The regular meeting of University Senate was called to order by Chair Freymiller at 3:05 p.m. on Tuesday, May 12, 2015 in the Dakota Ballroom of Davies Center.

1) Approval of the April 28, 2015 University Senate minutes
   - Approved as distributed

2) Administrator Remarks
   - None

3) Reports
   a) Report from University Senate Chair Freymiller
      - Since our last meeting, Chancellor Schmidt has signed off on the following motion:
        - Approve the 2015-2017 Comprehensive Salary Plan
      - Chancellor Schmidt has held the Lactation Support Policy for further consideration
      - On May 1st and 2nd, Vice-Chair Serros, Faculty Representative Peterson, Academic Staff Representative Wilson, and Chair Freymiller participated in the Chancellor’s Budget retreat
        - Out of that retreat came a number of proposals and the Chancellor’s call for change leaders to strengthen UWEC as we manage our budget reductions
        - Faculty and staff directly affected by the proposed initiatives are invited to help shape the final outcomes and join Chancellor Schmidt in creating our future
        - The Chancellor would like to name implementation teams before the end of the academic year so work can begin immediately
          - Think carefully about what you are most passionate about at UW-Eau Claire and where you can help to make us stronger
          - Then sign up for one of the teams prior to the deadline of May 15

   b) Executive Committee Report
      - Executive Committee met on Tuesday, May 5 and discussed the budget with Chancellor Schmidt
      - The committee also received a draft from the Comprehensive Parking Review Work Group that was established in April 2014 as a result of the open forum on Transportation and Commuting Issues sponsored by University Senate in January 2014
        - Recommendations from this Work Group that could be implemented over the summer include:
          - Online purchase of parking permits with mail delivery to one’s home/office
          - Option for faculty, staff, and students to purchase one-day parking permits
• Making residence hall (R) permits transferrable
• Eliminating the Parking Appeals Committee
• Additional recommendations with future implementation timelines include metered parking spots, increasing visitor/event parking options, and extending enforcement times for faculty/student permit lots.
• The Work Group will continue to meet and develop these recommendations, some of which may require input from shared governance.

c) Academic Staff Representative’s Report
• Julie Aminpour attended the Rep’s meeting.
• Many campuses have been participating in the Voluntary Incentive Separation Program.

4) Unfinished Business
a) Second Reading: Motion from the Academic Staff Personnel Committee

MOVED to refer back to ASPC to form an ad hoc committee so the details can be discussed further, seconded.

Discussion
• I think it would be wise to create an ad hoc committee with members of the Faculty Personnel, Academic Staff Personnel, and Administrator Review Committees next fall with the goal of introducing and passing a motion in University Senate in time for the January 2016 publish date of the FASRP.
• Any administrators needing to be reviewed in the 15-16 academic year could wait until January to start that process.
• The ad hoc committee could gather feedback from administrators, including the Chancellor, on the process, including the question of who should be reviewed by the ARC as an upper level administrator.
• Recommendation would be for the ARC, ASPC, and FPC in September to select members to form a subcommittee.
• The charge to this subcommittee would be to clarify the language and the process and develop a new proposal.
• The new proposal would then be discussed by all three committees, who would then vote on a final motion.
• This would be presented as a JOINT motion endorsed by ALL three committees, which would carry much greater influence for the whole Senate.

Debate on Referral Back to Committee
• Would be pleased to have this go back to committee so things are not rushed.

VOTE on motion to refer to committee: PASSED

Motion 51-AS-03: DIED

b) Second Reading: Tenure Resolution

It was MOVED that the original resolution be replaced with the substitute resolution, seconded:

Whereas the historic and continuing purpose of tenure is to enable, and ensure, academic freedom,
whereas our UW-Eau Claire mission statement commits us, all of us, to strive to engage with intellectual courage, and academic freedom is necessary for us to be able to do so,

whereas our UW System mission statement commits us, all of us, to the pursuit of truth, and academic freedom is necessary for us to be able to do so,

whereas tenure provides a positive incentive for faculty to commit themselves, long-term, to work for the greater good of their institution, community, state, profession, fields of intellectual inquiry, and society at large,

whereas tenure provides a positive incentive for faculty to assume greater responsibilities in areas of institutional, professional, and community service, and to pursue innovative directions without readily guaranteed or immediately practically visible results in teaching and scholarship,

whereas tenured faculty of UW-Eau Claire have continued, overwhelmingly, to exemplify excellence in their profession, in spite of compensation consistently below the national average, and in spite of budget cuts that have otherwise significantly complicated their efforts,

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 affirms the continued importance, and the necessary preservation, of tenure, and that termination of an appointment with continuous tenure, or of a probationary or special appointment before the end of the specified term, may be effected by the institution only for reasons of just cause and financial emergency.

