Members Present:

Ned Beach, Joey Bohl, Marcia Bollinger, Don Bredle, Linda Carpenter, Ken De Meuse, Jesse Dixon, Dan Drumm, Meg Dwyer, Rodd Freitag, Mitchell Freymiller, Warren Gallagher, Andrea Gapko, Marc Goulet, Susan Hafen, Betty Hanson, Jeannie Harms, Susan Harrison, Tim Ho, Robert Hooper, Rose Jadack, Richard Kark, Debra King, Fred Kolb, Tim Lane, Kate Lang, Barbara Lozar, Barbara Mac Briar, Maureen Mack, Donald Mash, John Melrose, Rick Mickelson, Jane Pederson, Andrew Phillips, Bobby Pitts, Cleo Powers, Vicki Reed, Connie Russell, Richard Ryberg, Ronald Satz, Nola Schmitt, Roger Selin, Alex Smith, Linda Spaeth, George Stecher, Kent Syverson, Dale Taylor, Roger Tlusty, Karen Welch, Sharon Westphal, Michael Wick, Jean Wilcox, Steve Zantow

Members Absent:

Dick Boyum, Jack Bushnell, Joel Duncan, Bruce Dybvik, Sean Hartnett, Jeremy Hein, Ann Hoffman, Larry Honl, Phil Huelsbeck, Mary Iribarren, Lisa La Salle, Gene Leisz, Kathie Schneider, Nick Smiar, Todd Stephens, Paula Stuettgen, Jodi Thesing-Ritter, Thomas Wagener, Cecilia Wendler, Rebecca Wurzer

Guests:

Patricia Christopherson, Kate Demerse, Bernard Duyfhuizen, Dale Johnson, Adrian Klenz, Mike Rindo, Andrew Soll, Ted Wendt

The regular meeting of University Senate was called to order by Chair Harrison at 3:05 p.m. on Tuesday, April 22, 2003 in the Tamarack Room of Davies Center

1. Without objection, minutes of March 25, 2003 meeting of University Senate approved as distributed
   Without objection, minutes of April 2, 2003 meeting of University Academic Staff approved as distributed
   Without objection, minutes of April 2, 2003 meeting of University Faculty approved as distributed

2. Remarks of new Student Senate President Adrian Klenz; introduction of Vice President Kate Demerse
   • Look forward to working with everyone in this room and with Dr. Harrison
   • If you have questions or comments, feel free to contact us in Davies 132 or by email or phone

3. Chancellor’s Remarks – Chancellor Mash
   • All-campus email going out tomorrow to inform campus community about budget; what we have been doing and what likely to unfold from here
     • How 5% planning model breaks down by academic and administrative unit
     • Two-page position paper UW-System put together
     • On May 5, 2003, will be information forum and open conversation about material distributed
     • For rest of May and June will keep you informed by regular additions to home page budget update
       • Also prepared to have some sessions with Senate Executive and Budget Committees over summer if necessary
       • Will continue to meet with Senate leadership and faculty and academic staff representatives to hold communication open
   • UW-System will deal with magnitude of Governor Doyle’s proposed budget cuts as long as tuition offset of amount governor willing to accept maintained
     • Now telling legislators if need to find more money for budget proposal, look elsewhere, don’t look at UW-System again; already disproportionately doing more than fair share
Joint Finance Committee has said by June 13th expect to deliver budget back to governor; earlier than typical
Doyle indicated will aggressively use veto powers to prevent Republican-controlled legislature from making deeper budget cuts to local governments and University of Wisconsin System – good news
Andrea Gapko and Michael Wick, UW-Eau Claire representatives to System Compensation Advisory Committee, received letter reporting on 2003-2005 biennial pay plan
President Lyall does not feel we can ask students to fund pay plan in this biennium given tuition increase
Plans to bring to Board of Regents a 3% per year pay plan in coming biennium to come out of compensation reserve
Need 3% to keep at mid-point of peers
Will do everything to support this important issue
Tomorrow morning Foundation Board to hold quarterly meeting
Now at $25 million toward $35 million capital campaign goal
Well pleased with progress given nature of financial climate
In spite of what dealing with all year in terms of budget, fiscal climate, and uncertainty, has been a very good year for university
Commend everyone for staying focused and doing best job possible for students and colleagues
Spring is very busy; also culmination of all good work done throughout course of year

