The regular meeting of University Senate was called to order by Chair Freymiller at 3:03 p.m. on Tuesday, September 22, 2015 in the Dakota Ballroom of Davies Center.

1) Approval of the September 8, 2015 University Senate minutes
   • Approved as distributed

2) Administrator Remarks – Provost Kleine
   • Thanks to all new and returning senators
   • US News and World Report ranks UWEC #6 among regional public universities
     • Ranked #33 out of 149 public and private institutions
   • Schofield Hall is undergoing improvements with tuck-pointing
   • Chancellor Schmidt is on Tenure task force and Provost Kleine is on HRS and PeopleSoft Review Group
   • There have been two inaugurations recently and the critical role of shared governance was evident and obvious at those inaugurations

3) Reports
   a) For the Record: Motions from APC
      i. Certificate in the History of Race, Gender, and Society within the Department of History

Without objection, MOTION to enter FOR THE RECORD - Certificate in the History of Race, Gender, and Society within the Department of History, PASSED

      ii. Certificate in Global and Comparative History within the Department of History

Without objection, MOTION to enter FOR THE RECORD - Certificate in Global and Comparative History within the Department of History, PASSED
b) Report from University Senate Chair Freymiller
   - Chancellor Schmidt has requested a meeting of the University Senate Executive Committee, the University Staff Executive Council, and the Student Senate Executive Committee on Tuesday, September 29 for discussion about the various initiatives that came out of the Rapid Action Task Force reports last spring
     - Information from that discussion will be shared at the next University Senate meeting
     - Due to the loss of positions at UWEC, and the departure of more than 150 individuals since the end of the last academic year, many vacancies on University Senate, its committees, and university-wide committees exist
     - These vacancies are not being filled, which will have an impact on shared governance

c) Report From Faculty Representative Peterson

d) Report from Academic Staff Representative Wilson
   - Board of Regents adopted the tenure policy that was previously in state statute
   - Board of Regents has authority to close programs, but prefer that the impetus comes from campus
   - Shared governance in statutes was advisory and used to state “subject to”, but now states “subordinate to” the Chancellor
   - President Cross said we might be able to raise tuition after 2017, but we need to reform policies and procedures
   - Travel guidelines are changing and should be coming out soon
   - FLSA guidelines are also changing
   - Legislation coming forward could affect over 100 research labs at Madison and it could affect over 150 Academic Staff

e) Executive Committee Report
   - On September 15, Executive Committee met to discuss the logistics for the “Topic of the Day” discussion on shared governance that will be held later today
   - The committee went into closed session for consultation with Provost Kleine regarding appointments to the University Assessment Committee

4) Special Orders
   a) University Senate Elections for University Senate Committees (see details below)
   b) University-wide Elections to fill vacancies on University Committees (see details below)

5) New Business
   - None

6) Announcements
   - Next meeting of the University Senate is October 13th in the Dakota Ballroom of the Davies Center
7) Topic of the Day – Role of Shared Governance

- “Topic of the Day” provides senators an opportunity to discuss issues that interest members of the UW System senates.
- Commentary provided by Past University Senate Chair Susan Harrison
  - Six ways that UW-Eau Claire University Senate differs from other UW-System senates
    - We are one of a few combined faculty and academic staff senates in the System; approximately 1 in 10 voting-eligible faculty or academic staff serve on our senate, making it one of the largest senates in the system. Stevens Point has a combined “Common Council” which serves as a master senate, but it still maintains separate senates for faculty, academic staff, and university staff.
    - Some larger campuses have more members in their governance senates. Those campuses have a smaller Executive Board that serves as the main governing body and it reports decisions made to the larger body either monthly or once a semester. Executive Committee at UWEC presents recommendations to the University Senate, which then makes the final decision.
    - Because of our combined senate, our officers represent both faculty and academic staff. UWEC has separate faculty and academic staff representatives to UW-System. Duties of the representatives on most campuses are part of the duties of the chair or vice-chair and are not performed by other individuals. We choose to include more voices by expanding our number of officers.
    - On many campuses, the chair serves one year as vice chair and one year as chair. Many campuses also have term limits. At UWEC, the chair serves one year as chair-elect, two years as chair, and one year as immediate past chair, which provides consistency in leadership.
    - Administrators often address their senates at other campuses, but to the best of our knowledge, we are the only campus where the Chancellor and Vice-Chancellor are members of our Senate and Executive Committee. Years ago, they were actually voting members as well.
    - Mutual recognition between Student Senate and University Senate leadership allows our Chair to having speaking rights at Student Senate meetings and the Student President to have speaking rights at University Senate meetings. This is a unique feature of shared governance at UWEC.

- Tom Stafford, General Counsel from UW System, shared information about language changes in state statutes that pertain to shared governance
  - First time addressing a combined Senate
  - Three phases:
    - What was the law
    - What changes were made
    - What does he (Tom Stafford) think they mean

- Background
  - In 1974, statute 36.09 on shared governance was created when UW System merger occurred
    - Board of Regents has primary responsibility for UW System; it discusses System President’s role; it discusses Chancellor’s role and powers. Next section deals with faculty and how they have primary responsibility for shared governance, but faculty role is subject to all levels that came before it. Language regarding the academic staff and students follows.
  - There are many advisory processes, but UW System position has always been that administration has decision-making authority
  - Spoto case from UW Platteville brought litigation over distribution of merit pay
    - Faculty wanted to distribute it one way, but the Chancellor wanted it distributed a different way and that plan was adopted
    - Court decision stated that this was neither a faculty decision nor a Chancellor decision, but a consensus decision
    - Since the ruling never got beyond circuit court level, it is not legally binding
• Current status:
  • Legislature changed statute, amending it to define that "subject to" really means "subordinate to", making it difficult for a judge to interpret it differently
  • Statute previously stated that faculty, academic staff, and students have primary responsibilities, but language was changed to make their roles “advisory”
  • Changes to statute would make it more difficult in the future for a court to interpret it differently
    • Administration always believed that the Chancellor had the final authority, but now it is just clearer
• Senators were asked to consider the following questions and verbatim comments are listed:
  • What does shared governance mean to you?
    • Everyone gets a voice
    • Continuum of governance
    • Not equal governance
      • Dependent upon areas of responsibility
    • Governance should be responsibilities for under purview
    • Active involvement of people in the creation of policies
    • All should have active responsibility for what the university should do and not just advise
    • In practice, shared governance has been "subordinate to"
    • Perception across campus is that there’s nothing “shared” about shared governance
      • Chancellor will make a final decision
      • That’s a continuum also, since we have a responsibility to provide advice
    • Chancellor values input on a wider spectrum of issues and not just on those issues where he lacks the expertise that the faculty possess
    • Our level of activity influences the Chancellor’s
    • It is everything
    • It gives us voice
    • Future Chancellors may not value shared governance or input
    • It means active involvement in the creation of policies
    • Perception that nothing is shared
    • Chancellor values input on a wider spectrum
    • Shared wisdom
    • Collective campus direction in a democratic process
  • Why do you consider shared governance important?
    • To be a watchdog across campus about what is and is not being done across campus
    • The voice of the shared governance might not be in the best interest of the Chancellor
    • The faculty have a level of expertise and perform quality work that provides excellent data to the Chancellor
    • Shared governance provides more incentive to contribute to the University at large over and above their own responsibilities
    • It’s in the best interest of Administration to listen to the input from shared governance
    • Used to feel that shared governance allowed for a sense of community, a voice; concerns could be raised and addressed, information shared
    • Feel empowered
    • Another mode of communication and relationship besides a hierarchical corporate model
    • Fulfill responsibilities as members of a profession with disciplinary expertise; a professional identity
    • Large and diverse representation
    • Shared decision making
    • People in shared governance are still in the classroom
    • Heightened awareness
    • A good administrator should always seek input from a variety of sources
    • Communication both ways so we all hear different perspectives
    • Diverse opinions are heard
    • It is collaborative
• Students, faculty, staff and administration benefit from input
• Voices are heard and communication flows
• Need perspective of the whole student experience and classroom

