positioned well for success
  - Have good reason to believe request for entitlement to plan DNP will be supported by Oshkosh, Milwaukee, and Madison – not in competition with them
    - Also expect to support their like requests
- Faculty in nursing already prepared with details related to implementation – courses, sequencing, clinical experiences
  - Resources surely an issue
    - Existing MSN admits 30 students per year with steady-state enrollment of 60 total; DNP would enroll 30 students per year over three years and have steady-state enrollment of 90 total
      - Will require increased resources
    - Believe UW System Nursing DIN currently in budget will be supported and that will help
    - Expect to create efficiencies by collaborating with Oshkosh and Madison so courses can be offered and shared across campuses
- Implementing degree will not affect our Carnegie Classification or status as Primarily Undergraduate Institution
  - Will remain in Masters-M Carnegie classification of medium-sized master’s institutions because practice doctorates not included in count of doctoral programs considered for classification
Will also remain a PUI as far as funding agencies NSF, NIH, NEH, RC, and ACS PRF are concerned as those funding sources do not consider the DNP in determining eligibility for funding

Responses to comments and questions from floor

View of AACN is that practice doctorate stands on par with research doctorate – purposes are different

- Not viewed as difference in levels, but rather at same level using different career paths
- In terms of qualifications to teach at graduate level, would be position that both degrees prepare equally well for that
- Both are terminal degrees; would want balance of them in teaching positions

AACN is not external accrediting agency for nursing programs; is association for collegiate programs of nursing; accrediting body is Commission for Collegiate Schools of Nursing

Two versions of consortium approach presently exist – one is AuD between Stevens Point and Madison; other is DPT, doctor of physical therapy, between LaCrosse and Milwaukee

- In both cases, degree is conferred by research campus, but work is conducted at comprehensive campus
- Systems work, but tend to lack fairness – intend to award degree here; will collaborate with other campuses using efficiencies and sharing resources

Masters degree programs at Oshkosh, Eau Claire, Madison, and Milwaukee would be underpinning of each of DNP programs; to put consortium in place would have to change everything

- Masters program here developed to serve regional needs of northern and western Wisconsin; developing own DNP allows to maintain integrity and serve region

Provost met with provosts and deans of nursing for each institution – all believe consortium is not way to go, but collaboration is essential

Nursing DIN in governor’s budget adds faculty only; anticipate building will be sufficient as many of additional credits will be in clinical practice arena working with preceptors

X. Miscellaneous Business

A. First Reading – Motion from Executive Committee

Report on Domestic Partner Health Insurance Benefits Resolution – Vice Chair Gapko

- Topic of domestic partner benefits has come up more than once in last few years; discussed resolution briefly at Executive Committee last week and added two whereases concerning Board of Regent support and inclusion in governor’s budget
- Document came from Chair-Elect Wood primarily from similar resolution at LaCrosse
- Without objection, resolution will be debated and voted on today since would die with session if not acted upon at this meeting

Motion 43-SE-04

MOVED and seconded by Executive Committee (14 for, 0 against) that the following Resolution be approved and forwarded to President Reilly.

WHEREAS More than 150 colleges and universities now offer health insurance benefits to domestic partners, including the University of Iowa, Indiana University, the University of Michigan, Michigan State University, the University of Minnesota, the University of Chicago, and Northwestern University; and

WHEREAS, At its December 2006 meeting, the University of Wisconsin Board of Regents specifically endorsed state group health insurance for domestic partners of all state employees, and specifically encouraged the Governor and the Legislature to amend state statutes to provide that benefit; and

WHEREAS, Wisconsin Governor Jim Doyle’s most recent state budget proposes extending benefits to domestic partners of all state employees, including those in the University of Wisconsin System; and

WHEREAS, At least six states now offer domestic partner health benefits to all state employees, as do over 100 cities and counties nationwide, including Dane County, the City of Madison and the City of Milwaukee; and

WHEREAS Thousands of private employers now offer domestic partner health benefits, including employers doing business in Wisconsin, such as Alliant Energy, CUNA Mutual Insurance Group, Oscar Mayer, Ameritech, Northern States Power, American Express, General Motors, and DaimlerChrysler; and
WHEREAS The University of Wisconsin does not currently offer equitable health insurance options for the families of all of its employees; and

WHEREAS The University of Wisconsin's ability to recruit and retain high-quality employees is demonstrated to be compromised by its lack of competitive health coverage;

NOW THEREFORE BE IT RESOLVED, that the University of Wisconsin – Eau Claire University Senate supports the extension of state health insurance benefits to domestic partners and any dependent children of the partners for all qualified University of Wisconsin System employees.

Debate

- Is UW System legal definition of domestic partners
  - Domestic partners defined as two individuals who together each meet following criteria set forth in domestic partner affidavit
    - 18 years of age or older
    - Competent to enter into a contract
    - Not legally married to, nor domestic partner of, any other person
    - Not related by marriage, and not related by blood closer than permitted under marriage laws of state of Wisconsin
    - Entered into domestic partner relationship voluntarily, willingly, and without reservation
    - Entered into relationship which is functional equivalent of marriage and which includes living together as a couple in mutual support of each other and mutual caring and commitment to each other, mutual fidelity, mutual responsibility for each other’s welfare and joint responsibility for necessities of life
    - Must have been living together as a couple for at least six months prior to registration and intend to continue domestic partner relationship indefinitely while understanding that relationship is terminable by will of either party
  - Need to sign affidavit to that effect

- Administrative Officer Morse noted information on cost of extending benefits has been shared; costs were not overly exorbitant

- Speak in support of motion – increasingly expensive for those not covered by health insurance to obtain it; about time we did this

- Also support motion after serving on Commission of Status of Women
  - UW System is only school in Big 10 conference not offering these benefits
  - School systems around state offer domestic partner benefits to employees
  - Strongly in support as look at recruitment and retention issues – losing qualified faculty and staff who need such benefits
  - Also indicates something about climate here at university
  - Need to take a stand and show President Reilly we are in favor of this

- If relationship ends, would assume health coverage would end the same as for divorce

- Having heard rules, speak in favor; legally married couples not asked to fulfill same criteria
  - Given that has something to do with choices people will be forced to make, whether or not they wish to marry, would also support it

- Support motion; embarrassment that so many other campuses have these guidelines and Wisconsin does not
  - Have difficulty recruiting faculty in nursing and know of at least one faculty member who turned down contract for this very reason

- Also have faculty member leaving because she and her partner cannot get benefits
  - Paying for family plan because of children, but plan does not cover whole family

- At this university, care about student success; faculty member leaving is outstanding teacher and her leaving will hurt students here

Vote on Motion 43-SE-04: Motion PASSED without dissention.
B. Discussion of envisioning Shared Governance at UW-Eau Claire with Chair-Elect Marty Wood

- If nothing else, would like to get questionnaire back from everyone to see what thoughts are
  - This institution faces challenges; cannot fail to change to meet challenges all around us
  - Don’t have flexible, powerful, efficient and effective system of procedures, governance, and gathering input and registering feedback that we can work through
  - Do have systems in place to keep us from changing
  - Are parts of our system, our governance, our procedures in and out of senate that are worth keeping; things that work well for us
  - Not going to be possible to get this right the first time, so have no illusion that will come up with wonderful plan, make a few changes and then live in a peaceable kingdom forever after; suspect this is going to be messy
  - As we work through, would be nice to be guided by some overriding principles, some things to which we are strongly committed, some things we believe in; that is what I would like to hear about
  - What you think works really well in way we do things; what you think most impedes our ability to adjust, to plan, to act in ways that are going to serve us all

