Members Present:


Members Absent:

Angelo Armendariz, Robert Barganz, Richard Behling, Joseph Giordano, Douglas Hallatt, Karen Havholm, Sandra Kottke, Timothy Leutwiler, Barbara Lozar (excused), Thomas Miller (excused), Richard Palm, Donna Raleigh (excused), Roger Selin (excused), Sheila Smith, Richard St. Germaine (excused), Susan Tarnowski (excused), Roger Thiede, Fred Waedt, Ronald Warloski (excused)

Guests:

David Hart, Kathy Mitchell, James Oberly, Barbara Stevens

The regular meeting of the University Senate was called to order by Chair Harrison at 3:05 p.m., Tuesday, March 10, 1998 in the Tamarack Room of Davies Center.

I. Minutes of February 10, 1998 were approved with the following corrections:

- Page 4, under Amendment 34-US-3-a3, bullet item 1, changed to read: Senate would remain at 69
- Add the name of the Senator who made each of the motions and or amendments.
  - Amendment 34-CP-1-a1: moved by Senator Pitts
  - Amendment 34-CP-1-a2: moved by Senator Pitts
  - Motion 34-US-3: moved by Senator MacBriar
  - Amendment 34-US-3-a1: moved by Senator Powers
  - Amendment 34-US-3-a2: moved by Senator Reid
  - Amendment 34-US-3-a3: moved by Senator Pitts
- Percentages of extra merit and outstanding teaching awards in original minutes were changed to reflect actual percentages and not recollections (in the future such changes will be noted in italics in the minutes)
- Page 3, VI, under Motion 34-CP-1, change "performance and merit" to "performance merit"

II. Remarks by Interim Chancellor Smelstor

- Issues consuming Board of Regents' and Chancellors' time
  - Productivity
    - Redefining academic productivity
    - Remarks at last meeting oriented toward research universities
  - Design for Diversity Plan 2008
    - Interim Chancellor response to draft has been forwarded to System
      - Available to anyone interested
      - Included concern over ambiguity and inconsistency in definition of diversity in the document
      - Included concern about dual focus upon both students and faculty/staff
      - Suggested diversity plan cover students
      - Suggested separate affirmative action plan cover faculty/staff
Encourage all to send comments forward

University Colleges
- Will see efforts at changing enrollment patterns in the colleges
- Colleges have seen 25% enrollment decrease in last seven years

Biennial budget planning is proceeding
- No response to date on international education and computational science program proposals

Repeat policy implementation
- Policy approved by Chancellor Schnack to be published in catalogue in fall of 1997, implemented in fall of 1998
- Implementation delayed until fall of 1999 due to difficulties encountered in implementation at this time
- If changes in policy necessary, will come back through Senate for approval
- If implementation can be accomplished, will implement in fall of 1999 as published in fall of ’97 and ’98

All faculty and staff invited to Roundtable discussion with Interim Chancellor on Thursday, March 26th at 4:00 p.m. in the Arrowhead Room
- Explanation of implementation of current compensation plan, especially two new categories of compression and performance merit
- Open forum for questions, answers, comments

Good news about effort for student recruitment and retention
- 92% retention rate from fall semester; up from 90% last year
- 170 more students in residence halls this year than last year
- 2,142 students have paid deposit for next year
  - Those in top quarter of high school class is up 4%
  - Those in top half of high school class is up 2%
  - Only 6% are not in top half of their class
  - ACT score at the moment is the highest in the history of UWEC

Blugold fellowships recruitment strategy pilot project
- 20 freshmen known as Blugold Fellows
  - $1200 stipend and $500 scholarship
  - Must engage in student/faculty collaborative research relationship
  - Renewable for two years
- Responses to questions from the floor
  - Associate deans in the process of selecting Blugold Fellows from applicants who identify areas of interest
  - Money for Blugold Fellows from current scholarship source (foundation), will be requesting differential tuition from students, and possibly individual benefactor
  - Repeat policy not implemented because often put students in everlasting loop of getting permission then being unable to get into closed courses and issue of who will do data entry
  - Will look at concern over budget crunching from increased student wage rates
  - Six of 53 students making first cut for Blugold Fellowships are students of color, gender numbers unknown
  - Will relay concern that faculty have significant place from the beginning in the assignments of Blugold Fellows

III. Chair’s Report - Chair Harrison
- Note the following items in distributed Chair’s Report
  - Links to many System documents and all Senate transcripts available from Senate web page
  - University Faculty and Academic Staff Nominating Committees are in process of gathering nominations for at-large Senators, submit names of colleagues with interest
  - Student Senate has passed a resolution in opposition of the placement of December commencement within finals weeks which occurs both this coming December and December of 1999
  - Nominations also being taken for membership on the Board of University Insurance Association, details in report

IV. Student Senate President Kevin Gatzlaff has a conflict and will address University Senate at May 12th meeting. Mark Cook and Lavonne Kasuboski will take office as President and Vice President of Student Senate on March 30th
V. Report of the Nominating Committee - Senator Blackstone, Chair
   - Nominations from Nominating Committee for membership on University Senate Nominating Committee
     - Richard Behling, Philosophy and Religious Studies
     - Susan Felber, Admissions
     - Maureen Mack, Curriculum & Instruction
     - Roger Selin, Accounting & Finance
     - Donna Raleigh, Media Development Center
     - Katherine Lang, History
   - Nominations from the floor
     - Steve Tallant, Social Work

   **Elected to University Senate Nominating Committee:**
     - Maureen Mack, Curriculum & Instruction
     - Roger Selin, Accounting & Finance
     - Donna Raleigh, Media Development Center
     - Katherine Lang, History
     - Steve Tallant, Social Work

VI. Report on Chancellor Search and Screen - Jim Oberly, Chair of Chancellor Search and Screen Committee
   - Committee now in phase three - screening
   - All committee deliberations are confidential; the committee is not talking
   - Additional power in Chancellor Search and Screens has been ceded from System to the campuses
     - Committee sends at least five names to President Lyall; she makes public her finalists
     - Now allow finalists to come visit campus to ensure good fit
     - Final debriefing with the committee, President Lyall, and Regents

VII. Affirmation of changing the name of the Department of Kinesiology to the Department of Kinesiology and Athletics
   - Without objection, previously passed motion of the above name change was affirmed

VIII. Report of the Senate Executive Committee

**Motion 34-SE-2:**
moved and seconded by committee that the following changes to ARTICLE ONE: The University Faculty of the CONSTITUTION OF THE UNIVERSITY FACULTY, Section E Meetings and Section G University Faculty Committees be approved by the University Faculty members of University Senate and submitted to the University Faculty for approval and similar changes to ARTICLE ONE: The University Academic Staff of the CONSTITUTION OF THE UNIVERSITY ACADEMIC STAFF, Section E Meetings and Section G University Faculty Committees be approved by the University Academic Staff members of University Senate and submitted to the University Academic Staff for approval.

TEXT of CHANGES per Motion 34-SE-2:
Section E Meetings: The University Faculty shall meet in regular sessions two times a year at the call of the Chancellor. One of those meetings shall be at or near the beginning of the fall semester, at which time a nominating committee shall be elected as provided by Article 1, Section G, of this constitution. The second meeting, to be held in April, shall include the report of the nominating committee, as provided by Article 1, Section G, of this constitution, and provide an opportunity for nominations from the floor. Special meetings of the University Faculty may be called by the Chancellor or upon the request of 15 percent of the University Faculty members eligible to vote. Written notice of the time, place, and agenda of University Faculty meetings shall be given to each University Faculty member at least 48 hours in advance.

Section G University Faculty Committees: Election is by mailbox ballot following nominations from the floor at the spring University Faculty meeting.

1) University Faculty Nominating Committee
   (a) Membership: The committee includes five University Faculty members who serve one-year terms beginning with the election of the committee in the fall and ending with the election of a new committee the following fall. Election is by mailbox ballot following nominations from the floor at the fall University Faculty Meeting. Members are not eligible for consecutive terms.
Discussion:
- Would like to be provided with pros and cons of changes
- Will be provided in following amendment

Amendment 34-SE-2-a1:
moved by Senator Conderman and seconded that changes to ARTICLE ONE: The University Faculty of the CONSTITUTION OF THE UNIVERSITY FACULTY, Section G Committees, 1) University Faculty Nominating Committee, (b) 3. and similar changes to ARTICLE ONE: The University Academic Staff of the CONSTITUTION OF THE UNIVERSITY ACADEMIC STAFF, Section G Committees, 1) University Academic Staff Nominating Committee, (b) 3. be approved.

TEXT of CHANGES per Amendment 34-SE-2-a1:
3. The Faculty Nominating Committee shall also present nominations to fill vacancies created by resignations or other causes as outlined in the bylaws. Vacancies will usually be anticipated and filled by nominations at the fall meeting of the University Faculty. If, however, a vacancy occurs after the fall meeting, the nominating committee report of nominations to fill that vacancy will be made to the University Faculty during a regularly scheduled University Senate meeting. Any University Faculty member will be eligible to nominate from the floor at that meeting. As an alternative to this procedure, a special meeting of the University Faculty to make nominations to fill these vacancies can be requested by 15 percent of the University Faculty. Elections conducted to fill vacancies shall follow the same procedures as outlined in the bylaws the regular election. Those elected to fill vacancies At the next general University Faculty election, the University Faculty shall elect members to serve out the remaining terms of the original University Faculty members that temporarily replaced by University Senate.

3. The committee shall also present nominations to fill vacancies created by resignations or other causes as outlined in the bylaws. Vacancies will usually be anticipated and filled by nominations at the fall meeting of the University Academic Staff. If, however, a vacancy occurs after the fall meeting, the nominating committee report of nominations to fill that vacancy will be made to the University Academic Staff during a regularly scheduled University Senate meeting. Any University Academic Staff member will be eligible to nominate from the floor at that meeting. As an alternative to this procedure, a special meeting of the University Academic Staff to make nominations to fill these vacancies can be requested by 15 percent of the University Academic Staff. Elections conducted to fill vacancies shall follow the same procedures as outlined in the bylaws the regular election. Those elected to fill vacancies At the next general University Academic Staff election, the University Academic Staff shall elect members to serve out the remaining terms of the original University Academic Staff members that temporarily replaced by University Senate.

Discussion:
- Those responsible for running elections did not know reasons for holding separate elections for Nominating Committees
- With proposed changes, work of the committees would take place at the end of their term rather than the beginning
- Eliminates paper and effort of running second election of full University Faculty and University Academic Staff
- Currently vacancies occurring in University Committees remain vacant until the next election. Proposed changes allow University Senate to fill vacancies temporarily until next regular election is held
- Appears proposals are designed to eliminate a conflict and provide smooth transition of election of new committees in a convenient time frame

Vote on Amendment 34-SE-2-a1:
Amendment PASSED unanimously by University Faculty members of the University Senate.
Amendment PASSED unanimously by University Academic Staff members of the University Senate.

Vote on Motion 34-SE-2:
Motion PASSED unanimously by University Faculty members of the University Senate.
Motion PASSED unanimously by University Academic Staff members of the University Senate.

Motion 34-SE-3:
moved and seconded by committee that recommended changes to ARTICLE TWO: The University Senate of the CONSTITUTION OF THE UNIVERSITY FACULTY, Section B Membership, Section C Term of
Office of Senators, Section D Officers of the University Senate, Section E Meetings, and Section G University Senate-Student Relations be approved by the University Faculty members of University Senate and submitted to the University Faculty for approval and similar changes to ARTICLE TWO: The University Senate of the CONSTITUTION OF THE UNIVERSITY ACADEMIC STAFF, Section B Membership, Section C Term of Office of Senators, Section D Officers of the University Senate, Section E Meetings, and Section G University Senate-Student Relations be approved by the University Academic Staff members of University Senate and submitted to the University Academic Staff for approval.

With permission, motion split into Section B changes and other changes:

TEXT of CHANGES per Motion 34-SE-3 for Section B:

Section B Membership:

1) University Faculty Senators

(b) Each academic department having four or more positions shall be entitled to elect one senator. The department election shall take place at a regularly scheduled department meeting following the election of senators at large. The election shall provide for nominations from the floor. It shall be conducted by secret ballot at the meeting or by mailbox ballot following the meeting. Any department member who is a member of the University Faculty with half-time or more service in a appointment within that department is eligible to vote in the department's election and to be elected as a senator, but no person shall vote or be a candidate in more than one department. The department chair shall notify the Chair of the University Senate of the results of the election as soon as possible. If a vacancy occurs, the department shall elect another senator to serve the remainder of the unexpired term.

(c) One senator shall be elected from the University Faculty members within each of the following:

1) Library Services

2) Chapter 37 faculty as defined by Article One: Section C, part 3 of this University Faculty Constitution.

3) Limited appointees as defined by Article One: Section C, part 4 of this University Faculty Constitution.

Qualifications to vote and/or be elected are the same as for academic departments.

(d) Twenty Additional University Faculty senators shall be elected at large by the University Faculty. The number of University Faculty senators at large shall be determined according to part 4 in this section and shall include at least one from each of the Colleges. These senators shall be nominated by the University Faculty Nominating Committee and elected in the spring election. Approximately one-fourth of the five senators at large shall be elected each year.

(e) Two senators shall be elected at large by the University Faculty from University Faculty who are not eligible for Senate membership under paragraphs two or three in this section. One senator in this category shall be elected each even-numbered year. If and when there are fewer than ten University Faculty in this category, only one senator shall be elected. If and when there are no University Faculty in this category, the membership shall be terminated.

2) University Academic Staff Senators

(b) Each office having at least four academic staff positions shall be entitled to elect one senator. Each office having twenty or more academic staff positions shall elect two senators. ...

(c) Two Additional University Academic Staff senators shall be elected at large by and from the teaching University Academic Staff without faculty status and by and from the non-teaching University Academic Staff who are not eligible for Senate membership under the previous paragraph seven in this section. The number of University Academic Staff teaching and non-teaching senators at large shall be determined according to part 4 in this section and shall be distributed proportionally between the two represented groups. These senators shall be nominated by the University Academic Staff Nominating Committee and elected in the spring election. One Approximately one-fourth of the senators at large shall be elected each even-numbered year.

3) The Chancellor and the Provost and Vice Chancellor are members of the Senate, with the Chancellor being a non-voting member.

4) Every three years the Senate Executive Committee shall review the ratio of University Faculty eligible to vote to University Academic Staff eligible to vote (as defined in Article One: Section D of the University Faculty and University Academic Staff constitutions). The Senate Executive Committee shall recommend to University Senate any necessary adjustments to the number of University Faculty and University Academic Staff senators at large to maintain that ratio within the University Senate between University Faculty and University Academic Staff senators. All changes in the number and distribution of senators at large must be
approved by the University Senate. Upon approval, such changes shall be reflected in the spring elections of senators at large.

Amendment 34-SE-3-a1:
moved by Senator Pitts and seconded that ARTICLE TWO: The University Senate, Section B Membership, 1) University Faculty Senators part c) of the CONSTITUTION OF THE UNIVERSITY FACULTY and of the CONSTITUTION OF THE UNIVERSITY ACADEMIC STAFF be amended.

TEXT of CHANGES per Amendment 34-SE-3-a1:
1) University Faculty Senators
   (c) One senator shall be elected from the University Faculty members within each of the following **having four or more positions**:
      (1) Library Services
      (2) Chapter 37 faculty as defined by Article One: Section C, part 3 of the University Faculty Constitution.
      (3) Limited appointees as defined by Article One: Section C, part 4 of the University Faculty Constitution.

Qualifications to vote and/or be elected are the same as for academic departments.

Amendment 34-SE-3-a1-2:
moved by Senator Davidson and seconded that Article Two, Section B, 1)(c)(3) be eliminated

Discussion:
- Deletion of that phrase means limited appointee representation on Senate would be removed
- Why are limited appointees put in in the first place, they are covered by faculty and academic staff?
- Current limited appointees seen as group that did not have direct representation (number of limited appointees quoted at meeting as 22; since determined to be 19 when Chapter 37 faculty are removed from the limited appointee list)
- This would decrease the number of Senators and change proportion of Faculty Senators to Academic Staff Senators
- Could propose additional amendment to put that eliminated position in at-large section
- Limited appointees are deans, associate deans, assistant deans; all administrators who have faculty backup positions
- Difference in limited appointees that have academic staff backup positions is that they are generally director of a unit that has direct representation on Senate

Vote on Amendment 34-SE-3-a1-2:
Amendment FAILED by a vote of 15 to 16 by the University Faculty members of the University Senate
Amendment FAILED unanimously by the University Academic Staff members of the University Senate

Vote on Amendment 34-SE-3-a1:
Amendment PASSED by the University Faculty members of the University Senate
Amendment PASSED unanimously by the University Academic Staff members of the University Senate

Amendment 34-SE-3-a2:
moved by Senator Gapko and seconded that ARTICLE TWO: The University Senate, Section B Membership, 2) University Academic Staff Senators paragraph b) of the CONSTITUTION OF THE UNIVERSITY FACULTY and of the CONSTITUTION OF THE UNIVERSITY ACADEMIC STAFF be amended.

TEXT of CHANGES per Amendment 34-SE-3-a2:
(b) Each **office non-teaching** unit having at least four academic staff positions shall be entitled to elect one senator. Each **office unit** having twenty or more academic staff positions shall elect two senators. The **office unit** election shall take place at a regularly scheduled **office unit** meeting following the election of academic staff senators-at-large. The election shall provide for nominations from the floor. It shall be conducted by secret ballot at the meeting or by mailbox ballot following the meeting. Any **office unit** member who is a member of the University Academic Staff with half-time or more service in an **office unit** is eligible to vote in the **office unit**’s election and to be elected as a senator, but no person shall vote or be a candidate in more than one **office unit**. The director shall notify the Chair of the University Senate of the results of the election as soon as possible. If a vacancy occurs, the **office unit** shall elect another senator to serve the remainder of the unexpired term.
Vote on Amendment 34-SE-3-a2:
Amendment PASSED unanimously by University Faculty members of the University Senate
Amendment PASSED unanimously by University Academic Staff members of the University Senate

Amendment 34-SE-3-a3:
moved by Senator Gapko and seconded that ARTICLE TWO: The University Senate, Section B Membership, 2) University Academic Staff Senators paragraph c) of the CONSTITUTION OF THE UNIVERSITY FACULTY and of the CONSTITUTION OF THE UNIVERSITY ACADEMIC STAFF be amended.

TEXT of CHANGES per Amendment 34-SE-3-a3:
(c) Two Additional University Academic Staff senators shall be elected at large by and from the teaching academic staff without faculty status and by and from the non-teaching University Academic Staff who are not eligible for Senate membership under the previous paragraph seven in this section.

Discussion:
- Amendment clarifies which of the four defined groups of University Academic Staff are electing at-large senators

Vote on Amendment 34-SE-3-a3:
Amendment PASSED unanimously by the University Faculty members of the University Senate
Amendment PASSED unanimously by the University Academic Staff members of the University Senate

Amendment 34-SE-3-a4:
moved by Senator Pitts and seconded that ARTICLE TWO: The University Senate, Section B Membership, 4) paragraph about ratios of the CONSTITUTION OF THE UNIVERSITY FACULTY and of the CONSTITUTION OF THE UNIVERSITY ACADEMIC STAFF be amended as follows.

4) The percentage of University Faculty senators and the percentage of University Academic Staff senators within the University Senate shall reflect, as close as possible, the percentage of University Faculty and the percentage of University Academic Staff, respectively, within the total number of University Faculty and University Academic Staff eligible to vote. To monitor these percentages, the following steps shall be followed:
   a. Each spring the Senate Executive Committee or authorized representatives will work with the appropriate administrators to determine the numbers of University Faculty and University Academic Staff eligible to vote as of February 15th of that year. (Eligibility to vote is defined in Article One: Section D of this constitution.)
   b. The Senate percentages will be compared to the eligible-to-vote percentages.
   c. If the Senate percentages differ by more than 5% from the eligible-to-vote percentages, the Senate Executive Committee shall recommend to University Senate the necessary minor adjustments to the number of University Faculty and University Academic Staff senators at large to maintain the proper percentages.
   d. Each spring the number of non-teaching University Academic Staff who are eligible to vote and the number of teaching University Academic Staff without faculty status who are eligible to vote as of February 15th of that year shall be determined. If adjustments are suggested in the number of University Academic Staff senators at large, according to the previous step, the proper proportion between non-teaching and teaching University Academic Staff senators at large shall be maintained as indicated in Section B: 2) (c).

All changes in the number and distribution of senators at large and procedures for implementing the change must be approved by the University Senate. Upon approval, such changes shall be reflected in the spring elections of senators at large.

Amendment 34-SE-3-a4-1:
moved by Senator Gapko and seconded that 4)d be amended to change "teaching University Academic Staff without faculty status" to "teaching academic staff without faculty status"

Discussion:
- Example of academic staff individuals without faculty status eligible to vote includes the 72 teaching academic staff without faculty status now on campus
- They vote on academic staff governance issues but not on curricular issues in the department
- 50% or more appointment to the University gives the right to vote on governance issues
Vote on Amendment 34-SE-3-a4-1:
Amendment PASSED unanimously by University Faculty members of the University Senate
Amendment PASSED unanimously by University Academic Staff members of the University Senate

Discussion on Amendment 34-SE-3-a4
- Counts of Faculty and Academic Staff currently determined by head count, not FTE
- Is data available on the numbers of Faculty versus Academic Staff who are approximately 50% appointments?
- Could have major effect on the ratio between Faculty and Academic Staff
- Probable that would be more Academic Staff members appointed to less than 50%
- Affirmation from floor that head count versus FTE numbers should be available prior to action on this amendment

Without objection, University Senate recessed at 4:34 p.m. until March 24, 1998 at 3:00 p.m.

Respectfully submitted,

Wanda Schulner
Secretary to the University Senate