Continued Debate
- Academic freedom is crucial and essential
- The only acceptable route to dismissal is through carefully crafted procedures

MOVED that this get sent to the FPC for review, seconded

Discussion to refer this to FPC
- Might be in violation of state law
- Probationary faculty language makes it seem like they are at will as the language refers to terminations mid-contract
- Non-renewals can be done for budgetary reasons
- According to FASRP the Personnel Committee is the body to consult for this type of change of policy
- No need to rush this through
- This is a resolution, not a policy change
- This does not violate state law and not a change of policy
- This is a desire to have our status quo remain the same
  - The attempt is to capture a sentiment
- FPC should take more initiative on workplace issues
- This is a statement of principal
- This shows that we are not being reactive
- Just cause and financial emergency is current policy for all departments and programs
- We need to be able to say what we think
- If it goes to committee it could come back in the fall

VOTE on motion to refer to committee: FAILED
Continued Debate on Resolution

- This will go to the Chancellor if it passes today
- This needs to stay with the experts in their field
- If passed this will be a matter of public record
- Just cause is defined in WI State Statute
  - Dismissal for just cause would be initiated by an administrator and it is appealable
  - Just cause is well spelled out
- This is a statement affirming tenure
- History has told us that many have lost their jobs for expressing themselves

VOTE on Resolution: Passed

5) New Business

a) Resolution on Merit Pay Adjustment

Whereas pay inequities based upon discipline or department are divisive, damaging to the esprit de corps and function of the university, and to the morale and job satisfaction of those employed in lower-paid departments, and

Whereas the current system of awarding merit pay increases is calculated by applying percentage adjustments to base salaries, it exacerbates pay inequities between departments across campus over time,

Be it resolved that the UW Eau Claire pay plan henceforth provide that future faculty and academic staff merit pay adjustments award equivalent dollar amounts for equivalent merit ratings across campus.

Pros: improved esprit de corps, morale and therefore university function.
Cons: smaller future merit pay increases for members of higher paid departments.

The above resolution was MOVED and seconded.

MOVED that this be referred to Compensation Committee

Debate on motion to refer to committee

- This was already brought to the compensation committee
- If compensation committee did not support this then why is it being brought back
  - It is unknown
  - Everything does not always need to come from committee
    - We just voted on the pay plan
- There was no concern voiced at the compensation committee
- Is for future compensation considerations
- This is not appropriate as a resolution as this would require changes to the FASRP
- This effects a pay plan henceforth as it would affect the Compensation Plans in the future
- Mechanism for redistribution was removed and this locks the inequality in
  - This kind of mechanism should be put back in however this is not the time as the pay plan was just passed
    - People should be awarded financially for hard work
    - An incentive program should provide a way for hardworking, low paid people to be rewarded
  - The mechanism is way too complex for us to try to change policy
• This needs to be thought through
• If referred to committee then how do we ensure that they look at this
• The compensation plan was passed two weeks ago and it gives options to choose a model
• Other departments have compression issues
• Our pay plan comes with that flexibilities and the departments choose which model that fits for their department
• Departmental raises are based on the departmental salary pool

MOVE the previous question

VOTE to move previous question: PASSED

VOTE to refer to the Compensation Committee with implicit understanding that they take this into consideration: PASSED

6) Announcements
• Thanks to Provost Kleine for providing the snacks and refreshments for today’s Senate meeting
• Lost a student last week
  • We have lost a number of students to suicide so we will talk about best practices this summer
  • If anyone is interested in working with us please notify VC Hellwig
• Lactation Support Policy will be addressed later by the Univ. Senate Exec. Committee
• This concludes the 51st session of the University Senate at UWEC
  • Chair Freymiller would like to publicly thank Tanya Kenney for running the Senate office so smoothly
  • Her time and efforts behind the scenes make my work so much easier
  • I would also like to extend my gratitude to all Senators for a highly productive session and wish you all a relaxing summer
• The 52nd session of the University Senate at UWEC will begin on September 8, 2015

Without objection, meeting adjourned at 4:05 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate