Chair’s Report for February 9, 1999

Senate update

- The senate office is now located in the Old Library 1134. Please stop in and say ‘hi’.

Open Forum Items from Senate Executive Committee Meeting

- Compensation guidelines were discussed (see Board of Regents meeting notes below).
- A concern was expressed at the prices duplicating services is charging and the perception that large money reserves are being generated from the pricing structure.
- The Governor’s State of the State Speech was discussed. UW-System Chancellors will be meeting on February 18th to discuss how to focus efforts for promoting the needs of the UW-System to the legislators.

Other Items from Senate Executive Committee Meetings

- University staffing from the frozen files of October 1998 reflects the following: 455 University Faculty (436 faculty and 19 academic staff with faculty status) and 243 University Academic Staff (108 nonteaching academic staff in units with four or more persons, 74 teaching academic staff, and 61 nonteaching academic staff in units with less than four persons). Therefore, of staff eligible to vote 65.2% are University Faculty (or 44.3 of the 68 Senators) and 34.8% are University Academic Staff (or 23.7 of the 68 Senators).

Numbers from October 1997 were 451 University Faculty, 234 University Academic Staff. The difference in total number of staff in each category from October 1997 to October 1998 is less than 5%, therefore no change is needed in the makeup of the University Senate at-large positions.

The transition process continues this year. For the University Academic Staff, three new senators will be elected to maintain a total of 12 University Academic Staff senators at-large. For the University Faculty, the transition process continues to work toward the goal of 10 — 3 A&S, 1 Business, 1 Professional Studies, and 5 from any area:

<table>
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<th>Year</th>
<th># expired</th>
<th># continue</th>
<th>ELECT the following</th>
<th># A&amp;S</th>
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New at-large senators will be elected in the University general elections held in the spring (see other announcements).

Faculty Reps Meeting

- The UW-System Fringe Benefit Advisory Committee will meet on February 16th to discuss items pertaining to the Optional Retirement System. If you have any concerns or comments about ORS, please contact Jan Hansen - the UWEC representative on the UW-System Fringe Benefit Advisory Committee (email: hansenjm; phone 36-2150)

Board of Regents Meeting

- 1999-01 General Compensation Distribution Plan and Guidelines - see attachment. Note point (2): “The 1999-01 compensation adjustments for faculty, academic staff, and university senior executives shall be provided such that not less than one-third of total compensation shall be distributed on the basis of merit/market and not less than one-third of the total compensation plan shall be distributed on the basis of solid performance. The remaining one-third pay plan allocation may be used to address these and other compensation needs with appropriate attention to pay...
compression. The chancellor has the discretion to use one-half of one of the percentage points of the pay plan increase to address other compensation needs.”

- Since the UWEC Pay Plan has already been approved and does fall within the overall Board of Regent guidelines, the full compensation package approved by the legislature will be used as described in our 1999-00 UWEC pay plan. Any changes to the current approved UWEC plan will need to go through the governance structure.

**President Lyall** (University Relations, Legislative Update, February 4, 1999)

- The morning of Governor Thompson’s State-of-the-State address, UW System President Lyall delivered a speech advocating for key investments in the UW System during the 1999-2001 biennium. Lyall noted five key areas of need:
  - Investing in UW System libraries;
  - Implementing a plan to replace one-third of the desktop computers on UW campuses each year.
  - Training and then hiring current students to handle PC maintenance, installations and classroom technical support at every UW institution.
  - Responding to recommendations by Governor Thompson’s International Trade Council. This includes: (1) Providing financial aid for 1,000 additional students to study abroad; (2) investing $1 million in a new center for global economics which will provide practical assistance to small businesses; and (3) supporting the Institute for Global Policy at UW-Milwaukee.
  - Funding the Board of Regents’ proposed 5.2 percent annual compensation increase for each of the next two years. “Compared with what peer universities are paying their people, the UW System continues to lose ground,” Lyall said. “Competitive faculty salaries are a critical part of ensuring the quality of the UW System.”

**Legislature**

- The Governor's 1999-2001 Biennial Budget bill is tentatively scheduled to be introduced on Tuesday, February 16. The Governor will address a joint session of the Legislature at 2:00 p.m.

- Senator Richard Grobschmidt (D-Milwaukee) has introduced a bill that would make UW System faculty and certain academic staff immediately eligible for employer contribution towards group health insurance premiums at the time of appointment. (University Relations, Legislative Update, February 4, 1999)

**Other Announcements**

- University-wide Committee openings - University Faculty and University Academic Staff Nominating Committees currently looking for nominees (contact Kathryn Proctor-Duax for faculty openings, or Connie Russell for Academic Staff openings.
  - University Faculty Nominating Committee
  - Faculty Termination Review Committee
  - Faculty Complaint and Grievance Committee
  - University Social Committee
  - University Academic Staff Nominating Committee
  - Academic Staff Complaint, Grievance, and Review Committee
  - Academic Staff Professional Development Committee
  - University Senate Faculty Personnel Committee
  - University Senate Compensation Committee
  - University Senate Academic Staff Personnel Committee
  - University Senate Senators At-Large

- **NCA Self-Study Report.**
  - Senate’s discussion on March 9th.
• Use guide provided as last page of this report.