- Comments and thoughts from floor
  - Many committees of senate are restricted to members of senate; might have better participation if had a couple senators on each committee and opened membership to other faculty and staff
  - Combined University Senate has been in place since 1987 – twenty full years
    - As academic staff, did attend faculty senate meetings from time to time in old days
      - Find much more information is shared here
      - Many activities that go on here affect all of us – faculty, academic staff, and students
    - Combined senate very beneficial; part of efficiency and effectiveness
  - Should look at size of some committees
    - Lot of workload associated with attending committee meetings; committees could be smaller to free up work time for doing other things
    - Not certain product coming out of committees enhanced by having more people sitting on those committees
    - Make sure have good people on committees who would represent us
  - Appreciate hearing chancellor’s remarks at every senate meeting – hope that will be continued
    - Other side of coin, sometimes seems like rubber-stamping what comes down pipeline
    - Not sure if that is my fault for not digging deeper into some of these issues before vote, or speed which issues pushed through to complete in timely manner
  - Maybe committees should have more power and not have to bring everything to senate for vote – like whole debate on clicker system
  - With issue like clicker systems, faculty has to have some means of input; not sure senate floor is appropriate mechanism
    - One of challenges is to decide difference between input, consultation, and then whatever it is governance does
    - Don’t know if there is way to constitute committees that are super-senatorial – sounds dangerous
  - Some campuses use consent agenda – could look into that
  - Hope senate can take up relationship between governance processes and faculty and academic staff handbook
    - Are stipulations and portions of handbook that specify roles and processes and sometimes those roles and processes are followed and sometimes they are set aside
    - Would like role of handbook relative to governance and decision making clarified
    - Also look at history of how handbook changes
  - Surprised when came to senate to hear people thought there was too much work involved and was kind of punishment detail for some people
    - So also surprises me now not to hear people talking about reducing senate size
    - Would like to hear from people about whether this is serious problem; if senate continues at this size, is burden too much on faculty and academic staff and is that reason enough to reduce size?
    - Think at-large process is valuable because you think of yourself differently when elected that way
  - By rough calculation, every minute of senate time constitutes $50 investment of collective faculty and staff time; might bear on assessment of whether senate could be functioning effectively as smaller body
Also heard faculty comment on occasion that when here in senate, are not back in offices or laboratories working with students
Carries implication that that is more important
Is optimization of how many faculty and staff need to be in deliberations in senate
Over years, often came to senate meeting with opinion on topic of discussion; during discussion, different ideas come up that I never would have thought of and expertise and experience come forward
That is benefit of larger group and what I enjoyed most about coming to senate
Might be possible to have some issues where points could be posted online by senators and others; that way some of richness of discussion could take place there allowing broader set of views with fewer people
Haven’t seen online forums work particularly well for gathering wide array of opinion
Attempts on D2L to get liberal arts conversation going did not work well
Would be nice to have senator orientation for new senators – takes a while to catch on
Agree – perhaps a bit of background training and warming up period to bring up to speed quicker
Is acquired skill and acquired taste perhaps
Not supportive of scaling back size; appreciate that adds to workload, but some responsibilities come with shared governance
Not absolutely opposed, but would have to see how breakdown would go before support that
If scale back size, scaling back on someone’s direct representation and who is going to represent which unit; would not want my unit to be one downsized
Suspicious of two things as go into process like this
Some processes held harmless from beginning – everything should be on the table
Simple solutions that sound like will fix something dramatically and quickly
Like cut number of senators in half or split senate
Senate as organization has more than one role
Body to make decisions and recommendations
Process where bring in other members to have shared vision of institution
Sometimes when reports come to full body of senate from committees and people representing us on committees, are questions on research done, or questions about some of ideas on issues
Is hesitation on part of faculty and staff to go on some committees as see end result of that committee report or hiring process being negated or not looked at
Faculty and staff who put literally thousands of hours coming to an end product feel burned by end result
Need to take a look at that and say if there is going to be faculty and staff commitment on these committees, then has to be at end point some kind of process where we can resolve those issues
Not just on search committees where it is clear whether committee wishes are carried out or not, but also instances where committee will write a report or propose or recommend an action and don’t hear anything further; that is frustrating
Invite you to send me not just pink survey forms, but also send any thoughts by email
Specifically would like to hear if anyone would be interested in working over summer to describe some possible approaches to some of these questions where we might look at them systematically and possibly propose some changes
Write to me about any concerns you have

Without objection, meeting adjourned at 4:33 p.m.
Submitted by,

Wanda Schulner
Secretary to the University Senate