

**UNIVERSITY OF WISCONSIN-EAU CLAIRE  
UNIVERSITY SENATE MEETING  
VOL. 46, NO. 3**

**October 13, 2009**

Members Present:

Julie Aminpour, Lori Bica, Barbara Davis, Jeff Erger, Martha Fay, Steve Fink, Lyle Ford, Mitchell Freymiller, Vanda Galen, Andrea Gapko, Alan Gengenbach, Gail Hanson Brenner, Susan Harrison, Beth Hellwig, Thomas Hilton, Ann Hoffman, Robert Hollon, Robert Hooper, Jeffrey Janot, Debra Jansen, Lia Johnson, Harry Jol, Patricia Kleine, Fred Kolb, Cheryl Lapp, Jennifer Lee, Scott Lester, Brian Levin-Stankevich, Scott Lowe, Barbara Lozar, John Mann, Sean McAleer, Colleen McFarland, Rick Mickelson, Joe Morin, Joline Morrison, Bob Nowlan, Jill Olm, Jill Pinkney Pastrana, John Pollitz, Rob Reid, Katie Ritland-Clouse, Mitra Sadeghpour, Sherrie Serros, Jeanne Skoug, Lori Snyder, David Sommers, Linda Spaeth, Marie Stadler, Sharon Westphal, Deborah Wright

Members Absent:

Robin Baker, Ned Beach, Kristen Blake, James Brockpahler, Patrick Day, Margaret Devine, Chip Eckardt, Kirby Harless, Larry Honl, Andrew Jepsen, Dale Johnson, John Lee, Karl Markgraf, Jason Mathwig, Geoffrey Peterson, Sheila Smith, Odawa White, Becky Wurzer

Guests:

Steven Majstorovic, Gail Scukanec, Laurie St. Aubin-Whelihan, Marty Wood

The regular meeting of University Senate was called to order by Chair Harrison at 3:04 p.m. on Tuesday, October 13, 2009 in the Schofield Hall Auditorium.

- I. Minutes of September 22, 2009 University Senate meeting approved as the final version distributed
- II. Chancellor's Remarks – Chancellor Levin-Stankevich
  - Board of Regents to visit
    - Try to take advantage of them visiting this side of the state
    - Many Regents arrive Wednesday night and will be dining at the Chancellor's home
    - Chancellor provided overview of the Regent's agenda
  - Homecoming is this weekend so it will be a very busy weekend
  - Mission Statement
    - Received the Mission Statement action from Senate
    - Consulted with Chair Harrison about hearing from people
    - Solicited campus and found there were strongly-felt preferences and strong support
    - Executive Committee supported action to approve
    - Must convene a public meeting and the Board of Regents must supervise in some way
    - If one didn't have enough time to comment, will have second opportunity to speak up when the Board hears
    - Still additional steps to be taken but the governance portion is complete
  - Urge all to participate in the campus climate survey
    - Nice to have valid conclusions
    - Do not want the results so thin that it is counterproductive
    - Does not take too long to complete
  - Student Union Building
    - Have been disagreements between state agencies
    - Need additional design options on Student Union
    - UW system has been fantastic in supporting us as we live in this community
    - The disagreements between state agencies need to resolved now

- Our goal is to get back on track
- Students started this in 2000; got it approved in 2006-07
- The building is to come in the next year or so
- Will be a bumpy road with all the construction and cause much inconvenience but is better than no building at all
- Will try to address any serious issues
- Urge patience while we straighten this out

### III. Unfinished Business

- None

### IV. New Business

- None

### V. University Senate Chair's/Vice Chair's Report

- Survey results
  - Chancellor's request for additional data on the Mission Statement
    - 187 had responded at the time the report was given to the Chancellor
    - Overall, a majority support the Mission Statement, agree that the statement reflected our University and support the bullets of the Mission statement because they know that the bullets can be changed
  - Minutes being distributed electronically
    - Of the 37 responses 35 agreed that minutes should be distributed electronically
    - Therefore, all items will be sent electronically as attachments or as links on the Senate website
- Chancellor has signed off on the Mission Statement and the motion pertaining to the Executive Committee as the Honorary degree committee
- If you have questions concerning any topic for an upcoming meeting or other Senate committee meeting, please check the Notice of Meetings
  - It is much easier now to access
  - You will find the meeting notice link under the Faculty/Staff option on the menu bar directly under the main banner of the UWEC homepage
- Input for the Campus Master Plan for facilities is being sought
  - Open house for input will be held Tuesday the 20<sup>th</sup> from 8-9 a.m. with food in the Dulany
- Members of our newly revived Physical Plant Planning Committee have been asked to be a part of some focus groups as well

### VI. Faculty Representative's Report – Senator McAleer

- Complete report can be found on the University Senate website at:  
<http://www.uwec.edu/usenate/reports/FacRepReport091013.pdf>
- The Faculty Representatives Council last met on Friday, September 25th, in Madison
- Among the major issues discussed were the following:
  - Furloughs
    - The faculty reps discussed how their campuses are responding to furloughs
    - Some strategies include some departments closing one Friday afternoon a month; suspending post-tenure review; and reducing the number of committees faculty are expected to serve on
    - The reps also discussed the difficulties of quantifying the reduction in productivity that should correspond to furloughs. One campus's senate is considering a resolution criticizing the policy and those responsible for it, no other campuses appear to be doing this and few if any reps seemed to think this was a good idea.
  - Making Opportunity Affordable
    - Lynn Paulson, Assistant Vice President for Budget and Planning informed us that we should hear in November whether UWS is one of the five recipients of \$2M grants from the Lumina Foundation to improve access to higher education (we are among eleven finalists). The Foundation's goal is that by 2025, 55% of all adults have a bachelor's degree. (According to Lumina, in 2005, 37.4% of Wisconsin adults (aged 25-64) had a bachelor's degree; this is the national average. By contrast, 44.2% of adult Minnesotans have a bachelor's degree.)

- Human Resource Issues
  - Al Crist, Associate Vice President for Human Resources & Workforce Diversity, discussed human resource issues, especially those related to collective bargaining, though he noted that regarding the latter there were more questions than answers at this time.
  - Things will move slowly; it will be the next biennium at the soonest before a collectively bargained contract could be in place.
  - Governance rights, tenure, and academic freedom will not be negotiable.
  - UW System is currently seeking a consultant to help it develop a training program on collective bargaining for faculty and academic staff for senior executives.
  - A governance body, e.g., a senate, could represent faculty and staff for the purposes of collective bargaining that we needn't unionize to collectively bargain.
  - Any collectively bargained contract must be approved by the legislature's Joint Committee on Employment Relations (JCOER).
  - More information is available at [www.uwsa.edu/hr/barglegis.html](http://www.uwsa.edu/hr/barglegis.html), which is also reachable through our senate website.
  - In the brief discussion of the Human Resources System it became clear that faculty on 9-month contracts will *not* have an option to be paid over 12 months, faculty interest in this notwithstanding.
  - Domestic partner benefits, set to begin on January 1, 2010, should *not* be affected by the lawsuit challenging the constitutionality of the domestic partner registry. Coverage is.
  - More information is available at [www.uwsa.edu/hr/benefits/dpbenefits.html](http://www.uwsa.edu/hr/benefits/dpbenefits.html).
- Legislative Update
  - David Giroux, Executive Director of Communications and External Relations, informed us that a bill to ensure geographic diversity on the Board of Regents (SB 223) had cleared the Senate Committee on Agriculture and Higher Education. As the bill would reduce the governor's power, it was not clear whether he would sign it if it passes both houses.
- The Faculty Representatives Council will next meet in Madison on October 30<sup>th</sup>
- Please let me know if you have questions or concerns that you would like me to raise

#### VII. Academic Staff Representative's Report – Senator Lee

- Complete report can be found on the University Senate website at: <http://www.uwec.edu/usenate/reports/ASReport090925.pdf>
- The Academic Staff Representatives last met on Friday, September 25th, in Madison
- Next meeting is scheduled for October 30<sup>th</sup>

#### VIII. Reportable items from Committees

- Executive Committee
  - Reviewed the next 10 years of calendars after some edits were made
    - Now available on the Senate website and on the Registrar's website
    - If you have any concerns about a particular calendar that are now 2 years out or more, please direct those concerns to the Executive Committee
  - Procedures relating to Senate accepting motions directly from non-Senate committees, task forces, or working groups; procedures relating to allowing speaking terms for non-members; and procedures pertaining to consultations for advisory committee memberships were discussed
    - The Chair was directed to return to the committee with official language for review
  - An exception to the rule pertaining to a senator being at the university for at least 3 semesters before serving as a senator was granted to allow Social Work to have a senator
  - The committee consulted with the Chancellor concerning the status of the Mission Statement

#### IX. Special Reports

- Senator Kolb on Report of UW Fringe Benefits Advisory Committee meeting of October 9, 2009
  - The Committee voted to support the following revisions in policy – but just advisory
    - That employees who leave employment and return within 5 years be able to retrieve the sick leave available when the individual left the system as the current rule is 3 years
    - To expand non-medical leave for unclassified staff (full or part-time) to five years, and in some cases for additional periods. Focus is on work opportunities related to field.

- Return to a policy in which unclassified employees may cash-out up to 40 hours of vacation per year. Currently available for classified employees with 15 or more years of service. Was after 25 years for unclassified before it ended in 2003. Would like that to be after 15 years. Currently, banked vacation hours are seen as a growing liability as banked vacation is valued at last pay level. Currently, a cash-out when leaving employment. Might ease the pain of the furlough related to pay reductions.
- When you receive a form regarding the status of dependants if the form is not returned by the end of the calendar year, it will be very difficult to get coverage for the dependant for the next year. This is a major change.
- Starting January 1, 2010 the health care coverage is being extended to domestic partners, children of domestic partners, children over age 19 but not a full-time students, and children age 24 or older but under age 27 whether a student or not. However, there will be imputed taxable income (includes social security and Medicare tax). The amounts can become substantial so a heads up is important. Domestic partners are not recognized by the IRS.
- A bill in congress (HB 2625 and S 1153) would remove the need for imputed taxes in those cases. It has fairly widespread support but anything that reduces tax dollars is probably going to get some resistance. Rep. Tammy Baldwin of Wisconsin is a cosponsor. It would be useful to write to Congressional representatives on this issue.
- Also note that the health care expanded coverage is under Chapter 40 of the State Statute and applies to both same-sex and opposite-sex partnerships. These are known as unregistered domestic partners. However you must sign up with ETF and the form must be notarized.
- There are also same-sex registered domestic partners. These rights come from Chapter 770 and are independent of the health care coverage – if Chapter 770 were ruled unconstitutional the health care benefits would not be affected. This status requires registration with the Register of Deeds in the county of residence and gives rights such as hospital visitation.
- There is a subcommittee working on tuition remission for dependants of university staff.
- Collective Bargaining
  - Perspectives on Collective Bargaining given by Tim Lane and Lisa LaSalle
  - UW-System Perspectives on Collective bargaining given by Sean McAleer, Faculty Representative and Jennifer Lee, Academic Staff Representative. Link can be found at: <http://www.uwec.edu/usenate/SenateRecord/index.htm>
  - Perspectives on Collective Bargaining given by Provost Kleine and other faculty and academic staff

X. Miscellaneous Business

- None

XI. Announcements

- Collective Bargaining organizational meeting at 4:30 to 6 Wednesday afternoon at Dooley's on Water Street
- Next meeting of the University Senate is October 27<sup>th</sup> back in the Tamarack Room
- Remember the Regents visit on Thursday and Friday

Without objection, meeting adjourned at 4:55 p.m.

Submitted by,

Tanya Kenney  
Secretary to the University Senate