What do you perceive as strengths and/or benefits of the model of shared governance currently used at UWEC?
• Large and diverse representation for the voice
• Strength is the individual agendas that each Senator brings
  • Sometimes a vocal minority controls
• The Committees have power to have the rigorous debates and flesh out the ideas before the issues come to Senate
• We have a good Chancellor but shared governance could change with a future Chancellor
• There was a perception that the commitment to including all voices led to a better product ex. when faculty innovate, and think about altering programs, creating certificates, etc. if we feel that those proposals have no route, but it is just top down, will lose motivation
• Students, faculty, staff, administrators all benefit from having input
• When people give input, better product
• We troubleshoot better
• Leads us and helps us think through things and helps us present the case better
• There is a collective voice
• Democratic process
• Represent as a whole
• Exchanges information and understanding of perspective
• Have combined input
• Created empowerment when voices were heard
• Links to an identity
• More transparency
• Leads to more research, vetting for decisions and understanding impacts
• Empowers the employees

What do you perceive as weaknesses and/or obstacles to the model of shared governance currently used at UWEC?
• We are too quiet and passive
  • There is not enough challenging debate in Senate
• Too many presentations to us when things could be sent to us as attachments
• University Administrative review committee appears to not have power; in a situation of "subordinate to" there is no accountability to faculty or staff, student, university community
• When the Chancellor does not sign off, a subcommittee of the executive committee meets with the chancellor to try to resolve the difference; the need for this seems to disappear under "subordinate to"
• So the Chancellor can change curriculum, personnel rules, campus rules without accountability to the campus community, leaving the community with no guarantee of shared governance or an enforceable voice
• What is the point of expending energy on Senate policy or discussion in an advisory role?
• Other consequences to the loss of shared governance is that sense of purpose and effectiveness erode in other venues across campus
• One action of an administrator, can make it clear that shared governance is in name only; participation will deteriorate at that point
• Without shared governance, the dean can just kill a program without considering the ramifications on faculty, staff, and students
  • We can get a better outcome from discussion
• Decision making is slow
• Have faith but verify and let your voice be heard
• Can drawn out and is sometimes slow and messy
• We all have the same accurate information
• IAS never felt like full partners, but we are much more inclusive here than other places
• A Chancellor could have very little academic experience
• How should UWEC proceed with shared governance in light of the changes that were made to state statutes over the summer?
  • Responsibilities for “immediate governance for the institution.” We are now advisory
  • We will continue as we have in the past
  • When Chancellor does not sign off, we used to meet to resolve it; this could disappear
  • What is the point in spending energy then
  • Will erode other areas across campus
  • Participation will deteriorate
  • Don’t think it will change much on our campus but has to do with the staff and administration on our campus
    • New administrative leadership could change all that
  • Local implementation may not hold true anymore
  • Concern about the long term implementation
  • Concern that Chancellor could be more devoted to BOR than to campus community
  • Faculty and staff do the work for which the university exists so if they don’t have input then there may not be greater student learning, service to community and so on as they have the expertise and have their hands on the work being done
  • Question on continuity
  • Chancellors come and go; it is being taken further and further from which we have input
  • This body has collective memory and experience and long term commitment to our values
    • This is a matter of concern as less and less they are connected to those roots
  • We should protect it at all cost
  • Incentivize participation
  • Fold taskforces/implementation teams into shared governance
  • Faculty/staff role in selecting future administrators is key
  • We value shared governance; so should they

Questions for Tom Stafford
• Hiring processes of a Chancellor
  • Regent policy doesn’t describe the policy on campus
  • Had a committee on campus then recommendation was forwarded to the BOR
    • Faculty always had a majority of that committee/body on campus
      • Some things have changed with the recently adopted policy this last May or June
        • Not required there be a faculty majority and committee was always chaired by a faculty member; now chaired by regent on the select committee
      • Can’t remember if it survived the process where they can appoint someone that was not even on the list originally
  • Administrator Review Committee is an advisory thing but is still viable to expand
    • It wouldn’t have to change
  • Tenure process
    • 3 people agree to give tenure but it is really up to the Chancellor and the department
      • This has not changed
      • BOR took that language and put it into policy
    • Statute language is important but how it is put into practice over time is what matters and there is no reason that things cannot continue
    • If the BOR wanted to change something then they would have to vote
    • Regents are appointed by the governor for a 7 year term
    • Many campuses nationwide have tenure policy in policy, not statute
    • We will still follow established protocols for things that have been held for further consideration

Without objection, meeting adjourned at 4:59 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate
Executive Committee

Officers:
- Mitch Freymiller, Chair
- Sherrie Serros, Vice Chair
- Geoff Peterson, Political Science, Faculty Rep.
- Katie Wilson, Student Health Services, Academic Staff Rep

Continuing members of the Executive Committee:
- Selika Ducksworth-Lawton, History
- Jean Pratt, information Systems
- Rose Jadack, Nursing
- Bob Hooper, Geology
- John Pollitz, Library
- Jennifer Dahl, Materials Science
- Douglas Olson, Management & Marketing
- Marty Wood, English
- Holly Hassemer, Academic Skills
- Luke Fedie, Counseling Services
- Linda Carlson, Languages
- Jason Anderson, University Centers

2 Vacancies for Faculty Senators for 1 year terms
(1) Faculty Senator from the College of Education and Human Sciences
(1) Faculty Senator from Any Area

Report of the University Senate Nominating Committee

Nominees:
- College of EHS:
  Faculty Any Area: Ganga Vadhavkar, Communication & Journalism

Additional nominations from the floor: Jerry Hoepner

Without objection, Ganga Vadhavkar and Jerry Hoepner to serve on the Executive Committee

Elected to serve on Executive Committee: Ganga Vadhavkar and Jerry Hoepner

Academic Staff Personnel Committee

Continuing members:
Elected Senators:
- Julie Aminpour, Continuing Education, APAS
- Heather Pearson, Admissions, APAS
- Odawa White, Multicultural Affairs, APAS

Elected by Academic Staff at-large:
- Linda Carlson, Foreign Languages, IAS
- April Pierson, LTS, APAS
- Lori Snyder, Geology, IAS
- Katie Ritland-Clouse, Advising, APAS

1 Vacancy for Instructional Academic Staff Senator for 3 year term
Must serve on University Senate and must be IAS
This committee meets alternate Tuesday’s from 2-3 p.m.

Report of the University Senate Nominating Committee

Nominees:
- IAS:

Additional nominations from the floor: None

If nominations come forward then this election will then take place at a future meeting.
Physical Plant Planning Committee
Continuing members:
  David Soll, Watershed
  Jill Markgraf, Library
  Jason Anderson, University Centers
  Julia Lehman Caldwell, Business
  Susan O’Brien, Art & Design
  Chris Floyd, Biology
  Sean Hartnett, Geography
  Chris Hessel, Engineering Specialist

1 University Faculty Senator Vacancy for 3 year term

Report of the University Senate Nominating Committee
Nominees:
  University Faculty: David Tschida, Communication & Journalism
  University Faculty: Ryan Jones, Music & Theatre

Additional nominations from the floor: None

Elected to serve on Physical Plant Planning Committee: Ryan Jones

Compensation Committee
Continuing elected members:
  Elected Senators:
    Manda Riehl, Mathematics
    Kate Hinnant, Library
    Katie Wilson, Student Health Services
  Elected by University Faculty at-large:
    Dan Strouthes, Anthropology
    D’Arcy Becker, Accounting & Finance
  Elected by University Academic Staff at-large:
    Robin Baker, Athletics
    Joey Bohl, Admissions

1 Vacancy for University Academic Staff Senator (3 year term)
Can be from Any Area but must be a University Academic Staff Senator

Report of the University Senate Nominating Committee
Nominees:
  University Academic Staff: Jana Armstrong, Advising & New Student Initiatives

Additional nominations from the floor: None

Without objection, Jana Armstrong to serve on the Compensation Committee

Elected to serve on Compensation Committee: Jana Armstrong
Faculty Complaint, Grievance and Termination Review Committee
Continuing members:
   Manda Riehl, Mathematics
   Ingolf Voegler, Geog./Anthro.
   Mary Beth Leibham, Psychology
   Cheryl Lapp, Nursing
   Marie Stadler, Comm. Sci. & Disorders
   Reiko Shinno, History
   Jeff Erger, Sociology
   Sherrie Serros, Mathematics
   Michael Fine, Pol. Science
   Michelle Kettler, Biology
   Thao Yang, Biochemistry
   Todd Wellnitz, Biology

5 Vacancies for tenured Faculty (Tenured with a Vote Code 1)
(3) 3 year terms and (1) 2 year term and (1) 1 year term

Report of the Nominating Committee
Nominees:
   Tenured Faculty: Mark Mowry, Music
   Tenured Faculty: Christa Garvey, Music
   Tenured Faculty: James Oberly, History & American Indian Studies
   Tenured Faculty: Lisa Quinn-Lee, Social Work
   Tenured Faculty: Jeff Goodman, Psychology
   Tenured Faculty: Geoff Peterson, Political Science

Additional nominations from the floor: None

Elected to serve on Faculty Complaint, Grievance and Termination Review Committee: Christa Garvey (2 year term), James Oberly (3 year term), Lisa Quinn-Lee (3 year term), Jeff Goodman (3 year term), and Geoff Peterson (1 year term)

University Academic Staff Nominating Committee
Expiring members:
   Kim O’Kelly, Bursar
   Shannon Waterhouse, Student Affairs
   Christina Mulock, Services for Students with Disabilities

3 Vacancies for University Academic Staff
(1) 3 year term and (1) 2 year term and (1) 1 year term

Report of the University Senate Nominating Committee
Nominees:
   University Academic Staff: Jasmine Case, Advising & New Student Initiatives
   University Academic Staff: Katie Wilson, Student Health Services
   University Academic Staff: Colleen Marchwick, International Education

Additional nominations from the floor: None

Elected to serve on University Academic Staff Nominating Committee: Jasmine Case (3 year term), Katie Wilson (1 year term), and Colleen Marchwick (2 year term)
Academic Staff Complaint, Grievance & Review Committee
Continuing members:
   Heather Pearson, Admissions
   Maria Carvalho, International Education
   Katie Ritland-Clove, Advising
   Trudy Bement, Student Support
   Siene Matson, Advising
   Faith Pawelski, Academic Skills
   Kelly Murray, Biology
   Karen Morris, Communication & Journalism

1 Instructional Academic Staff Vacancy
   Must be Instructional Academic Staff
   (1) 1 year term

Report of the University Academic Staff Nominating Committee
Nominees:
   Instructional Academic Staff: Valerie Guyant, English

Additional nominations from the floor: None

Without objection, Valerie Guyant to serve on the Academic Staff Grievance & Review Committee

Elected to serve on Academic Staff Grievance & Review Committee: Valerie Guyant

University Senate At-large

2 Instructional Academic Staff without faculty status At-Large Vacancies
   Instructional Academic Staff without Faculty Status (vote code 6)
   (1) 1 year term and (1) 3 year term

Report of the University Academic Staff Nominating Committee
Nominees:
   IAS without faculty status at-large:
   IAS without faculty status at-large:

Additional nominations from the floor: None

If nominations come forward then this election will then take place at a future meeting.