The regular meeting of University Senate was called to order by Chair Harrison at 3:05 p.m. on Tuesday, May 7, 2013 in the Dakota Ballroom of Davies Center.

1) Minutes of April 23, 2013 (continued to April 30, 2013) University Senate meeting approved as amended
   • List of those present was amended

2) Minutes of the April 16, 2013 University Faculty and University Academic Staff Spring Meeting approved as distributed

3) Administrator Remarks – Chancellor Bousquet
   • The physical changes to the campus are simply spectacular
     • It gave the Chancellor the feeling that this campus is on the move so he felt that he had to keep the momentum going or even accelerate it
     • Have been able to do this through a partnership and a relationship of openness, mutual trust and willingness to support each other to overcome obstacles and build upon our mutual aspirations
     • It has been a year of growth and transformation
     • Has been one of the most stimulating professional experiences in his career
     • He has learned a great deal and thank you for letting him in to your programs and your aspirations
   • UWEC truly provides students with a transformative education
     • Few places provide a transformative education to the degree or with the same scope as UWEC
     • Our students undergo a deep and meaningful academic, intellectual and personal transformation during their time on campus
     • There is a bond between the students, faculty and staff of this university
     • Detected a sense of pride in the students about the experiences ahead and they feel a sense of hope as they move forward and upward, socially and culturally
     • The alumni the Chancellor has met put together the story of a UWEC education
       • It has altered their social and cultural destiny, yet they have stayed closely connected to this campus
     • Like the students, the Chancellor’s time here has been transformational
   • This year has changed his view of higher education in Wisconsin
- He understood the value of the UW System but now has a new appreciation for our state’s regional comprehensive institutions.
- Have a greater appreciation of and excitement for an Undergraduate Liberal Arts education.
- Want to thank the University Senate for partnering with the Chancellor this year.
- Was great to work under Susan Harrison’s guidance.
- Put together greater transparency and more regular opportunities to share views.
- The monthly question and answer sessions were nice as one could ask any questions wanted.
- Has given him a better sense of the effectiveness of a well-organized shared governance system.
- A new understanding of the concept of partnering and a lesson in shared values.
- Focused on talent and economic development, internationalization of global engagement and opening windows to the future for the entire campus.
- The Chancellor named several accomplishments and wants all to remember the opening of the new Davies Center as this building works well for us.
- The Confluence Project is important for the city and region of Eau Claire, maybe even more than for UWEC as it will help change the shape of the downtown and make this region even more attractive to business, culture, and people.
- The Power of Possible was launched and it positioned UWEC, as a liberal arts institution, to be a partner and an economic development leader.
- 3 agreements have been signed with China.
- Have set up a number of leadership groups.
- This will enrich the university.
- The hockey team won a national championship.
- He would like us to keep our core, expand our already strong sense of identity, branding, innovation, collaborate, keep our strong sense of unity and change but stay the same.
- Thanks of the University Senate was presented to Chancellor Bousquet.

4) Unfinished Business

- Liberal Education Reform: current status, remaining motions yet to be introduced.

Discussion

- No motions or amendments were introduced.

5) Reports

a) Faculty/Academic Staff Rep’s reports

b) For the Record: Academic Policies Committee

Eliminate Atlantis Mobility study-abroad program

Debate

- None

Without objection, motion to enter FOR THE RECORD – Eliminate Atlantis Mobility study-abroad program, passed

Establish Hong Kong Polytechnic study-abroad program with Proposal

Establish City University study-abroad program with Proposal

Additional Documents: Semester Costs at a Glance - 2013 and Hong Kong Exchange Cost Estimate

Debate

- None
Without objection, motion to enter FOR THE RECORD - Establish Hong Kong Polytechnic study-abroad program, passed

Without objection, motion to enter FOR THE RECORD – Establish City University study-abroad program, passed

c) For the Record: University Senate Executive Committee

Authority to update position references in FASRaP as titles change (verbal report)

Debate

• None

MOVED to grant permission to those in charge of updating the Faculty and Academic Staff Rules and Procedures handbook to update position titles referenced in the handbook of those position titles for which changes have been discussed in consultation with the Senate Executive Committee

Without objection, motion to enter FOR THE RECORD – Authority to update position references in FASRaP as titles change, passed

d) Report from University Planning Committee

Draft Gold Arrows (distributed at the meeting)

• Presentation

• Comments from Andy Nelson

• Thank you for the opportunity to share with you the University Planning Committee’s annual assessment and recommendations for next year

• The UPC is charged with the responsibility to lead planning efforts at UW-Eau Claire. It’s our job to make sure that the Centennial vision we collaboratively created actually comes to pass and that our plan doesn’t sit on the shelf until 2016

• Each year the Planning Committee meets with faculty, staff, students and administrators to assess how well we are progressing and to identify priority activities that will help us fulfill our vision to be the premier undergraduate learning community in the Upper Midwest

• We call these priority activities our annual Gold Arrows—they are really just initiatives that we, as a university community, devote our time and energy to—because we believe they will help us serve our students better

• The draft document you received today is exactly that. It is the first draft of our assessment and recommendations for next year. Your comments are vital to refining this—we will also discuss this with the Cabinet, the Classified Council and our new Chancellor. We encourage you to share this with your colleagues as well

• Comments from Rhetta Standerfer

• This year, we completed the fifth year of our Centennial Plan—we’re more than halfway to 2016. Have we made progress?

• As you can see from our draft progress report we have a lot to celebrate. We have worked very hard as a university community on the goals we set for ourselves. We’ve completed many things we set out in our plan. And we are learning from initiatives that are moving slowly or not moving forward as we had anticipated.

• Congratulations first to the Senate for your work in advancing Liberal Education reform – that has been a Gold Arrow for several years

• We are excited by the very visible impact of our Facilities Master Plan as new buildings are built and opened

• We want to acknowledge the many new living learning communities now operating, and the division-wide Student Affairs plan
We have made real progress on specific goals to increase the number of international students, improve our four-year graduation rates, increase summer and winterim enrollment and to enhance advising. We have improved on all those indicators of student learning.

We are pleased to see the new Classified Council, and the launch of the Foundation’s Centennial Campaign.

In short, our Centennial Plan is alive and we are making progress.

Comments from Carter Smith

We also acknowledge that we have more work to do.

We are heading into the final stretch of an eight year plan. This is where the work gets more difficult and, truthfully, not quite as exciting.

We’ve made the easy improvements. Experimented with new immersion projects. Now, we need to figure out how to take what we know works and make it part of how we operate. We’re also bumping up against some barriers that make change more difficult.

So our recommendations for the coming year don’t have a lot of exciting bells and whistles. But they are crucial if we are to become the premier university we want to be.

We’d like to start with Goal Number 4, to Nurture Human Resources. We want to acknowledge that this goal has been our greatest challenge. We have faced external as well as internal challenges to improving our workplace. While we cannot control everything that impacts our community, we are proposing a survey to identify specific areas in which we can better support our campus community and then engage university leaders in doing so.

If we start with this Gold Arrow, we will be able to continue the improvements we have started to transform learning and transform our university.

The first three goals identify three areas where we can continue to make progress—with the liberal education core, with internationalization, and in making sure our economic and talent development efforts grow out of our commitment to liberal learning.

Comments from Susan Harrison

Goals 5 through 7 look at how we can improve our university.

Assuring that we have a transparent and effective budget process and that it supports our Centennial goals is important. The creation and dissemination of academic priorities, also aligned with our Centennial goals will help our new Chancellor and the campus community as we determine how to best use our human and financial resources.

We want to also make sure we continue progress on our public private partnership for the Confluence Center as this is an innovative way in which we can accomplish new projects in lean economic times.

You will notice a new Goal, number 8, that we have added. As we mentioned before, we are at that point in our plan where we need to address some of the operational barriers that may get in our way of improvement.

As we talked with faculty, staff and administrators about how we could be more effective as a university, they told us that sometimes we get in our own way. Committees duplicate efforts or start over because they aren’t clear about their charge or don’t have all the information they need.

We want to encourage all those actively working to improve our university to more clearly define our roles, desired outcomes, budget implications and how decisions will be made.

As a Senate we have already taken big steps in streamlining the bylaws and we think this kind of effort needs to be continued and broadened.

Comments from MJ Brukardt

Those are the priorities we are suggesting for next year. We are ready to answer your questions, but we would also like to hear from you about what we may have missed or what you feel should not be included.

Remember, Gold Arrows are our priorities and as a result, they cannot represent everything we do. Just because something isn’t a Gold Arrow does not mean it will not happen. Gold Arrows should represent the most important initiatives, those worthy of our time and those that will be critical to making us a better place for our students and for our faculty and staff.

Questions/Discussion

New campus climate survey should not be from scratch

- We may want to add questions from the previous survey
- We still have not had follow-up from last climate survey
  - Since we have not then doing another one would be premature
The survey was designed poorly in several areas
• The questions on sexual assault, race and etc. all need to be done from scratch and they need to be done here on campus and not with an outside consultant
  • The last questions were in no way applicable to our campus
• Melissa Bonstead Bruns and Geoff Peterson should be consulted
• Under Goal 7 we have the Confluence Project listed; the new residence hall should be listed as well
• Under Goal 8, number 11 an example would be that there are 3 types of shared governance: one has a leader who has the authority to make the final decision and chooses to make that final decision but will inform you as part of sharing that information, another the leader has the authority to make the final decision but really wants to solicit consultation/feedback, and the third area the leader truly has an equal vote and shares equally in the decision
  • Are all different levels of authority
  • Idea was to look at each of the committees and functions and clearly define those things
• Goal 4, number 6: suggested that this should be changed to supervisors, rather than just chairs and directors
  • Why not all employees
    • A priority in the coming year is that key supervisors have the professional development they need to support faculty and staff well
    • If improving the entire campus then it should include all employees because if it is only supervisors then we will continue to have problems
    • It is broader than just campus climate
    • From a personnel standpoint there is a trickledown effect because when supervisors are trained effectively then they can be more understanding
    • Questioning if the gold arrow itself could be called something else so it is more inclusive
  • There are only benefits to providing professional development for all faculty and staff and the resistance to this is not being understood
    • It is not resistance but rather one has to confine what we do next year
    • There is power in supervisors and supervisees learning and training together
• Goal 6: questioning how will this be accomplished
  • Questioning if there will be shared governance involvement or resource reallocation
    • Would be working with academic affairs to work out a process that will help develop our priorities and it is vague so could get the senators response to it
      • Would be nice to have shared governance involved
• Goal 7, number 10: more specifics on what is meant by engage the campus on the confluence project and why there are not a few other points on there
  • The Confluence Project needs to unfold in its own time
  • What we are saying with this gold arrow is that this is an institutional priority and have it advance with the new chancellor and as appropriate that the campus is included, informed and involved in helping it to move it forward
• Goal 6, number 9: what about those on the services side but not necessarily academic
  • The student affairs division has currently a divisional plan
  • When looking at academic priorities all things that contribute to the academic life of this campus would be included
• Goal 7: talking points would be useful/helpful
  • Should start at the ground level and go all the way up to administrators
• Additional comments should be sent to MJ
• The next steps will be to talk with the Classified Staff Council and the new chancellor and his new cabinet
• The tentative plan is that this will be shared at a Blugold breakfast

e) Chair’s Report
• Motions approved
  • Certificate in World Religions
  • Certificate in American Sign Language
  • Gender Inclusive Language Policy
  • Changes in Personnel Language related to establishing Professional Development Process
Chair Harrison comments:
- Has been an unbelievable experience
- Have gotten to ride in the Homecoming parade, serve as commencement marshal for 70 different ceremonies, chair 185 University Senate meetings, sign 425 different motions, and to spend 15 years memorizing Robert’s Rules of Order
- Thanks of the University Senate presented to Linda Spaeth, Vice Chair of the University Senate
- Chair Harrison offered 2 challenges:
  - Think outside the box and dream big and to explore the true possibilities that are out there
  - Challenge senators to take every opportunity to preserve and prove the strong shared governance model that currently exists
  - We have something special here and I urge you to keep it going

6) Announcements
- Thanks of the University Senate presented to Chair Harrison

7) Adjournment and Celebrate – Retirements and End of Session

Without objection, meeting adjourned at 4:10 p.m.
Celebration of Chair Harrison’s retirement and the End of the Session followed.

Submitted by,
Tanya Kenney
Secretary to the University Senate