4. Chair and Faculty Representative’s Report – Chair Harrison
Senate now has abbreviated URL
Letter received from Congressman Kind in response to Senate action regarding War in Iraq available in Senate Office
Next Faculty Representative’s meeting on May 2, 2003
Board of Regents meet next on May 8th and 9th in Stevens Point
Please take time to complete Senate Survey
Recognize those whose Senate terms expiring

- Andrea Gapko
- Jeannie Harms
- Phil Huelsbeck
- Lisa La Salle
- Barbara Mac Briar
- Maureen Mack
- Kathie Schneider
- Todd Stephens
- Jodi Thesing-Ritter
- Tom Wagener
- Cecilia Wendler
- Steve Zantow

No question leadership of legislature looking at doing health insurance benefit structurally differently in future
Figures prominently into some of budget management discussion
Operating under existing health insurance contracts until next January
Employee contribution won’t change before that time
Would expect solid numbers during dual choice period in October and November

5. Academic Staff Representative’s Report – Senator Wilcox
Next meeting is Thursday – a teleconference
Academic staff welcome to attend if interested
Academic Staff Leadership Conference to be held July 17th and 18th in Oshkosh
Will take up to six people from this campus
Programs deal with governance and leadership issues of interest to both instructional and administrative and professional academic staff

6. Unfinished Business - None

7. Reports of Committees
   Executive Committee – Chair Harrison
   Committee decided not to host Senate open discussion next week
   Membership ready to meet during summer to serve on behalf of full Senate if necessary
To review job descriptions before giving further consideration to election process of Senate Officers and System Representatives
Next meeting May 6, 2003

Faculty Personnel Committee – Senator Wick
Passed motion regarding replacement of committee members on leave or otherwise unable to fulfill responsibilities; to be brought forward next year

Academic Staff Personnel Committee – Senator Wilcox
Next meeting April 24, 2003
Looking at handbook language as it applies to workload of instructional academic staff

Academic Policies Committee – Senator Syverson
Discussed grading policies; would be interesting topic for University Senate forum
Now doing program reviews
Finished University Honors Program, continue work on Latin American Studies Program, to be followed by Geology and Economics Department Reviews
Next meeting April 29, 2003
Thank Wanda Schulner for administrative support and Barbara Lozar for incredible help in learning ropes of Academic Policies Committee

FOR THE RECORD
New study abroad program at Murdoch University in Perth, Australia, approved by Academic Policies Committee on April 8, 2003, entered into record without objection

Physical Plant Planning Committee – No Report

Budget Committee – Senator Carpenter
At last meeting considered auxiliary budget and segregated fees; heard Provost’s proposal for budget adjustment on campus to deal with 5% cut
Committee to meet again in fall

Compensation Committee – Vice Chair Gapko
Last meeting for year on April 25, 2003
Receiving report on Winterim, Interim, and Summer Session compensation and making final analysis of pay plans of last two years
Happy to hear Katharine Lyall recommending 3% pay increase for each of next two years of biennium
AAUP data just out indicates peers receiving approximately 3%, so recommendation consistent with that data
To hold meeting next fall with System Compensation Advisory Committee

Nominating Committee – Senator Reed
To meet at end of semester to make plans for vacancies coming up on Senate Committees in fall

Technology Committee – Senator Lang
Next meeting May 6, 2003
To begin discussion for university processes for improving distance education courses

8. Special Reports - None

9. Special Orders

**Election of Vice Chair**

Nominating Committee Report – Senator Reed
On behalf of University Senate Nominating Committee, place Andrea Gapko on ballot for Vice Chair of University Senate
All academic staff members of Senate contacted by email about vacancy; no one else came forth for nomination
No additional nominations from floor

MOTION by Senator Mac Briar to set aside the rules to accept the ballot and allow it to stand as the election seconded and PASSED without dissention
Elected as University Senate Vice Chair: Andrea Gapko, Academic and Career Services

10. Miscellaneous Business
   ● According to Roberts Rules of Order, in cases where next session not held until more than quarterly time interval elapsed, only means for motion to go over to that session is referral to a committee
      ● Leaves two options after debate on two items before us today
         ● Can suspend rules and vote on today
         ● Can move to refer back to committee to hold over summer and bring back to Senate in fall
      ● If leave motion on Senate floor, it dies

A. Academic Staff Personnel Committee – First Reading
   Report on Promotion Decision Deadlines – Senator Wilcox
   ● Presently requests for consideration for promotion by instructional or administrative and professional academic staff made by November 15 to immediate supervisor
      ● Immediate supervisor has until December 15th to notify academic staff member whether passing along up channels
      ● Going up channels can include several additional layers, particularly in case of administrative and professional academic staff; at each layer, appropriate person has to consider and pass on
      ● Have gotten request from administration asking that final deadline be changed from February 15th to March 15th
   ● Committee discussed
      ● In order to give academic staff members full review they deserve, need extra time
      ● Adds another month in terms of notification, but if recommendation turned down any time during process, academic staff member requesting promotion finds out then
   ● Committee supports changing date

Motion 39-AS-01
   Moved and seconded by Academic Staff Personnel Committee (10-0) that the academic staff notification of promotion decision deadline date be changed from February 15 to March 15 wherever it appears on 5.49 of the Faculty and Academic Staff Handbook

Debate
   ● Initial inclination to speak against because of timing with salary recommendations; would be nice if person recommended for promotion would hear about both at about same time
      ● Why the need for four months to make promotion decisions; seems like awfully long time
      ● Had same reaction until heard case where there were five levels of approval
      ● Need time for approval where multiple supervisors
      ● Don’t have to take until deadline, in many cases will meet or beat previous date
      ● Once decision to promote is make, needs to be salary adjustment regardless so are separate decisions

MOTION by Senator Spaeth that rules be suspended to allow item to be voted on today seconded and PASSED without dissention

Vote on Motion 39-AS-01: Motion PASSED without dissention by University Academic Staff Senators

B. Technology Committee – First Reading
   Report on Ownership Interests for Online Courses – Senator Lang
   ● Revised motion attached to name tags
   ● Issue came up beginning of last year
      ● Many universities have policies to cover ownership
      ● Committee felt policy would be too restrictive and was unnecessary at this point
         ● Did feel faculty needed to understand what ownership issues were as preparing online courses
         ● So committee, rather than creating policy, prepared frequently asked questions for inclusion on faculty and staff web site
Motion 39-TC-01
Moved and seconded by Technology Committee (5-0) that the attached FAQ regarding ownership issues for online courses shall be included in the Faculty and Academic Staff Handbook (Chapter 7, page 15, Curricular Development) with a link to the full text on the faculty and staff web site and other appropriate web pages.

Debate
- Appreciate work on questions and answers, many have had myself
- Adding University to Senate Technology Committee on citation to be made editorially
- Significance of (who works for hire) phrase in 1)b) questioned
  - Phrase came from System Legal because technically all academic staff under contract where work for hire

MOTION by Senator Lozar that rules be suspended to allow item to be voted on today seconded and PASSED without dissention

Amendment by Senator Gapko to remove the phrase (who works for hire) DIED for lack of second

Further Discussion
- Painfully aware FAQs inadequate to address every possible concern; felt better to make this available so faculty aware of issues
  - Hope to address in more comprehensive FAQs as time goes on
- Case of existing courses where ownership interests already defined not affected by this
  - Cannot violate existing contracts
  - This not policy but simply informing people there are issues to be considered before beginning work on online courses
  - This binds no one to anything
- Basically here approving where we would put these FAQs; think over time as issues come to committee will evolve into policy

Amendment 39-TC-01-a1
MOVED by Senator Mac Briar and seconded that we would allow the University Senate Technology Committee to maintain a frequently asked questions section in the Faculty and Academic Handbook in relation to issues proposed here

Debate
- So if committee wishes to make changes to FAQs, allows them to do so without coming back to Senate each time

Vote on Amendment 39-TC-01-a1: Amendment PASSED without dissention

Further Debate on Main Motion
- Without objection word with changed to as in motion so FAQ itself not in handbook, but there as link

Vote on Motion 39-TC-01: Motion PASSED without dissention

11. Announcements - None

Meeting adjourned at 4:06 p.m. without objection

Wanda Schulner
Secretary to the University Senate