The regular meeting of University Senate was called to order by Chair Freymiller at 3:05 p.m. on Tuesday, April 28, 2015 in the Woodland Theatre of Davies Center.

1) Approval of the April 14, 2015 University Senate minutes
   • Approved as distributed

2) Approval of the April 14, 2015 University Faculty and University Academic Staff Spring Meeting minutes
   • Approved as distributed

3) Administrator Remarks – Chancellor Schmidt
   • Looking forward to CERCA this week
   • Posters in the Rotunda last week reminded friends of the university about the research possibilities that it gave to Tayo Sanders
   • EC Marathon runners will be coming through campus on Sunday, May 3
   • Budget
     • Governor Walker said the surplus will not be as large as he had hoped
     • We are still uncertain about the size of the budget cut
     • Chancellor will work with the Executive Staff and shared governance to map out our future
     • Rapid Action Task Force reports were excellent and many ideas will be used
       • Will try to let people know before the end of the academic year where things stand
   • Voluntary Separation Incentive Plan (VSIP)
     • Accepted all in the best interest of the institution; only one department had two faculty members apply
   • Curricular matters will go through the curriculum process
   • Executive teams will be consulted
   • Shared governance processes will be followed on curricular changes
4) Reports
   a) Report from University Senate Chair Freymiller
      • Since our last meeting, Chancellor Schmidt has signed off on the following motion:
        • Remove the admissions requirement for two years of foreign language
        • At our March 31st meeting, the University Senate passed a motion establishing a comprehensive major in Materials Science and Engineering within Materials Science program that was supposed to be implemented with the 2015-16 catalog
        • On April 7, 2015 Chancellor Schmidt signed the motion "approved, authorized for implementation"
        • On April 14, I was notified that the date for implementing the major was incorrect
        • The comprehensive major in Materials Science and Engineering should be implemented with the 2016-17 catalog

   Without objection, the implementation date was changed from 2015-16 to 2016-17

   • Date will be changed in the University Senate records and notification regarding that change will be forwarded to Chancellor Schmidt

   b) Executive Committee Report
      • Executive Committee met on Tuesday, April 21 and discussed the motion on changes to Administrator Review policies that will be presented later in this meeting

5) New Business

   a) First Reading: Motion from the Academic Staff Personnel Committee and the Faculty Personnel Committee
      Lactation Support Policy

      Debate
      • Why is a 10 minute walk part of the policy?
        • There are not enough lactation rooms on campus, so the committee wanted to ensure that those who utilize this policy would have sufficient time to walk to one of those rooms without interfering with their break
        • Ultimate goal is to establish additional rooms to shorten the walk

   Without objection, we will vote on this today.

   Vote on Motion 51-AS-02 and 51-FP-01: PASSED

   b) First Reading: Motion from the Academic Staff Personnel Committee
      Administrator Review

      The above motion should reflect changes to be made to the Faculty and Academic Staff Rules and Procedures, Part III, Article Four: University Governance Committees and Councils; Section B – University-Wide Committees; 11. University-Wide Administrator Review Committee (reflecting changes already approved by University Senate on October 14, 2014)

      • Anonymous reviews were not considered valid
      • Discussion regarding changes that ASPC made to the motion that FPC had passed
      • Campus community still has input into the review process
      • Can adequate and authentic feedback be provided because of the differences in power structure?
      • Administrator Review Committee (ARC) decides how feedback will be solicited
Debate

- Intent of the ARC to include the Provost in all the reports regarding upper level administration and unit directors or administrators that have a university-wide role
- ARC would only be involved in reviewing upper level administrators
- 360 degree review process is more comprehensive and provides professional development for leadership; gives insight on performance for professional growth
- Certain individuals have been historically included in the administrator review process, but those who directly report to VC Hellwig have not been included in the past
- Individuals affected by this proposal can be identified before the next University Senate meeting
- Mechanism for soliciting input is vague and more specificity is requested

Vote on Motion 51-AS-03: POSTPONED

c) First Reading: Motion from the Compensation Committee

Comprehensive Salary Plan 2015-17 Motion

Comprehensive Salary Plan 2015-17 Attachment

- Consideration for increasing equity percentage

Debate

- No indication that anything will change for individuals applying for promotion

Without objection we will vote on this today.

Vote on Motion 51-CC-01: PASSED
d) Tenure Resolution

Motion by Senator Strouthes:

Whereas all academic success and progress depends upon intellectual freedom of speech, and

Whereas tenure was developed as a means to ensure that intellectual freedom of speech, by protecting the right of faculty members to be able to speak freely without fear of punitive retribution for unpopular statements, and

Whereas academic institutions without effective tenure protection will become much less attractive to faculty, thereby making those institutions uncompetitive in attracting and retaining the faculty necessary to accomplish the institution's mission of education,

Be it resolved that the UW Eau Claire University Senate oppose any plan to subject tenured faculty to periodic reviews which may result in the loss of employment.

Resolution was MOVED and seconded

- Eliminating periodic reviews designed to assess performance is separate from freedom of speech
- Our university should move away from protecting unproductive faculty just because they are tenured
- We need to protect free speech
- We already have policies that deal with egregious offenders
- Since there is no “plan” at this time, what plan does the Resolution reference?
- Why we are even debating this resolution since no plan exists?
- This proposal would remove our current post-tenure review
- This proposal seems like a blanket opposition that suggests a lack of accountability
- This proposal feels reactionary and not productive
- Tenure and academic freedom are often used synonymously, but they are very different

Vote on Resolution: POSTPONED

6) Announcements

- The next meeting of the University Senate will be May 12th, 2015

Without objection, meeting adjourned at 4:34 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate