Members Present:
Julie Aminpour, Lori Bica, Janice Bogstad, Patrick Day, Doug Dunham, Chip Eckardt, Jeff Erger, Martha Fay, Steve Fink, Mitchell Freymiller, Vanda Galen, Jeffrey Goodman, Gail Hanson Brenner, Susan Harrison, Beth Hellwig, Kate Hinnant, Jay Holmen, Phil Ihinger, Debra Jansen, Robin Johengen, Paul Kaldjian, Patricia Kleine, Mary La Rue, John Lee, Paula Lentz, Brian Levin-Stankevich, Lauren Likkel, Scott Lowe, John Mann, Jill Markgraf, Jason Mathwig, Rick Mickelson, Pat Montanye, Joe Morin, Mike Morrison, Bob Nowlan, Jill Olm, Geoffrey Peterson, Jean Pratt, Rob Reid, Katie Ritland-Clouse, Mitra Sadeghpour, Lisa Schiller, Patti See, Sherrie Serros, Sheila Smith, Linda Spaeth, Marie Studler, Theresa Wells, Sharon Westphal, Kurt Wiegel, Kate Wilson, Rama Yelkur

Members Absent:
Cindy Albert, Jason Anderson, Robin Baker, MJ Brukardt, Ann Hoffman, Andrew Jepsen, Fred Kolb, Cheryl Lapp, Jennifer Lee, Karl Markgraf, Tarique Niazi, John Pollitz, Kate Reynolds, Jeri Weiser, Odawa White, Lynn Wilson, Jerry Worley, Becky Wurzer

Guests:
Rosemary Battalio, Gilles Bousquet, Margaret Cassidy, Mary Hoffman, Ryan Jones, Andy Nelson, Teresa O’Halloran, Gail Seukanec, Carter Smith, Troy Terhark, Stacy Thompson, Ganga Vadhavkar, Michael Weil, Mike Wick, Marty Wood, Linda Young

The regular meeting of University Senate was called to order by Chair Harrison at 3:04 p.m. on Tuesday, April 24, 2012 in the Tamarack Room of Davies Center.

1) Minutes of April 10, 2012 University Senate meeting approved as distributed

2) Remarks – Administration
   • Comments by incoming interim-Chancellor Bousquet
     • Thanks for being so welcoming
     • Will try my best to move our plans forward
   • Comments by Chancellor Levin-Stankevich
     • This will be my last University Senate meeting
     • Thanks to all for coming to the farewell reception
     • Have had a chance to meet with Dr. Bousquet and am pleased that the appointment recognizes the position of UWEC relative to our international programs and the significance that they hold within the System
       • Dr. Bousquet is also the author of a blog of Inside Higher Education
       • Share a number of acquaintances and colleagues in the field of international education
       • He is a faculty member and scholar at UW Madison
       • Has indicated that he is interested in continuing the projects and initiatives here at UWEC
       • Look forward to seeing you over the next few days before I begin to prepare for my move
       • At commencement we will graduate our first doctorate student(s) in Nursing, which is something to be proud of
   • Chancellor met with Provost, the Academic Affairs staff and the Arts & Sciences chairs, directors and associate deans last week
     • At that meeting they were informed that the dean search had been terminated
     • A new interim dean will be named
     • Will investigate questions raised during the search around the structure and the best financial modeling for our organization
     • The chairs had informed us that they wish to work as a committee as a whole
     • Hope to work with the committee as a whole on how to address challenges
• Grateful to the chairs for offering to work on this
• Would hope that the committee will represent Arts & Sciences input into that process along with others across the university that would be affected by any changes in the organization
• Will come up with some recommendations and assessment that is appropriate for this institution
• Timeframe for announcing the interim dean is not completed yet but hopefully by the time Chancellor Levin-Stankevich leaves
• Committee work needs to begin soon
  • Many of the committee members are chairs and directors and are 12 month appointments so are available to work over the summer
• Dr. Bousquet deserves to be a part of this and to continue that investigation
• Some questions that financially affect sustainability of what we are doing into the fall semester
  • Those will be articulated by Stephanie Jamelske and Dave Gessner
• Dr. Bousquet will set a timeline
• The Chancellor has laid out as much of the process as he can right now without further consultation between shared governance, the other deans who are directly affected by that
  • Dr. Bousquet will get a handle on the issues to develop a timeframe
• The search failed because of candidate choice and the need to look at whether this was the right position to fill
  • Some functions sometimes need to be split up
  • Those questions come up during the course of the search
  • Some searches lead to the selection of a person and some searches lead to other decisions and other investigations that subsequently lead to changes
• Question on if APC and Senate determine how the College of Arts & Sciences will be involved or how divided
  • The Chancellor hasn’t looked at the handbook to see how structural changes go but will follow the process
  • Chair Harrison looked in the handbook and it stated that it does go through APC and University Senate (page 127 of the handbook)
• Liberal Education Reform
  • No timeline when the proposed reorganization may take place
  • Range of how things could change
  • Developing Liberal Education based on the learning outcomes that are best for our students in the 21st century and that we are trying to move away from a liberal education based on a distribution of FTE across organizational units
  • Hope that we would be able to continue
  • Comment that one of the problems is that Liberal Education Reform is based on people teaching collaboratively, interdisciplinarily, making acquaintances and friendships across different departments and working together for the common good to create an integrated curriculum; dividing a college into new silos certainly works directly against everything that Liberal Education Reform is intended to accomplish
    • The Chancellor is not going to debate the arguments for one side or another as there will be a process to do that
• Question if there will be an opportunity for members of Senate to receive the questions that were posed by the chairs of the College of Arts & Sciences and data that has been made available
  • Will have full transparency on the data
  • Data has been made available at multiple Academic Affairs forums over the course of the last couple of years
  • Focusing attention on how it affects and is affected by structure and decisions made, including decision made around Liberal Education, will underscore the significance of the forms of data and the content of the data
• The timing in terms of attractiveness and recruitment for an incoming Chancellor because of all the changes
  • Depends on the timing and what recommendations come forward and whether those are things that the campus, under an interim chancellor, feel they can address or whether the
recommendations are significant enough that we need to know who the new chancellor will be and present this to that person for a decision
  • May actually be considered an opportunity coming into an institution as one can further shape the organization
  • This will be a collaborative process
  • Overall reputation far more significant than internal organization issues
  • Reorganization is being driven by unsustainability
  • Is a question of how to be sustainable
  • Need Blugold Commitment as enhancement and not as base funds
  • Is really a question of: Is this the best structure and organizational structure in which to allocate the resources we have and would there be additional expenses tied to this, are there substitute positions that can keep administrative at a level or at a savings
  • Can we afford to continue the level of activity, behaviors, decision and offerings to our students that we have right now
    • Appears to be unsustainable
    • Liberal education has to be a piece of this at the same time to best deliver
      • Thanks for years of service here
      • In recognition anything that the Chancellor can do to calm the uncertainty and fears and empower the faculty and staff would be appreciated

3) Reports
   a) For The Record: Academic Policies Committee
      French Proficiency Certificate
        • No objections to have this entered for the record

Motion 48-AP-FTR-02: will be entered for the record

b) Faculty and Staff Leave Reporting Process
  • It is not particularly hard to do but it seems easy to make errors
    • Then you get into how to recover
    • The System could be designed to have a few more checks
  • Is not user friendly
    • One has to remember start and end date, rather than be prompted for those
  • If one takes multiple days in a pay period then you can put in a range of dates (begin and end date)
  • If there is a break then you need to enter those range of dates separately
  • If you enter a range of dates then that is the only time you need to put in an end date
  • No reports need to be submitted if you are off contract
  • For every pay item you have on your stub then there should be a matching absence report for that pay item
    • If you have no pay items out there then you would have no reports
  • Follow up instructions/clarification can be sent out
  • Still necessary to submit for no leave taken or what sort of a leave, unless you are not on contract
  • Goal is to have everybody trained by the end of June
  • This will be the same for 10 month Academic Staff contracts as well
  • Feel free to ask Julie Carr or Donna Weber if anyone has further questions

c) Continued discussion on ULEC Report
  • ULEC and UAC should make clear who has the responsibilities for drafting University Liberal Education Learning Outcomes and the definitions
  • Is a major area of tension and confusion
  • Membership of UAS should be elected
• Chair Harrison is working with both committees
• Excellent report from Senator Kaldjian as it was extremely clear; written like a research paper

d) Chair’s Report

• The motion to remove the Pre-Professional Architecture program from the catalog has been signed off by the Chancellor
• Even though we are still waiting on the “green light” to begin gathering nominations for the Chancellor Search & Screen Committee, Chair Harrison has been given the go ahead to share details with you
  • The committee will work closely with the Board of Regents subcommittee to help secure the best possible candidate to meet our needs
  • The time commitment will stretch well over a year, with a heavier load in the fall
  • The committee will consist of:
  • 11 faculty
  • 2 academic staff
  • 2 classified staff
  • 2 students
  • 2 administrators (one from eau Claire and one from UW System)
  • 2 community members
  • By Regent policy, the majority must be faculty and the chair of the committee must be a faculty member
• The process for gathering nominees for this committee will be as follows:
  • An email from HR will be sent to faculty, academic staff and classified staff asking for nominees
  • You may nominate yourself or someone else
  • If you nominate someone else then you need to ask that person to self-nominate as well
  • Short paragraphs providing the nominees qualifications, reasoning for wanting to be part of the committee, and experience one brings to the committee must be received by HR before the nomination will be considered official
  • Completed nominations of faculty, academic staff and classified staff will be Monday, May 7, 2012
  • Those nominations will then be reviewed by the Faculty Nominating Committee, Academic Staff Nominating Committee, the University Senate Nominating Committee and the Classified Staff Council in consultation with the University Senate Executive Committee and division of supervisors of those nominated
  • From the consultation, the names of 22 faculty, 4 academic staff, and 4 classified staff will be submitted to HR
  • HR will then submit those names to President Reilly along with 4 students names provided by Student Senate and 2 campus administrators names and 4 community members names provided by the Chancellor
  • It is President Reilly, along with the subcommittee of the Board of Regents, who will determine the final make-up of the Search Committee and select the committee chair
  • It is our goal to have the full committee membership announced prior to the end of the semester

4) Special Orders

  Election for Chair-Elect:

  Nominees:
  Sherrie Serros, Mathematics, Faculty
  Mitch Freymiller, Biology, Academic Staff
  Rama Yelkur, Management & Marketing, Faculty

  • Brief speech given from nominees
Elected to the position of Chair-Elect after run-off election: Mitch Freymiller, Biology, Academic Staff

5) Unfinished Business
   • None

6) New Business
   a) First Reading: Motion from the Faculty Personnel Committee

   **Split Appointment Language**

   **Motion 48-FP-03**
   Debate
   • When it states…Upon recommendation of the dean of the college, Provost……it should state: Upon recommendation of the dean of the college(s), Provost

   Without objection, that edit will be made.

   • Those currently in split-appointments and how that should be handled was discussed by the FPC but not certain that we are in the position to address that
   • Right now we are only trying to deal with future letters
   • Will need a transition process

   **Vote on Motion 48-FP-03: POSTPONED**

   b) First Reading: Academic Staff Personnel Committee

   **IAS Promotion Language**

   **Motion 48-AS-01**
   Debate
   • None

   MOTION by Senator Freymiller to suspend the rules to allow us to vote on this today, seconded and PASSED

   Continued Debate
   • None

   **Vote on Motion 48-AS-01: PASSED without dissention**

   c) First Reading: Motion from the Executive Committee

   **Senate Bylaw Changes**

   **Motion 48-SE-06**
Debate
  • None

**Vote on Motion 48-SE-06: POSTPONED**

7) Announcements
  • Upcoming chats with the Provost include:
    • Friday, May 4, 2012 in Schofield 202 from 10-11
    • The next University Senate meeting is scheduled for May 8, 2012

8) Topic of the Day
   Develop Centennial Plan KPI and Gold Arrow recommendations for 2013
   • Distinction between the Centennial Plan and the Academic Master Plan
     • The Centennial Plan covers all the aspects of the Academic piece
     • There are aspects of the Centennial Plan that are not pieces of the Academic Master Plan
     • The Academic Master Plan has been given out in parts
       • Was up in a chart as to what pieces were already completed

Questions:
  a) What indicators are missing and need to be added?
  b) What are the advantages and concerns with having one Gold Arrow for a year of review, assessment and refinement?
  c) What is missing from the list of "Continue Progress on…."?

*comments as received from group facilitators*

**Key Performance Indicators**

**Goal 1: Foster Purposeful Learning**
Overall the participants believe the outcomes have not been constructed to measure the institution's progress toward fostering purposeful learning in our students. They felt the outcomes were written to measure the progress of students rather than to measure the progress of the institution toward fostering purposeful learning in our students. We have our Liberal Education Learning Goals for student progress, but how do we, as the university, assess our progress toward achieving purposeful learning in our students? In other words, our outcomes should begin with, “The University will…” rather than, “Students will…”

Is the NSSE data the only data that is accepted? Is there anything else out there?

There seems to be a disconnect between the outcomes and KPIs. How do the KPIs really measure purposeful learning? The KPIs seem to be focused more on graduating in a timely fashion than on the development of purposeful learning.

**Goal 2: Promote Connected Learning**
Outcome 4: Increase use of instructional technology
  • Add disaggregated by race and economic background to the percent of students reporting engagement with instructional technology.
  • There may be a number of non-traditional students coming back to school who don’t have easy access to technology for online or hybrid classes
  • Internships are difficult to count since they are spread over colleges and departments and aren’t registered in one particular site.
Goal 3: Accelerate Global Learning
Outcome 1: Increase number of students who participate in an international or multicultural immersion experience.
   - It would be helpful to measure the number of underrepresented students that study abroad.

Outcome 2: Increase the number of course that infuse international and multicultural concepts into their content
   - Number of faculty that teach courses with “international” content.

Outcome 3: Campus life reflects global perspectives
   - Number of living learning communities, number of students.
   - Number of campus clubs (and memberships in) that are globally focused.

Outcome 5: No Name
   - Number of Post docs or Visiting Scholars from overseas.

OTHER UNRELATED COMMENTS:
   - Are co-curricular activities credit based or not?
   - Expand education to K-12, connect to the K-12 education by hosting programs such as the sciences do already (Paul Kaldjian). The Blugold Beginnings program is a great example.

Goal 4: Nurture Human Resources
General comment: include qualitative measures as well as quantitative
Outcome 4: “Improved institutional efficiency and productivity”
   - We recognized that UW System is developing measures that we must help to define. “Faculty would welcome the opportunity to define this for UW-Eau Claire” rather than having measures imposed on us.
   - Impacting the System measures is a priority.
   - We must keep the campus aware of what System is proposing
   - DPC can work on ways to measure productivity

Goal 5: Amplify Financial Resources
Outcome:
1. Increased revenue to advance University mission and goals
   - No discussion on first three KPI’s
   - Revenue generated by new programs (what about existing programs)
   - Grant proposals written vs. awarded by college & Grant dollars received, by college (why not boil this down to college and unit level so we can evaluate effective strategies and share successful and not so successful tactics)
   - No discussion of remainder of KPI’s

2. Efficient use of resources to support University mission and goals
   - Direct instructional expenditures (by academic department)
     - Why measure this? – conversation about fear that this is a way to eliminate courses.

Goal 6: Focus Programmatic Resources
Goal 7: Steward Physical Resources
   - Would set ourselves apart if we are able to bring programs to a level of excellence
   - We are highly selective and that turns some students off
   - Are we placing our self out of reach?
   - Motivation for students is extremely important
   - Diverse as a term could be better defined
   - Our physical resources are wasted
   - Attract those with certification opportunities
   - Quit cutting down trees
2012-13 Proposed Gold Arrow Comments

- The group liked the idea of a single gold arrow, recognizing the demands on faculty and staff during a year of transition.
- The actions that would be most valuable are: Building unity, plan for succession, continue our progress and be intentional about our communication.
- We should wait on aligning department and unit goals until the new Chancellor is on board.
- Would be helpful to provide departments with a template to help them address the initiative to “refine promotion, advancement and professional development processes to recognize contributions to university citizenship.”
- “Making evidence-base decisions to fund programs that best meet our priority” was seen by some faculty as “terrifying” because it sounded like it would be used to cut programs. We do not yet know which programs are priority programs. We want more qualitative, holistic decision-making. Evidence-based decision making is already working for Blugold Commitment.
- Suggested we add a focus on work/life balance and more emphasis on nurturing human resources.
- The group was OK with the one arrow, recognizing that next year is not the time for exploring new initiatives. However, comments were made that the arrows from previous years have been extremely useful in articulating our university's goals.
- Focus on… Recruitment and retention of transfer students…expand to “under pursued” students. Under pursued than just under-represented such as female students in STEM disciplines.
- Is there a way to reach the Home Schooling constituency, faculty should be involved.
- Cannot implement an Academic Plan that cannot be defined
- It should say define, communicate then implement
- No distinction between the Academic Master Plan and the Centennial Plan
- Academic Master Plan ought to go through APC
- Living-learning communities interest is unknown
- Refining promotion doesn’t happen outside of the personnel committees
- Is broadly defined
- Intentional and transparent but haven’t had much transparency
- Everyone defends their own territory

Without objection, meeting adjourned at 3:45 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate