The regular meeting of University Senate was called to order by Chair Freymiller at 3:08 p.m. on Tuesday, April 11, 2017 in the Dakota Ballroom of Davies Center.

1) Approval of the March 28, 2017 University Senate minutes
   • Approved as amended
     • Minutes were amended to reflect that Chancellor Schmidt has been in Washington DC; has spoken with Wisconsin delegation and a few offices in the Minnesota delegation, benefactors and alumni
     • Senator Pratt to be listed as present

2) Administrator Remarks
   • None

3) Reports
   a) Report from University Senate Chair Freymiller
      • Since the last Senate meeting, Chancellor Schmidt has approved the following Senate action
      • To amend the FASRP in Part III, Article FIVE: Personnel Policies and Procedures to include contributions to equity, diversity, and inclusivity as criteria for periodic review of faculty performance

4) Unfinished Business
   • None
5) New Business
   a) First Reading: Motion from the University Senate Technology Committee
      
      Resolution: Polling in the Classroom
      
      • Students would be able to choose which device makes the most sense to them
      • There is a blocking feature so students cannot access questions after they have been posted, but it cannot block them from taking pictures in real time
      • This will not go into the FASRP; if University Senate endorses it, CETL can help students and faculty who want to use this option
      • Students could also use their computer to vote
      • Resolution specifically states “students will be allowed to use”

Debate

MOTION by Senator Peterson to amend language to read:

Therefore, be it resolved that because of the advancement in technology, students may be allowed to use mobile devices or physical clickers in the classroom at the discretion of the instructor when using the standard polling system in the classroom.

Be it further resolved, that the following statement would be added to websites supporting the standard polling system for students and faculty:

Polling in the Classroom
Faculty and Academic Staff have the option to use the campus polling system in the classroom. One standard polling system in the classroom is adopted on campus. When using the standard polling system, students may be allowed to use either the mobile device option or a physical clicker in the classroom at the discretion of the instructor. Pedagogical and technical support for both the physical clickers and mobile device options is provided on campus for both instructors and students.

Be it finally resolved that upon approval, copies of this resolution will be shared with the Center for Excellence in Teaching and Learning that maintains the standard polling system support websites.

Debate on the amendment

It was without objection that representatives from the Student Body were allowed to speak

Debate

• Student Senate passed resolutions last year and this year supporting this
• Student Senate previously supported funding the standard polling system, but cannot commit to this on behalf of the incoming Senate
• Students always ask why they can’t use technology with which they are comfortable
• This is not policy and would encourage instructors to allow a variety of devices
• Amendment changes the intent of the resolution
• Concerns about plagiarism, copyright infringement, and taking pictures
• Laptops or phones can still be banned from the classroom
• Original resolution would infringe on instructor control of the classroom
• It is the responsibility of the faculty to make decisions based on the educational situation in their classroom and the original wording took that away
• UWEC needs to be open to technology because that is what appeals to students
• We should encourage faculty to allow the use of mobile devices

VOTE on the AMENDMENT: PASSES
Continued debate on the resolution as amended

- Students can pass clickers to friends to use, but students would be less likely to give their $500/$600 phone to other students
- Students could potentially need to purchase both the clicker and the REEF polling app with this language

MOTION to suspend the rules to vote on this today, seconded

VOTE to suspend the rules to vote on this today: PASSED

VOTE on RESOLUTION as AMENDED: PASSED

b) First Reading: Motion from the Compensation and Budget Committee

Comprehensive Salary Plan 2017-2019

Comprehensive Salary Plan 2017-2019 Attachment

- In the comprehensive salary plan under the Promotion section is a statement “Adjustments will be applied no later than the effective date of this plan”.
  - This language is from a previous plan
  - Since the promotion rate didn’t change, it will not impact this plan
- Intention of this pay plan is to make sure post-tenure adjustment comes out of base
  - If post-tenure adjustment is not in base and if there is no pay plan, then there would not be a salary increment associated with it; however, if post-tenure adjustment comes out of base funds, then there can still be post tenure salary adjustment without a pay plan
  - Base funds are not necessarily part of a pay plan, so if there is no pay plan money would still be available
  - Administration does not intend to change current practice
- Table 7 under Post-Tenure Salary Adjustment Policies and Procedures for Faculty is separate from Table 1 under Promotion
  - Typically these salary adjustments would not happen at the same time
- Department/unit are used interchangeably; no separation between faculty or academic staff
  - Department/unit are the same in this model

Debate

Without objection, section numbering in the Comprehensive Pay Plan has been changed

Continued debate

- Each unit/department allocates its own dollars so there is no discrepancy about rankings since they are only used within that unit/department
  - If a unit director/chair decides everyone merits a ranking of 4, that would not change the amount of money that the unit/department receives

It was amended by Senator Hooper and seconded to amend the language to read:

....

6. Post-Tenure Salary Adjustment Policies and Procedures for Faculty

Salary adjustments (academic year basis) for promotion in post-tenure review will be provided from base funds. Eligible faculty will receive a post-tenure salary adjustment (academic year basis) based on the outcome of their post-tenure review and their assigned Category of Performance (Faculty and Academic Staff Handbook, Part III, Article 5, Section B.2.f.8a). The faculty member will receive a specific salary adjustment from Table 6 for faculty at the rank of full professor and from Table 7 for faculty at the rank of associate or assistant professor. For faculty employed at less than 1.0 FTE, the amounts in Table 7 will be scaled according to percentage of FTE.
Debate on the amendment
- Current language could be interpreted incorrectly that salary adjustments are not to be taken from state-funded money

**VOTE on the amendment: PASSES**

Continued debate on motion as amended

**An amendment was made by Senator Wilson and seconded to renumber #6 to #3**

**VOTE on AMENDMENT: PASSES**

Continued debate on the motion as amended
- Inequity will be addressed as much as funding allows
- Equity adjustment is set at 15%; one-half of the equity portion is for external inequity, and another portion is internal and that will follow the process of the internal form
- How would one know if there is inequity pay based on external factors?
  - Office of Institutional Research will continue to maintain a database along with our peers at other institutions; those spreadsheets would automatically be distributed to supervisors
  - There are many factors might contribute to internal equity; often depends on qualifications and performance
- Titling and Compensation study could change people’s job categories because many duties do not match current title descriptions
- Salary dollars to a unit/department is proportional to the total salary of the unit/department

**VOTE on MOTION: POSTPONED**

6) **Announcements**
- University Faculty and University Academic Staff Spring Meeting will be Tuesday, April 18, 2017 at noon in Menominee Room of Davies Center
- Next meeting of the University Senate is April 25th in the Dakota Ballroom of the Davies Center

Without objection, meeting adjourned at 4:29 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate