The regular meeting of University Senate was called to order by Chair Harrison at 3:07 p.m. on Tuesday, May 10, 2011 in the Tamarack Room of Davies Center.

1. Minutes of April 26, 2011 University Senate meeting and the minutes of the April 19, 2011 University Faculty and Academic Staff Spring meeting approved as distributed

2. Chancellor’s Remarks – Chancellor Levin-Stankevich
   - Have been following a number of bills
     - The Voter ID bill has amendments that would cost UWEC about $190,000 every two years
     - Conceal Carry bills that are before the legislature are concerning as does not exempt higher education institutions
     - Budget bill continues through joint finance committee
     - Badger Partnership has been getting a lot of attention by Madison lobbying effort and has been getting some traction in the legislature so there is some concern about countering that
       - Graduation and campus activities keeping us from Madison
       - Will continue to work with local delegation
     - A planning retreat is scheduled shortly after graduation and will hear from the Planning Committee on their assessment of progress on the Gold Arrows from last year and will provide input to the University Cabinet for our retreat which is scheduled for the Tuesday and Wednesday right after commencement
       - Will also have recommendations for Gold Arrows for next year
       - Hope you will give them some feedback
   - Saving Alma Mater
     - Cabinet is reading a book and it covers a number of areas, particularly around public higher education and the fact that over time we are becoming more tuition and enrollment driven that we were at in the past
     - About adapting to the new “normal” and what we as an institution can do to remain a healthy institution
     - Got to reach different populations
   - Great time of the year for celebrations
After all that has transpired this year the outcomes and student achievements are just as outstanding and wonderful as they ever have been
Tremendous credit for everyone at this university
Hasn’t dampened the enthusiasm of the students

3. Unfinished Business
a. Second Reading: Motion from the Faculty/Academic Staff Personnel Committee
   Administrator Search Committee
   
   MOTION by Senator Serros and seconded that the following changes be made:

   Informational Purposes about the following:
   YELLOW – 3 instances of changes proposed – a)(2)(b), b)(2)(b), and c)(2)(b)
   GREY – amendment passed on the floor of Senate on 4-26

   a) Academic Affairs Administrators with University-Wide Authority
      (1) Within ten days of the Chancellor’s notice of the commencement of the search:
          (a) The Colleges shall each nominate two faculty and one instructional academic staff member,
          (b) The Library shall nominate a faculty member or an instructional academic staff member,
          (c) The Academic Staff Nominating Committee shall nominate two administrative/professional academic staff members, and
          (d) The Student Senate shall nominate two students.
      (2) The Chancellor or designee shall appoint a search committee, which will consist of
          (a) From the pool of nominees under a)(1): at least one faculty member from each college, at least one instructional academic staff member and one administrative/professional academic staff member, and one student; and
          (b) Up to 6 additional members at the discretion of the Chancellor or designee.

   b) Other Administrators with University-Wide Authority
      (1) Within ten days of the Chancellor’s notice of the commencement of the search:
          (a) The Faculty Nominating Committee shall nominate four faculty,
          (b) The Academic Staff Nominating Committee shall nominate four academic staff members,
          (c) The Student Senate shall nominate two students.
      (2) The Chancellor or designee shall appoint a search committee, which will consist of
          (a) From the pool of nominees under b)(1): at least two faculty members, two academic staff members, and one student, and
          (b) Up to four additional members at the discretion of the Chancellor or designee.

   c) Academic Deans
      (1) Within ten days of the Chancellor’s notice of the commencement of the search:
          (a) The College shall nominate six faculty or instructional academic staff members,
(b) The Academic Staff Nominating Committee shall nominate two administrative/professional academic staff members from any area at least one of whom shall be from the college, and

c) The Student Senate shall nominate two students.

(2) The Chancellor or designee shall appoint a search committee, which will consist of

(a) From the pool of nominees under c)(1): at least three faculty or instructional academic staff members from the college, one academic staff member from any area, and one student, and

(b) Up to four two additional members at the discretion of the Chancellor or designee.

Debate on amendment
• None

Vote on the amendment: **PASSED without dissention**

Continued Debate on main motion with amendment
• None

Vote on Motion 47-FP-01: **PASSED without dissention**
Vote on Motion 47-AS-02: **PASSED without dissention**

b. Second Reading: Motion from the Academic Policies Committee
Online, Hybrid, and Web Enhanced Courses

Continued Debate
• None

Vote on Motion 47-AP-09: **PASSED without dissention**

c. Second Reading: Motion from the Academic Staff Personnel Committee
Promotion Notification to Academic Staff members

Continued Debate
• None

Vote on Motion 47-AS-03: **PASSED without dissention**

**Without objection, since the Compensation Committee motion is a direct result of Senate's referral of the topic back to committee we will hear the report under Old Business instead of New Business**

d. Second Reading: Motion from the Compensation Committee
Amendment to the Faculty and Academic Staff Comprehensive Salary Plan for 2011-2013
• The approved numbers were not left as is because we were getting pressure from Administration
• The money had to come from somewhere
• It could lead to sections getting cut so that is why we are going to revisit next year
• Could probably amend in the fall
• There were no faculty at the minima
• Collective bargaining would supersede this pay plan
• Would have inadvertently given a $800-$1000 raise

Amendment states: That the salary minima in the 2011-13 pay plan be changed to the 2009-11 minima, and also recommends that the procedures for determining UWEC salary minima be revisited by the compensation committee next year.

Continued Debate
• Would affect 4 classes of people
• Seems not in the best interest of those affected staff in terms of security as we would lower those salaries
• If we fail to approve then the numbers that were originally approved would remain
• If we fail to act then we would be doing a good thing
• The Arts & Sciences salary budget is very near the breakeven point so if we have to find $20,000 more in order to fund this then may not be able to hire for other areas
• It was just an error on part of the Compensation Committee and wasn’t meant to hurt the college of Arts & Sciences
• No one’s salary is going to be cut
• Will look at this next year and see what we want to do for 2012-2013
• Was more of a clerical error
• Are currently having problems bringing people in at the current salaries but don’t know if this would make a difference in having people stay or not
• Currently we are fighting for flexibility so we can have more control over our salary structure and we can compete and reward
• It was an inadvertent error
• Is not right that we would be increasing a salary range for one group when no one else is getting a raise

Without objection we will suspend the rules to vote on this today.

Vote on Motion 47-CP-02: PASSED by two-thirds vote

4. New Business
   • None

5. University Senate Chair’s/Vice Chair’s Report – Chair Harrison/Vice Chair Spaeth
   • The Chancellor has approved the motions sent forward related to the Authorization to implement the Bachelor of Professional Studies degree and the PSAS and PSB prefixes and the authorization to implement the Comprehensive Major in International Business.
   • At last night’s Student Senate meeting, the new officers – President Phil Rynish and Vice President Mark Morgan were sworn in
     • Soon after, former president Dylan Jambrek was roasted
     • Others also being roasted included two who received the Ronald Satz Student Advocate award – MJ Brukardt and our own Senator Jason Anderson
     • Congratulations to the two of you for being recognized by the students as strong student advocates
   • This summer the Rules and Procedures will be reviewed to verify that all previously passed motions are incorporated and necessary editorial changes will be identified and made
   • Authorization to allow these non-content related changes to be incorporated in the July publication of Rules and Procedures would be appreciated
• About two hours ago you received an email from the Senate office
  • For those of you who haven’t had time to read it, it said:
    • At last week’s meeting, a report from the Ad Hoc Task Force on Interdisciplinary Appointments was given. Due to a miscommunication, the Committee Chair who presented the special report on behalf of the Task Force thought all Senators had previously received the report the committee had submitted to administration in March
    • Therefore, as is standard practice, after the Committee chair presented the summary of the report, the floor was opened for comments and questions
    • Since none of you had received the report yet, the discussion was almost non-existent
    • This afternoon, a copy of the submitted report was received and forwarded with that email to you
  • Questions on the report:
    • Should read whether in a functional equivalent or not
    • Split appointment information
      • Not sure how to interpret when it comes to split appointments that are temporary and how are they evaluated
      • Is the intention that the person who has a split appointment will work with their dean/chair/etc. to work that issue out in advance
      • Challenge is how the department has to “value” that work
    • What happens next
      • One could ask the Faculty Personnel Committee to make the changes or bring it back to Senate in the fall
      • Cannot speak for all administration but one would think they are in favor of adopting the changes as there are people right now whose tenure is yet to be decided and they cannot be certain under what criteria they will be evaluated much less who will assess them
      • Right now they could be assigned 25% to a department and yet the department has 100% authority over their rehiring or promotion to tenure
      • For the sake of those people and for those in the future the functional equivalent can be formed
    • Something needs to be clarified
      • Language could be worked on over the summer and approved and in effect but it still couldn’t be published until January
      • This is the result of the Chancellor not approving the creation of a new department
        • Meets the principal that he was looking for us to get to in order to solve this and future problems
        • Need to make sure that the specific language allows for the mechanisms and the process to actually work well
        • Chancellor would approve language if had the above criteria
      • Could ask a subcommittee of the Faculty Personnel Committee to work over the summer

MOVED by Senator Serros that the University Senate grant authority to a subcommittee consisting of the University Senate Chair, University Senate Vice Chair, Chair of the Faculty Personnel Committee, Chair of the Academic Staff Personnel Committee and the Chair of the Academic Policies Committee to work this summer to make editorial and non-contingent changes in our Faculty and Academic Staff Handbook and to create language that would reflect the Ad Hoc Task Force Report and have that language come forward to the University Senate for approval in September, seconded

Debate on motion
• Most of the Chairs have annual appointments
• When applicable, one could invite others from the Faculty Personnel Committee to come
• There may be times that the chair of the Academic Staff Personnel Committee would not need to come
• There would not be any motions coming forward over the summer for changes
Vote on Motion: **PASSED without dissention**

6. Faculty Representative’s Report – Chair Harrison

- Normally, the chair would yield the floor to Faculty Representative Peterson for his report at this time but since the chair filled in for Senator Peterson here is her report
- The Faculty Reps met last Friday, May 6th
- Every rep gave a summary of the percentage of time reassignment associated with governance on his or her campus and a brief overview of how the Senate and Senate committees were structured
- This was followed by a discussion with the Madison rep about the Wisconsin Idea Partnership verses the Badger Partnership
- Some of the reps had met the evening before with some of the faculty of the Madison campus
  - The reps reported mixed signals from those present at that meeting
  - Some of the Madison faculty are supportive of the Badger partnership, some are not
- Next, the faculty reps and the Academic Staff reps met jointly with President Reilly and system staff
  - Brief updates were given including comments about the Governor’s announcement to award public employees who go above and beyond in the line of duty
  - Reilly also shared that system has formed an advisory committee to look at the role of System administration
  - The initial work of that committee will focus on Priorities for functions in System administration and areas of potential delegation of authority to the system institutions
  - The committee will work over the summer as its work will shape the development of the plan for reforming UW SYSTEM Administrations report due to the Dept of Administration on October 1st, 2011
    - Our UWEC representative to that committee is the provost
    - The Faculty Rep from Whitewater is also on the committee
    - Reilly mentioned that some Chancellors are forming campus subgroups to discuss and to send suggestions forward to this larger task force
  - Confirmation was given that the Governor could only line item veto items in the Bill
  - Therefore, the current language of Chapter 36 would not be open to veto
  - Only the concepts related to Chapter 36 that might appear in a bill.
- After the joint session, the Milwaukee rep shared how that campus was thinking of joining PROFS
  - An organization that is a lobbying organization to represent the needs of the faculty in Madison
- Other topics included: merit review, strategies to address position gaps due to high volume retirements, federal funding for Extension in light of a possible Madison separation from system, and the differences in semester schedules across the system
- Also at that meeting, the conversation turned to the idea of retirements and the fact that given budget cuts, department chairs are having a hard time scheduling classes and are afraid to put anything out there for students because they are feeling uncertain that a proper instructor can be found
  - Being one of two UW-System representative to the Teacher Retirement Board, I agreed to contact ETF with the following question:
    - Could a Department chair ask a person who has officially set his or her retirement date, “if we (the department) are unable to find a qualified person to fill your position/job duties, would you be willing to discuss at a later date (after the 30 days separation) the possibility of assuming that position/those job duties again?”
    - I also asked Is it possible (and legal) to get a sense of whether or not the person would be available for use as a “backup” so the department chairs could at least list the course as being offered?
      - The response so far has been – This is a good question and I'm glad you brought it to our attention. We'll be back in touch in the near future with an answer
  - The next meeting of the faculty reps will probably be a joint meeting with the incoming reps sometime during the summer

Motion by Senator Serros **that the following memo (which was passed out) be sent to President Reilly:**
Debate
- This doesn’t help anything
- There are already lines dividing
- Have to try to work with people that aren’t already aligned with our interests
- Not productive
- Several classified staff are excited about this program

Without objection to vote on this today

VOTE to send memo as stated: FAILED

7. Academic Staff Representative’s Report – Senator Lee
   - In addition to the above a little time was spent on how the personnel matters in the Wisconsin IDEA Partnership might affect academic staff
     - Board of Regents would have authority to bargain
     - Pay plan would not be subject to OSER
     - Base Bumps could be used to reward performance
     - Unit clarification would become a dead issue
     - Unclassified personnel guidelines would still be in effect
     - Was a concern that the increased flexibility would lead to a surge of short term contracts and replacement of tenured and non-tenured positions
   - Discussed Inclusive Excellence Conference
     - Can bring about 12 people
     - July 14-15
     - Encourage you to take advantage of this opportunity

8. Reportable items from Committees
   - Executive Committee
     - Last week then Student Body President Jambrek addressed the committee to explore the formation of a formal governance committee to hear proposals related to the operations of the University Student Center
       - The general consensus was, that if the committee formed would be addressing issues related to academics and curriculum, such as the IRB, then faculty should be included
       - If not, then faculty did not need to be included
     - After a series of announcements, the committee went into closed session to consult with the Chancellor on University Planning Committee appointees
     - The next regular meeting of the Executive Committee is September 6th
     - It will be on call during the summer to serve on behalf of the full senate if necessary
   - Faculty Personnel Committee
     - Had meeting with a member from CETL to talk about creating a universal set of questions for faculty evaluations
       - Will continue to discuss
   - Academic Policies Committee

FOR the RECORD: Approval of a Credit-bearing Certificate in LGBTQ

Without objection the item is entered FOR THE RECORD.
9. Special Reports
   a. Gold Arrows Update – University Planning Committee
      • PowerPoint Presentation can be found on the University Senate website at:
        http://www.uwec.edu/usenate/SenateRecord/index.htm

10. Miscellaneous Business
    • The issue of tobacco use on campus is on the Chancellor’s to do list
      • He will get a task force going and will come back in the fall

11. Announcements
    • Upcoming Open Houses for Academic Affairs – Chat times with the Provost between now and the end of the semester will be held in:
      • HSS 251 on May 12 from 9:30-10:30
      • HFA 155 on May 17 from 8-9 am
    • This is our last University Senate meeting of the session
      • The new session will convene on September 13th
    • Chair Harrison thanked of you for their service to the 47th Session
      • Especially to the senators whose term is now expiring
      • I hope as many of you as possible will be reelected to serve another term.
    • A special thanks to Susan Harrison for being a wonderful chair of University Senate
    • In April we will vote for the next University Senate Chair

Without objection, meeting adjourned at 4:38 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate