Members Present:
Cindy Albert, Julie Aminpour, Jason Anderson, Cathy Berry, Lori Bica, Janice Bogstad, Gilles Bousquet, Mary Canales, Selika Ducksworth-Lawton, Julie Eklund, Martha Fay, Steve Fink, Mitchell Freymiller, Jeffrey Goodman, Gail Hanson Brenner, Susan Harrison, Beth Hellwig, Ann Hoffman, Jay Holmen, Phil Ihinger, Ryan Jones, Paul Kaldjian, Patricia Kleine, Mary La Rue, Jill Markgraf, Karl Markgraf, Joe Morin, Mike Morrison, Don Mowry, Bob Nowlan, Jill Olm, Geoff Peterson, John Pollitz, Jean Pratt, Kate Reynolds, Sherrie Serros, Lisa Schiller, Linda Spaeth, Paul Thomas, Theresa Wells, Sharon Westphal, Odawa White, Kurt Wiegel, Katie Wilson, Jerry Worley, Rama Yelkur

Members Absent:
Jon Bollinger, Julia Diggins, Doug Dunham, Chip Eckardt, Jeff Erger, Todd Glaser, Jerry Hoepner, Robin Johengen, Lee-Ellen Kirkhorn, Fred Kolb, John Lee, Paula Lentz, Jason Mathwig, Rick Mickelson, Pat Montanye, Rob Reid, Patti See, Johannes Stroschäink, Jeri Weiser, Lynn Wilson, Becky Wurzer

Guests:
Karen Havholm, Debra Jansen, Teresa O’Halloran, Kathy Sahlhoff, Donna Weber

The regular meeting of University Senate was called to order by Chair Harrison at 3:05 p.m. on Tuesday, October 9, 2012 in the Ojibwe Room of Davies Center.

1) Minutes of September 25, 2012 University Senate meeting approved as distributed

2) Administrator Remarks – Chancellor Bousquet
   • Recent UWEC student tragedy
      • Very sad news
      • We have lost one student and another is in critical condition
      • Imagine the trauma for the family, students and friends
      • Impressed by work that has been done by the Dean of Students Office
      • Will continue to provide information and keep you updated
      • Will keep them in our thoughts
   • Regents Meeting that took place last week at UW Stout
      • Felt that UWEC was the star of the show
      • Those present were the president of the Eau Claire City Council, County Administrator, private partners, student leadership delegation, Senate Chair Harrison
      • Provided background and information regarding the Confluence Project
      • UWEC and its partners basically invaded the regents meeting and it was very useful
      • Mike Rindo made a great presentation
      • There was enthusiastic support and unanimous support of the resolution
      • Understood the concept and how innovative it was as well as the positive impact this would have on the city and county
      • Many support the concept even with the number of questions that still need to be explored
      • It was important to get to this step
      • In December another critical meeting when the Regents put the Confluence Project in the budget for 2015-2017
   • Another item that stood out
      • Athletics and the oversight of athletic activities
      • BOR requirements from campuses will affect Division 1 and eventually Division 3
      • A report annually of status of program and that NCAA requirements have been met
      • Regents are doing due diligence
Global learning on this campus
- Looking at curriculum across the campus and how internationalization of the curriculum can foster intercultural, comparative, interdisciplinary and global learning
  - Building on the work that has taken place, in particular, the work on the Title III move of defining and applying global learning outcomes with a global focus
  - Would be good for us to share with each other what has been done on the campus and what pieces of an internationalized curriculum have already been developed
  - On October 22nd will have a discussion on what has been done
    - So we have a good understanding and knowledge of what has already been done
    - See how we can deepen UWEC’s connection to the world
    - Support and expand faculty, staff and student opportunity for study abroad, interning, service learning, scholarships, teaching, or developing new material
- China has been a part of the world where UWEC has hosted scholars and students
  - The Chancellor will be leading small delegation from China from November 5th – November 18th to build on the work that has already been done and expand new opportunity for faculty and staff in China
  - Creates opportunity for education abroad for our students
  - Reconnect with UWEC’s alumni in China
  - The Chancellor’s level of expectation is low as we are just starting this work
  - Need to identify and connect with Wisconsin and some Minnesota businesses and organizations that are important to our institution for academic and outreach goals
  - Want to expand connections – Local, regional and global connections
  - Increase UWEC’s visibility in China
  - Will be talking to stakeholders, student senate, students, faculty, Chinese students, and scholars from China, chairs of departments and etc.
  - Keep providing input about what we should do next
  - Will be visiting a number of places
  - Will continue to update the senate

2nd question and answer session on Wednesday the 17th in this building at noon
- Bring your lunch; it is an open question and answer

Tour de Chancellor
- Support biking
  - Leave from the dorms at 9:30 and can go up to 10 miles; 5 mile course as well
  - End up at Davies for refreshments
  - Continue to promote the biking culture

Equity adjustments – comments from Provost Kleine
- We had to look at where there might be a reserve of funds
- The reason we had funds is because we were able to sustain our student FTE
- Because we sustained our student FTE it then generated extra
- Comment that some colleagues have additional students in their classrooms than they had previously so would have rather hired adjunct faculty
  - We took every salary on campus and looked for gross inequities and their responsibilities
  - After filtered through looked at where the inequity was
  - Don’t disagree and may look at that down the road
  - Had to be careful on the equity issue as it could hinder, hamper or impede any Regent’s Pay Plan recommendations so we had to be careful how we went about it
- Procedure is on the Provost’s website
- Reminds you of how we do other salary enhancements as well
- Had record numbers of promotions and tenures and had to cover the tenures and promotions out of Academic Affairs funds
- Also pay attention post tenure review issues

3) Reports
a) Faculty Reps Report
  - Both Faculty Reps and BOR meeting
• Reps
  • HR System problems are not as bad as some of the other campuses
    • Parkside – sick leave has disappeared in the system
    • Could be worse
    • HR is going through every piece of work, person by person, job by job and no one will lose sick leave
    • Please let HR know if any problems
  • Flexible Degree Program
    • Don’t know where it is going at this point
    • Maybe a pilot
    • Flex Degree meeting October 25th so talk to Geoff if have something
    • Still up for grabs in terms of structure, prior learning assessment
  • Feedback from Regents meeting went well
  • Contribution to retirement going up
    • In the past we were all contributing to our retirement but the state paid it and now the state is not paying it
    • One can expect to see it happen again
  • Academic Staff Reps Report
    • Will be sending out a report
    • Not many comments on the Personnel System Structure
    • Encourage the Academic Staff to weigh in on everything that is happening

Reports from Committees:
• Academic Staff Personnel Committee
  • Met last week

• Compensation Committee
  • Met last week with more information coming soon

• Exception request to allow a non-senator to serve as Compensation Committee Chair
  • Exception granted for Dr. Showsh

• Academic Policies Committee
  • Helping clean up books

For the Record: Academic Policies Committee
  • Motion to establish Beijing Normal Study Abroad: CIE
  • Motion to establish Harlaxton Study Abroad: CIE
  • Motion to establish Lorenzo de Medici Study Abroad: CIE
  • Motion to remove inactive Programs: CIE
  • Motion to remove Accounting & Finance Certificate from Catalog

• Debate
  • Lorenzo de Medici
    • Concerned that no one has visited, it is very expensive, we don’t know about prerequisites and questioning if we are jumping the gun
    • Disappointed to see Bulgaria taken out as they are distinct from more conventional areas
    • Questioning what alternatives are offered

Without objection, motion to enter FOR THE RECORD – to establish Beijing Normal Study Abroad: CIE, passed

Without objection, motion to enter FOR THE RECORD - to establish Harlaxton Study Abroad: CIE, passed

Without objection, motion to enter FOR THE RECORD – the removal of Accounting & Finance Certificate from Catalog, passed
Continued Discussion

- Offer another program in Thailand
- Eastern Europe
  - Only had one student apply; none in ISEP
  - In the other areas the numbers are not high as interest is not high
- Numbers declining most likely due to economic reasons
  - Students of color increasing
  - Fewer numbers going but still send students there but not the ISEP program
  - There is a cost to continue to keep it on the books as we have brochures and web space
  - Every program has a set cost based on the real costs
  - Not an across the board fee
- Italy
  - Although not objecting, the pros and cons indicate that we may be going into this blindly
    - Will have visitors on campus this week
    - Other American universities have assessed and evaluated and the Admissions and Registrar’s Office has already evaluated
    - Italy is among the most expensive destinations as it knows it is an attractive destination

Without objection, **motion to enter FOR THE RECORD - to establish Lorenzo de Medici Study Abroad: CIE**, passed

Without objection, **motion to enter FOR THE RECORD – the removal of inactive Programs: CIE**, passed

- Executive committee
  - Approved the use of “without objection” to be used to allow a motion to be voted upon after the first reading to provide for better efficiency
  - Started discussing the implications of the proposed University Personnel changes upon our bylaw language

- University Planning Committee
  - Facilitators for each of the Gold Arrow initiatives were identified and attended a working session to map out their particular initiatives’ implementation plan and measures of success
  - The UPC has been identified as the facilitator for the initiative related to aligning all planning efforts with the Centennial Plan and has begun gathering data to inform the process

4) Special Orders

  a) University Senate Elections – Elections for University Senate Committees
     Executive Committee
     1 vacancy for University Faculty
     1 year term
     Must be a senator
     Must be from the College of Business

     **Nominee(s):**
     Theresa Wells, Management & Marketing

Additional Nominees from the floor: None

Without objection, **Theresa Wells to serve on the Executive Committee**

**Elected to the Executive Committee: Theresa Wells**
b) University-wide Elections – Elections to fill vacancies on University Committees
   Academic Staff Complaint, Grievance and Termination Review Committee
   1 vacancy
   1 year term
   Must be IAS
   
   Nominee(s):
   Kelly Wonder, Foreign Language
   Jacqueline Wilson, Music & Theatre Arts
   Elizabeth Danko Chmielewski, Communication & Journalism

   Additional Nominees from the floor: None

   Elected to serve on the Academic Staff Complaint, Grievance and Termination Review Committee: Kelly Wonder

5) New Business
   a) First Reading: Motion from the Executive Committee
      UW System Compensation Rep on the University Senate Compensation Committee

      Debate
      • None

      Without objection, we will vote on this today

      Vote on Motion 49-SE-01: PASSED without dissention

   b) First Reading: Motion from the Executive Committee
      Executive Committee Membership

      Debate
      • None

      Without objection, we will vote on this today

      Vote on Motion 49-SE-02: PASSED without dissention

   c) First Reading: Motion from the Faculty Personnel Committee
      Appeal of Tenure Denial Decision

      Debate
      • A minor typographical error corrected
      • Most faculty reps didn’t even know they had language as this doesn’t happen very often
• Rarely happens at UWEC

Without objection, we will vote on this today

Vote on Motion 49-FP-01: PASSED without dissention

6) Topic of the Day
   a) Request for feedback on proposed University Personnel System Structures implementation decisions – Donna Weber

See the listing of proposed UPS implementation decisions by decision category. For those wanting more detail, a Detailed decision document for each proposed decision is linked in the listing document under the Decision Document Number column.

• Open forums tomorrow and Thursday
• Welcome emails
• Need to get the comments back
• Basically looking at the structure
• Donna Weber talked about the concerns and issues that will be difficult for us as we move forward through the next 6-10 months

1) What are the concerns/questions related to I. – Decisions requiring BoR and JCOER approval?
• Employee groups
  • 5 categories
  • Faculty
  • IAS and professional staff
  • Limited
  • University staff
  • Student employees and employees in training
• Moving current classified staff, those that are exempt, to academic staff
  • Most are supervisors or IT people
  • The move will be the decision of the employee
  • May lose vacation time
  • May be in one of their highest earning year(s)
  • Wouldn’t earn as much sick leave
  • Some may move because of the status
  • Numerous reasons that could affect the decision

2) What are the concerns/questions related to II. – Decisions requiring BoR, but not JCOER approval?
• University staff will have governance rights
• We are unique that we have faculty and academic staff in a combined senate
• Disturbing that Madison has their own separate system
• Might be disadvantageous for us

3) What are the concerns/questions related to III. – Decisions requiring BoR approval and statutory change?
• Nervous to open up Chapter 36 as you don’t have any authority over what happens when there is an open motion and amendments can be made
4) What are the concerns/questions related to IV and V. – Decisions that UWEC is encouraged to implement under existing delegated authority and those being recommended for further discussion and potential implementation after July 1, 2013?
   - Performance Evaluations should be completed with good judgment and it should be annual
   - Transfers will now be called a move
   - Anytime you move to a new job there is no guarantee of employment if you do not pass that probation
   - The new university staff that we hire will also have to be looked at as there will be no testing system as we now know it
   - There may not be a permanent status for new employees
     - May be a contract
     - Will make a difference in how we advertise for positions

7) Announcements
   - Donna to speak at the Academic Staff Personnel Committee meeting next week Tuesday at 2 pm
   - Next meeting of the University Senate is October 23, 2012

Without objection, meeting adjourned at 4:50 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate