The regular meeting of University Senate was called to order by Chair Harrison at 3:04 p.m. on Tuesday, April 13, 2010 in the Tamarack Room of Davies Center.

The agenda was updated to reflect a new item of Business – Motion from Academic Staff Personnel Committee: IAS Appointments – previously approved by the Executive Committee but inadvertently left off the agenda. Senators and Guests received the motion over 24 hours in advance of today’s meeting. No objection to hearing the motion.

I. Minutes of March 23, 2010 University Senate meeting approved as distributed

II. Chancellor’s Remarks – Chancellor Levin-Stankevich – No Remarks

III. Unfinished Business
   a. Second Reading – Motion from the Faculty Personnel Committee – Post-Tenure Review

Motion 46-FP-01
Continued Debate
  • None

Vote on Motion 46-FP-01: Motion PASSED without dissention

  b. Second Reading – Motion from Academic Policies Committee – 75% Rule

Motion 46-AP-10
Continued Debate
  • None

Vote on Motion 46-AP-10: Motion PASSED by two-thirds vote
c. Second Reading – Motion from Executive Committee – Proposed new outline of the Constitutin/Bylaws

**Motion 46-SE-06**
Continued Debate
- A typo was identified at the last meeting
  - Part Three – Bylaws, Article Two: University Academic Staff: Section D- Committee Organization
  - The first sentence has a repeated phrase
  - It should read: University Academic Staff committees established by. Please delete the repeated committees established by.
- There are 7 parts inherent within the motion. Without objection, motion divided into 7 parts.

**Motion 46-SE-06p1**
The proposed outline for Faculty and Academic Staff Rules and Procedures be approved as shown

Debate
- MOTION by Senator Lee to add the following language at the end of the motion to read: The proposed changes to the outline and content of the Constitution of the University Faculty and University Academic Staff and related Bylaws be approved and annually, the University Senate Office shall maintain an official physical copy of the content of the Faculty and Academic Staff Rules and Procedures and the accompanying University Administrative Organizational Chart for historical purposes, seconded and PASSED without dissention.

Debate on amendment
- None

**Vote on amendment 46-SE-06-a1**: Amendment PASSED without dissention

**Vote on Motion 46-SE-06p1**: Motion PASSED without dissention

**Motion 46-SE-06p2**
The proposed wording changes to Part Two – the Constitution, Article One – University Faculty and the move of the committee structure to the Bylaws be approved as shown

Debate
- None

**Vote Faculty Senators on Motion 46-SE-06p2**: Motion PASSED without dissention

**Motion 46-SE-06p3**
The proposed wording changes to Part Two – Constitution, Article Two - University Academic Staff and the move of the committee structure to the Bylaws be approved as shown

Debate
- None

**Vote Academic Staff Senators on Motion 46-SE-06p3**: Motion PASSED without dissention

**Motion 46-SE-06p4**
The proposed wording changes to Part Two - Constitution, Article Three – University Senate and the move of the committee structure to the Bylaws be approved as shown
Debate
- None

**Vote on Motion 46-SE-06p4**: Motion PASSED without dissention

**Motion 46-SE-06p5**
The proposed Bylaw wording changes in Part Three - Bylaws, Article One – University Faculty be approved as shown

Debate
- None

**Vote Faculty Senators on Motion 46-SE-06p5**: Motion PASSED without dissention

**Motion 46-SE-06p6**
The proposed Bylaw wording changes in Part Three - Bylaws, Article Two – University Academic Staff be approved as shown

Debate
- None

**Vote Academic Staff Senators on Motion 46-SE-06p6**: Motion PASSED without dissention

**Motion 46-SE-06p7**
The proposed Bylaw wording changes in Part Three - Bylaws, Article Three – University Senate be approved as shown

Debate
- None

**Vote on Motion 46-SE-06p7**: Motion PASSED without dissention

IV. New Business
A) First Reading – Motion from the Academic Policies Committee Purchased Books

**Motion 46-AP-12**
The University Senate Committee: Academic Policies by a vote of 9 for to 0 against on March 16, 2010 recommends that the following policy be approved:

*If an instructor requires the use of a book not provided through the Instructional Resources Rental Department, at least one copy of the book must be available in the Library for general use.*

Debate
- Book to be available on reserve
- Procedure would be to take the book on and off reserve as needed
MOTION by Senator Beach to amend the motion include the following: …must be available on reserve in the library… seconded and PASSED without dissention

MOTION by Senator Freymiller to suspend the rules to vote on this today seconded and PASSED without dissention

Continued Debate on Motion

None

Vote on Motion 46-AP-12: Motion PASSED without dissention

B) First Reading – Motion from the Academic Staff Personnel Committee
IAS Appointments

Motion 46-AS-01
The University Senate Academic Staff Personnel Committee by consensus on April 12, 2010 recommends that the following changes to Chapter 5 in the Academic Staff Handbook be made:

Section UWEC 10.03 (1) Fixed Term Appointments – Instructional or Administrative and/or Professional (Page 42 Item 2):
2. All instructional and/or research academic staff appointments shall be fixed term appointments.

STRIKE THE DISTINCTION BETWEEN A AND B and insert the language in the personnel file of the one person remaining for whom item B applies. a. Instructional and/or Research Academic Staff whose initial employment at UW Eau Claire begins after June 30, 1985 or who are reappointed at UW Eau Claire not having held an academic staff appointment during the 1984-85 Academic Year.

Probationary faculty appointments are to be made whenever possible to limit excessive dependence upon academic staff to perform teaching responsibilities. Individuals holding instructional and/or research academic staff appointments may apply and be considered for probationary faculty. MOVE HIGHLIGHTED LANGUAGE TO RENEWAL SECTION (10.03(4): If the University decides to appoint an instructional and/or research academic staff member with a current appointment of 50% or more after twelve ten semesters with a minimum 50% or more appointment each of those semesters as an instructional and/or research academic staff member, his or her employment commitment and contribution to the University shall be recognized by offering multiple year or rolling horizon contracts whenever possible in light of the continuing need for the position, funding source, and quality of employee’s performance (See UWEC 10.03 (4) Renewal and 10.05 Notice). However, the contract should state that regardless of how many times the contract is renewed, tenure is not a consideration and that the individual waives any claim to tenure based on years of service. (US 5/05)

STRIKE THIS SECTION AS UPG #1 Attachment #1, 4 no longer uses this language and it is now in UPG 2.06. The following guidelines <taken from UW System Unclassified Personnel Guideline #1, Attachment #1-4 Instructional and/or Research Academic Staff (9/80)> shall be followed determining whether an instructional and/or research academic staff appointment is appropriate: It is not the intent of these guidelines to permit or encourage excessive dependence upon academic staff to perform teaching responsibilities, nor is it the intent that these guidelines to be applied retroactively. Indeed, if the duties of a position are those customarily associated with a faculty position, then the appropriate first question is why the position should not be classified as faculty. In conducting that
analysis, one can determine that the staffing of a teaching position by appointment of an instructional and/or research academic staff member, rather than a probationary faculty member, may be appropriate but not mandatory if any of the following conditions apply:

1.) The position is to be filled by someone who lacks the minimal academic credentials for a faculty appointment.

2.) The position being filled does not include the full range of responsibilities of a faculty appointment. The requirements of an instructional and/or research academic staff position may be limited to teaching duties only. Other assigned responsibilities may include such duties as student advising and participating in departmental and institutional governance. Instructional and/or research academic staff members are to be evaluated only on their assigned responsibilities as stated in their contract. Reappointment depends upon the quality of performance in the assigned responsibilities and upon departmental need. Consideration for solid performance and merit salary adjustments depends upon the quality of performance in the assigned responsibilities.

3.) The need for the instructional services is expected to be short-term. Considerations such as the following are apparent: (a) a member of the faculty who will normally perform these responsibilities is on leave, or is on a retraining leave, but is otherwise expected to be available after a particular date; (b) there is a reasonable possibility that departmental planning within the broadest context of institutional planning will result in phasing out or consolidating of particular courses or sections involved either as an adjustment to projected declining enrollments or as an outcome of a curricular review or changes in curricular structure.

4.) The funds supporting the position are not expected to be available beyond a given time period. That is, the funds are fixed-term or grant funds or funds that are not expected to be available on a continuing basis in the institution’s base budget.

STRIKE THIS SECTION AND RETAIN IN PERSONNEL FILE OF REMAINING EMPLOYEE:

b. Instructional and/or Research Academic Staff Whose Initial Employment at UW–Eau Claire Began Prior to July 1, 1985, and Who Held an Academic Staff Appointment for the 1984–85 Academic Year.

For these instructional staff there will be three options for subsequent appointments. The option recommended in each individual case should be mutually agreed upon by the Department Personnel Committee, the Department Chair, and the instructional and/or research academic staff member. In the absence of mutual agreement, the Dean of the College shall make the recommendation on the option to be followed. The decision on the option to be followed under this section must be made prior to the initiation of the performance review for the next contract and once made is final. Such decision does not preclude the individual from subsequently applying for, or being granted, a probationary appointment under other sections of the university personnel policy. The three options are as follows:

1.) The instructional and/or research academic staff member may be offered a probationary faculty appointment. The number of years (0-3) to be credited toward the maximum seven-year probationary faculty appointment.

2.) LEAVE THIS LANGUAGE: The instructional and/or research academic staff member may be offered a fixed term contract which specifies that the responsibilities are more limited than those of a probationary faculty appointment. In addition to teaching, the instructional and/or research academic staff member’s assigned responsibilities may include student advising and participation in departmental and institutional governance. The instructional and/or research academic staff member is to be evaluated only on his or her assigned responsibilities. Reappointment depends upon the quality of performance in the assigned responsibilities and upon departmental need. There is no mandatory limit to the number of years an individual can be employed under this option. However, the contract should state that regardless of how many times the contract is renewed, tenure is not a consideration and is not possible under this option, and that the individual waives any claim to tenure based on service under this option.
The academic staff member serving under this option may request and may be offered a leave of absence without jeopardizing his or her subsequent employment at the University. In such a case, prior to the beginning of the leave, the individual will be offered a contract for the academic year following the leave.

2) The instructional and/or research academic staff member may continue to be offered a fixed-term academic staff contract with responsibilities as defined in his or her most recent contract for a maximum six consecutive academic years of employment at UW-Eau Claire. (FS 11/84)

Reappointment

_UWEC 10.03(4) Renewal of Academic Staff Appointments_ (bottom of page 49, top of 50)

**Fixed Term—Instructional and/or Research Academic Staff**

A recommendation for reappointment must include an affirmative recommendation from the Departmental Personnel Committee. The recommendation shall proceed through channels from the Department Chair to the Chancellor. The Departmental Personnel Committee and Department Chair will place in priority order, as necessary, the recommendations to reappoint the instructional members of the academic staff.

A recommendation to reappoint or not to reappoint for each instructional and/or research academic staff member must be forwarded by the Department Chair to the appropriate Dean by February 1 in the first two years, by November 1 in the third to sixth years of service, and by May 1 of the preceding year in the seventh or subsequent year of service so that proper notification can be given if the decision is not to reappoint.

**ITEM MOVED FROM APPOINTMENT SECTION:** If the University decides to appoint an instructional and/or research academic staff member with a current appointment of 50% or more after twelve ten semesters with a minimum 50% or more appointment each of those semesters as an instructional and/or research academic staff member, his or her employment commitment and contribution to the University shall be recognized by offering multiple year or rolling horizon contracts whenever possible in light of the continuing need for the position, funding source, and quality of employee’s performance. However, the contract should state that regardless of how many times the contract is renewed, tenure is not a consideration and that the individual waives any claim to tenure based on years of service.

Fixed term IAS with five years in consecutive appointments of 50% or more of service whose appointments do not provide at least two year terms shall be given the reasons in writing. Fixed term IAS with seven or more years of service whose appointments do not provide at least three year terms shall be given the reasons in writing.

Debate

- After 10 semesters should be issued a fixed term contract or be given reasons why
- Important for nursing because if this motion was approved then nursing may not keep losing people because they do not have a contract - this motion makes things more attractive
- If collective bargaining comes then we have no idea how this motion will affect faculty or academic staff

Vote on motion postponed until the next meeting.

V. University Senate Chair’s/Vice Chair’s Report – Chair Harrison/Vice Chair Spaeth
The Chancellor has signed off on the two motions passed at our last meeting
- The motion to approve the MSL – Military Science and Leadership prefix
- The motion related to providing overviews of courses

Thanks again to all of those who volunteered to be part of the Senate’s Technology committee
- Those serving on the Spring 2010 Technology Committee are:
  - Julie Aminpour – Continuing Education, Outreach Program Manager, Ned Beach – Philosophy and Religious Studies, James Brockpahler – University Centers, Gail Hanson-Brenner – Nursing, Chip Eckardt – Chief Information Officer (non-voting), Rick Mickelson – LTS, Jolene Morrison – Computer Science, John Pollitz – Library Director

VI. Faculty Representative’s Report – Senator Peterson
- Haven’t had meeting since last update
- Nominations for the UIA are needed by April 30th to Senator Peterson

VII. Academic Staff Representative’s Report – Senator Lee
- Have not met - May 7th is the next meeting
- Academic Staff Open Forum is tomorrow at noon in the Arrowhead Room

VIII. Reportable Items from Committees
- Executive Committee – Chair Harrison
  - At the last Senate Executive Committee a brief update of the issues being discussed in the Academic Staff Personnel Committee was given
  - Three topics were discussed and will return next week for a vote
    - The membership and function of the Executive Committee – specifically the idea of one Senate Committee member being a voting liaison to Senate Execute
    - The relationship of the Reps to their respective Personnel Committees – specifically the idea of each rep serving as the chair of the committee
    - The procedures for Senate actions that are directed to the Chancellor – specifically the number of days for an action to be held without communication of any action before the action is considered approved
  - In addition to these items the assignment percentage for the University Senate Vice Chair will be discussed
  - Immediately following the regular meeting, the University Faculty members of the Executive Committee will convene in special session to consult with the Chancellor regarding the status of the Materials Science motion
- Academic Policies Committee – Senator Lozar

For the Record Items accepted without objection:
- Close Exchange Program at University of Hertfordshire in Hertfordshire England
- Close Study Abroad Program at the Herder Institute, University of Leipzig, Germany
- Open Exchange Program at Rotterdam University, fall 2010-2011
- Close Exchange Program at University of Southern Denmark in Sonderborg, Denmark
- Close Study Abroad Program at Lancaster University in Lancaster, England
- Open Study Abroad semester at University of Marburg, Spring 2011

Budget Committee – Senator Eckardt
- Will be meeting April 27th at noon in the Old Library 2110

Nominating Committee
- Nominee(s) for Senate Chair-Elect: Susan Harrison

MOTION by Senator Lozar to cast the ballot and let it stand as the official results seconded and PASSED without dissention

Susan Harrison elected Chair-Elect

- Technology Committee
• Discussed organizational issues
• Chair is Rick Mickelson
• Will be meeting next week

IX. Special Reports - None

X. Miscellaneous Business - None

XI. Announcements
• Dean of Students Search
  • Have 10 video conference interviews
  • 3 or 4 candidates will be brought to campus first week of May
  • Will be a public forum and it will be videotaped
• New Student Center building design has been approved by the Board of Regents
  • Next stage: goes to Building Commission for approval
  • Next week going to the City Planning and Zoning Commission
  • City Council at a later date
    • Because when the building shifted positions parking was impacted and the city wanted to make sure that it could reconsider that
    • Environmental Impact meeting coming in May and it will be advertised
  • If all goes well the bidding process for hiring a construction firm and then the foundation will begin this fall
  • Mike Rindo will be in charge of a construction web site so all can know what is happening during all of the construction
  • The Spring University Faculty and Academic Staff meeting will be held at noon on Tuesday, April 20th in the Alumni room. It will include an update on Collective Bargaining and a report from the Faculty and Academic Staff Reps to UW-System
• The next meeting of the University Senate is April 27th

Without objection, meeting adjourned at 3:46 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate