Members Present:
Cindy Albert, Mary Belknap, Lori Bica, Janice Bogstad, Patrick Day, Jeff Erger, Martha Fay, Steve Fink, Mitchell Freymiller, Vanda Galen, Jeffrey Goodman, Susan Harrison, Beth Hellwig, Ann Hoffman, Jay Holmen, Debra Jansen, Robin Johengen, Paul Kaldjian, Patricia Kleine, Fred Kolb, Mary La Rue, Jennifer Lee, John Lee, Paula Lentz, Brian Levin-Stankevich, Lauren Likkel, Scott Lowe, John Mann, Jill Markgraf, Karl Markgraf, Jason Mathwig, Pat Montanye, Joe Morin, Mike Morrison, Bob Nowlan, Jill Olm, Geoffrey Peterson, John Pollitz, Jean Pratt, Rob Reid, Mitra Sadeghpour, Lisa Schiller, Patti See, Sherrie Serros, Sheila Smith, Linda Spaeth, Marie Stadler, Jeri Weiser, Theresa Wells, Sharon Westphal, Kurt Wiegel, Kate Wilson, Jerry Worley

Members Absent:
Julie Aminpour, James Brockpahler, Doug Dunham, Chip Eckardt, Gail Hanson Brenner, Kate Hinnant, Phil Ihinger, Andrew Jepsen, Cheryl Lapp, Rick Mickelson, Tarique Niazi, Kate Reynolds, Katie Ritland-Clouse, Stephanie Van Pay, Odawa White, Becky Wurzer, Rama Yelkur

Guests:
Mary Jane Brukardt, Ben Corbett, Mark Morgan, Stephanie Wical, Marty Wood

The regular meeting of University Senate was called to order by Chair Harrison at 3:02 p.m. on Tuesday, September 13, 2011 in the Tamarack Room of Davies Center.

- Approval of Minutes
- Chancellor’s Remarks
- Reports
- Special Orders
- Unfinished Business and General Orders
- New Business
- Announcements
- Topic of the Day
- Adjournment

Procedural Note:
- During debate, Senators may speak only twice to any motion or amendment. Each speaking term is limited to ten (10) minutes. The chair will add names of those wishing to speak to a speakers list upon recognition.
- Everyone wishing to speak to an issue will be allowed to speak once before second-round speaking terms begin.
- Debate of the second reading on a given issue will be limited to 30 minutes (each speaking term will be limited to five (5) minutes). If at the end of 30 minutes the body is not ready to conclude debate, the Chair will entertain a motion to postpone further debate either to the next meeting or to the end of the current meeting.

- Chair Susan Harrison welcomed all new senators

1) Minutes of May 10, 2011University Senate meeting approved as distributed

2) Chancellor’s Remarks – Chancellor Levin-Stankevich
- Welcome back to the new year
- Flexibilities that the Board of Regents passed last Friday
  - Reminder to check the newly redesigned webpage
• Block grant funding will be rolled out over a period of time
  • Will take some time to change the categories
  • Dave Gessner looking at how to change over to a block grant process as well
  • Will allow us to use money more flexibly
  • If we have savings then it can be redirected for other purposes instead of going back to the state (although Federal and State reporting cannot be violated); we will be constructing budgets differently in the future
• Titling and position changes
  • Some are more relevant than others
• President Reilly involving Chancellors in the governance discussions
  • Key is that the Board of Regents are not here very often so there is not much familiarity
  • They don’t get to know our campus
  • This is an effort to become more familiar
• Largest questions are around supplemental pay plan
  • Still need to go through Board of Regents then Joint Committee on Employee Relations
    • Another set of steps that we need to go through
  • Want flexibility so we can begin to restore losses and move us towards a more competitive salary structure. Is a double edge sword as Board of Regents and System Administration has concerns about once we get these flexibilities then we will want to give everyone a raise and that is not a good headline
  • Dave Gessner began to work with 4 other institutions that are in a position to do a supplemental pay plan
    • Other schools are not in a position to do this
    • We are looking at what authorities we do have in terms of compensation and contracting particularly around issues of equity, market adjustments and competitive counteroffers and those kinds of things
    • Debating if there will be a state employee pay plan that would be inclusive of university employees and/or a supplemental pay plan as one or more campuses and what authorities do we have to move salaries in the right direction
  • Governor is not opposed to salary competitiveness but focused almost exclusively on merit based increases
• James Madison University website
  • Peer institution study
    • It included 25 or 28 institutions including UWEC, UW-La Crosse and Truman State
    • When you look at the faculty salaries in this survey, at all the institutions, you get to the bottom three and see Truman State, UW-La Crosse and UWEC
    • Assistant Professors weren’t badly out of line and are in line with main institutions further up the scale
    • Associate full professor were well below what any median might be
    • This is who we are competing with for talent
  • Will continue to push on for an overall pay plan but also a supplemental pay plan as soon as we can
  • In the meantime we need to explore all possibilities that we have to use and to work within the authorities that we do have
• Provost Kleine
  • Academic Programs
    • Was part of a committee that was designed to assist President Reilly make some of the decisions that he would need to make in terms of cutting so many positions in the UW System budget; they had a target that they had to reach
    • Met four times this summer
    • Purpose was to have peer institutions give reports
    • Many of the positions that were listed were already vacant and had been vacant for 4-5 years so it became apparent that when asking System Administration to cut staff that many of those cuts would be very simple as they were positions already vacant
    • We are talking about UW System Administration vs. UW System
Had to look at what was being presented to us then make some recommendations to President Reilly
The thought was not only do we get the flexibilities from the state level but we also need flexibilities from within our own system
- Many of our sister schools do not feel as confident as we are of assuming these flexibilities as readily as they could become available
- This process will be very slow
- We feel confident that we can assume the responsibilities as soon as they become available
- Wanted to clarify a couple of things about his report
  - He would take recommendations and talk about them in the aggregate
  - Program approval and program re-approval
    - Willing to undo that regulation but we are accredited and it isn’t taken lightly and still have processes that must be followed
    - Will be left very much to the universities
  - There were a lot of grants that UW System has written as a system
    - The positive thing is that it has helped catapult the reputation of UW System nationwide because we could write grants that were focused in terms of the whole system
      - However in so doing, with exception of UW-Madison, it limited what the rest of us could do in the same area
      - We could never compete against the UW System
    - Now with the money we have, it can be collapsed so now all the funds are pooled and awarded based on criteria
  - There were a number of people in Administration, especially in Academic Affairs, who were charged with calling constituents groups together but some didn’t need to continue
    - Campuses will assume that role
    - Is in process
  - Is a Taskforce designed to look at the structure of UW System
    - Timeline will be put off; originally to be completed January 2012

3) Reports
   a) Open Access Declaration: Library
      - Information available at:

4) Special Orders
   a) University-wide Elections
      - None

   b) University Senate Elections
      - To be interspersed with Topic of the Day
      - See below for details

5) New Business
   - None

6) Announcements
   - Immediately following adjournment the following committees will meet in order to elect a Chair
     - Compensation Committee
     - Budget Committee
     - Physical Plant Planning
     - Nominating Committee
     - Academic Policies Committee
     - Eau Cares House Calls Program
On November 1st we will repeat the program and would love to have more participation. Will have dinner and meet with students then have an evaluation. Anyone on campus is invited to attend. Senate previously passed Search Committee procedures for Deans, Position opening is for the Dean of A&S. Draft job description is written and was presented to the Executive Committee for consultation. Next, an announcement will tell you about how the search committee will be formed. Based on nominees that come in, the committee is formed and charged. Please be watching for that. Next university senate meeting is September 27, 2011.

7) Topic of the Day
   a) Governance Workshop interspersed with Special Orders
      Governance workshop topics included:
      • Senate structure
      • Senate responsibilities
      • Senate workshop outcomes
      • Ideal Committee members
      • Committee Responsibilities
      • Robert’s Rules of Order

Without objection, meeting adjourned at 4:28 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate

UNIVERSITY SENATE ELECTIONS

1) EXECUTIVE COMMITTEE
   Continuing members of the Executive Committee:
   • Susan Harrison, Chair
   • Geoff Peterson, Faculty Rep.
   • Mitch Freymiller (A&S)
   • Marie Stadler (EHS)
   • Ned Beach (any Area)
   • Patrick Day (Any Area)
   • Rick Mickelson (Any Area)
   • Jennifer Lee, Academic Staff Rep.
   • Linda Spaeth, Vice Chair
   • Brian Levin-Stankevich, Chancellor
   • Patricia Kleine, Provost/VC
   • Beth Hellwig, VC

5 vacancies for University Faculty Senators: (4) 2-year terms and (1) 1-year term
One must be from Business; one from Nursing; and three from Any Area

Report of the University Senate Nominating Committee

Nominees:
   College of Business:
   College of Nursing:
   Any: John Pollitz
Any:

1 vacancy for University Academic Staff Senator (2-year term)
Can be from Any Area

Report of the University Senate Nominating Committee

Nominees:

Any: Katie Wilson

Additional nominations from the floor: Sheila Smith, Nursing and Mitra Sadeghpour, Music & Theatre Arts

Without objection, to leave the remaining Any Area position vacant and to suspend the rules to allow Katie Wilson, John Pollitz, Sheila Smith and Mitra Sadeghpour to serve on the Executive Committee seconded and PASSED without dissention.

After nominations were closed it was requested that nominations be reopened.

Additional nominations from the floor: Paul Kaldjian and Rama Yelkur

Without objection, Paul Kaldjian and Rama Yelkur will fill the remaining vacancies on the Executive Committee.

Elected to serve on Executive Committee: Katie Wilson, John Pollitz, Sheila Smith, Mitra Sadeghpour, Paul Kaldjian and Rama Yelkur

2) FACULTY PERSONNEL COMMITTEE

Continuing members:
Elected Senators:
Jeff Erger (Sociology)
Geoff Peterson (Political Science)

Elected by Faculty At-Large:
Abe Nahm (Management & Marketing)
Sherry Macaul (Education Studies)
Thomas Lockhart (Physics & Astronomy)

3 vacancies for University Senate faculty (1) 3-year term and (2) 1-year terms
One must be from College of Nursing and the other can be from Any Area

Report of the University Senate Nominating Committee

Nominees:

College of Nursing: Lisa Schiller
Any:

Additional nominations from the floor: Sherrie Serros

Without objection, those on the ballot are elected to serve on the Faculty Personnel Committee

Elected to the Faculty Personnel Committee: Lisa Schiller, Nursing and Sherrie Serros, Mathematics

3) ACADEMIC STAFF PERSONNEL COMMITTEE
Continuing members:

Elected Senators:

Linda Spaeth (APAS - Educational Support Services)
Jennifer Lee (APAS – St. Development & Diversity)

Elected by Academic Staff at-large:

Kathy Sahlhoff (APAS - Financial Aid)
B. Jill Smith (IAS – Geography & Anthropology)
Katie Ritland-Clouse (APAS - Advising)
Donna Weber, (APAS – Human Resources)

2 Instructional Academic Staff Senator vacancies
(1) 1-year term and (1) 3-year term

Report of the University Senate Nominating Committee
Nominees:

IAS: Theresa Wells, Management & Marketing
IAS:

1 vacancy for University Academic Staff Senator (2-year term)
Can be from Any Area

Report of the University Senate Nominating Committee
Nominees:

Any: Katie Wilson, Health Services
Cindy Albert, CETL
Robin Johengen, Career Services

Additional nominations from the floor: Patti See, Educational Support Services

Without objection, nominations are closed and Theresa Wells will stand as the IAS representative on the Academic Staff Personnel Committee

Elected to the Academic Staff Personnel Committee: Theresa Wells and Patti See

4) ACADEMIC POLICIES COMMITTEE
Continuing members:

Jean Pratt (Information Systems)
Deborah Jansen (Nursing)
Jill Olm (Art & Design)
John Mann (History)

5 vacancies for University Faculty Senators
(3) 3-year terms and (2) 2-year terms
One position must be from the College of EHS and the others can be from any area

Report of the University Senate Nominating Committee
Nominees:

College of Education and Human Sciences:
Any: Bob Nowlan,
Any: Jill Markgraf, Library
Any: Lori Bica, Psychology
Any:
Additional nominations from the floor: Scott Lowe, any area
Lauren Likkel, any area, and Marie Stadler, College of Education

Without objection, **nominations are closed.**

**Elected to the Academic Policies Committee:** Marie Stadler, Bob Nowlan, Jill Markgraf, Lori Bica and Scott Lowe

5) **PHYSICAL PLANT PLANNING COMMITTEE**
Continuing members:
- Ric Gonzales, Facilities Planner
- Steve Fink, Philosophy & Religious Studies
- Fred Kolb, Economics
- Katie Ritland-Clouse, Advising/New Student Initiatives
- Susan O’Brien, Art & Design
- Sasha Showsh, Biology

1 vacancy for a University Faculty Senator and (1) University Academic Staff Senator vacancy
Both are 3-year terms

**Report of the University Senate Nominating Committee**
Nominees:
- **University Faculty:**
- **University Academic Staff:** Ann Hoffman

Additional nominations from the floor: Janice Bogstad, Library, Jason Mathwig, Admissions, and Lauren Likkel, Physics & Astronomy

Without objection, **nominations are closed.**

**Elected to the Physical Plant Planning Committee:** Lauren Likkel and Jason Mathwig

6) **BUDGET COMMITTEE**
Continuing members:
- Peter Rejto, Building & Grounds
- Dave Gessner, Assoc. C for Budget & Finance
- Stephanie Jamelske, Budget Officer
- Jay Holmen, Accounting & Finance
- Marie Stadler, Communication Science Disorders
- Cheryl Lapp, Nursing
- Mitra Sadeqhpour, Music & Theatre Arts
- John Lee, LTS

2 Senator Vacancies
(1) from College Art & Sciences and (1) University Academic Staff Senator
3-year terms

**Nominees:**
College of Arts & Sciences: Fred Kolb, Economics  
University Academic Staff Senator:

- Additional Nominations from the floor: Robin Johengen, Career Services

Without objection, nominations are closed.

Elected to the Budget Committee: Fred Kolb and Robin Johengen

7) COMPENSATION COMMITTEE
Continuing members:
Elected Senators:
  Linda Spaeth (Educational Support Services)
  Jennifer Lee (Student Development & Diversity)

Elected by Faculty at-large:
  Diane (Kate) Masarik (Mathematics)
  Sasha Showsh (Biology)

Elected by Academic Staff at-large:
  Jodi Thesing-Ritter (Student Affairs)
  Jacqueline Bonneville (Advising)

Also, UW-System Reps on Compensation and Fringe Benefits (non-voting):
  Stephanie Jamelske (Budget Officer)
  Dave Gessner (Budget & Finance)
  Sherrie Serros (Mathematics)
  Fred Kolb (Economics)

2 vacancies for University Faculty Senators
(1) 3-year term and (1) 2-year term
Can be from Any Area

Report of the University Senate Nominating Committee
Nominees:
  University Faculty:
  University Faculty:

  Additional nominations from the floor:

  Nominations closed with no additional nominations.

8) NOMINATING COMMITTEE
Continuing members:
  John Pollitz, Library
  Gail Hanson Brenner, Nursing
  Katie Wilson, Health Services

3 Vacancies
  (1) vacancy for University Faculty Senator and (1) vacancy for a University Academic Staff Senators and (1) from Any Area
  2-year terms
Report of the University Senate Nominating Committee
Nominees:
    Faculty: Paula Lentz
    Academic Staff: Any:

Additional nominations from the floor: Jeff Goodman, Psychology

Without objection, nominations are closed.

Rules suspended allow Paula Lentz and Jeff Goodman to stand as the representatives on the Nominating Committee

Elected to the Nominating Committee: Paula Lentz and Jeff Goodman

9) TECHNOLOGY COMMITTEE
    Continuing Members:
    Nan Hu
    Robert Stow
    Gail Hanson Brenner
    Rick Mickelson
    Odawa White
    Chip Eckardt

1 vacancy
3-year term
Must be University Academic Staff Senator

Report of the University Senate Nominating Committee
Nominees:
    University Academic Staff: Jeri Weiser
    Ann Hoffman

Additional nominations from the floor: Cindy Albert, CETL

Without objection, nominations are closed.

Elected to the Technology Committee: Cindy Albert, CETL