

**UNIVERSITY OF WISCONSIN-EAU CLAIRE
UNIVERSITY SENATE MEETING
VOLUME 55, NUMBER 9**

March 12, 2019

Members Present:

Jan Adams, Carey Applegate, Robert Bell, Janice Bogstad, Bart Dahl, Selika Ducksworth-Lawton, Chip Eckardt, Jeff Erger, Steve Fink, Joel Friederich, Lee Friederich, Liz Glogowski, Gail Hanson Brenner, Tom Hilton, Jarrod Hines, Kate Hinnant, Marquell Johnson, Jennifer Johns-Artisensi, Jyl Kelley, Bridget Kurtenbach, Julia Lehman Caldwell, Ellen Mahaffy, Colleen Marchwick, Jill Markgraf, Sean McAleer, Barbara Meier, Robin Miller, Tamara Miller, Geoffrey Peterson, Nick Phillips, Sheryl Poirier, Linda Pratt, Mark Quamme, Jeanine Rossow, Jim Rybicki, Vicki Samelson, James Schmidt, Dan Schumacher, Alyssa Slaby, Charlotte Sortedahl, Pedro Sottile, Thomas Storm, Laura Suppes, Andrew Suralski, Bao Vue, Ryan Weichelt, Evan Weiher

Members Absent:

Jose Alvergue, Heather Amthauer, Rose-Marie Avin, Cynthia Chapek, Lisa Coen, Albert Colom, Josh Engle, Luke Fedie, Wendy Geniusz, Kent Gerberich, Ryan Harrison, Peter Hart-Brinson, John Haven, Bob Hooper, Phil Huelsbeck, Heather Iverson, Dan Janik, Tamara Johnson, Patricia Kleine, Carol Koroghlanian, Cheryl Lapp, Der-Fa Lu, Bill Miller, Leah Olson-McBride, Heather Pearson, Barb Ritzinger, Audrey Robinson, Ka Vang, Charles Vue

Guests:

Craig Ernst, Stephanie Jamelske, Debra Jansen, Carmen Manning, Darrell Newton

The regular meeting of University Senate was called to order by Chair Weiher at 3:05 p.m. on Tuesday, March 12, 2019 in the Dakota Ballroom of Davies Center.

- 1) Approval of the February 26, 2019 University Senate minutes
 - Approved as distributed
- 2) Administrator Remarks
 - None
- 3) Reports
 - a) Report from University Senate Chair Weiher
 - From the February 24th meeting:
 - Senate action Eliminating the 3 Music Piano Majors was approved
 - Senate actions Creating an Anthropology Certificate and a Digital Marketing Analytics Certificate were approved
 - Chair Weiher participated in the Chancellor's Cabinet
 - EDI participation report was shared and there is pretty high rates of participation
 - IMC reported on the details of what they have been doing
 - Chair Weiher had recent contact with administration regarding the search of new a new Vice Chancellor for Edi and Student Affairs
 - Will meet with University Senate Executive Committee after this meeting today
 - b) Faculty Representatives Report – Senator Peterson
 - Had a 1-day Board meeting last week and an all representatives meeting on Friday
 - The Board meeting focused on EAB students: those students in critical need
 - Small Program Closure Policy
 - Good news is that the faculty representatives seem to have won this fight and they are rolling back parts of this policy so it will look much like our old policy
 - System says which programs don't meet the target and the campus responds and it looks like that will continue

- The new version will be sent back out for circulation again in April
 - Whitewater Chancellor search was discussed and soon will have a Stout Chancellor search
 - Lengthy discussion on Responsibility Centered Management budgeting
 - Many campuses have implemented this in one form or another
 - Madison seems to be frustrated with it
 - No one has implemented it fully
 - Ones that implemented it more seem to like it less
- c) For the Record – Academic Policies Committee
CIE Proposal for USAC Programs
Debate
- None

Without objection, this item will be entered FOR the RECORD

4) Special Orders

Elections – Election for University Senate Vice-Chair-elect and Academic Staff Representative

University Senate Vice-Chair elect: Must be elected from among the current academic staff members of the University Senate

Term: 2-year term, taking office July 1st and will serve on the Executive Committee

Report of the University-wide Nominating Committee

Nominees: Chip Eckardt, LTS

Elected as the University Senate Vice-Chair elect: Chip Eckardt

Academic Staff Representative to UW System: Must be academic staff and serve on the University Senate

The term of the Academic Staff Rep is to begin immediately upon election. The term of Academic Staff Representative is to expire June 30, 2020 and they will also be the chair of Academic Staff Personnel Committee and member of the Executive Committee

Report of the University-wide Nominating Committee

Nominees: Robert Bell, American Indian Studies

Elected as the Academic Staff Representative to UW System: Robert Bell

5) New Business

- a) First Reading: Motion from Academic Policies Committee
Proposal to Eliminate Undergraduate Athletic Training, Comprehensive Major

Debate

- None

Without objection, we will vote on this today

VOTE on MOTION: PASSED

- b) First Reading: Motion from the Faculty Personnel Committee and the Compensation and Budget Committee
Post-Tenure Review and Comprehensive Salary Plan
- Chancellor is the only one who assigns and makes the decision

- Adding that option to the Post-Tenure Review framework would enable us to attach funds based on merit
- In TC3's list of justifications for compensation adjustments it is for internal funds and not state funded pay plans
- People are subject to compression, so this seems appropriate
- Compensation Committee didn't know what other levels would mean in terms of evaluations
 - This is a simplification
- Previous policy language limited us so we eliminated that subjectiveness
 - The current proposal is that if the final recommendation supports the "meeting expectations" then it would result in \$2000
 - Is not a variable amount
- This wouldn't impact people going through now
- Dep's and the department determine what does or does not meet expectations
 - Do not want to impose on the departments
- Comment that if one were to get "does not meet expectations" the FASRP states that it is not grievable
 - Regent policy requires that it is not grievable

Debate

MOTION to amend section 5 a to read: Role of the Department Chair in Post-Tenure Review

a) After reviewing the submitted materials, the department chair shall submit a recommendation to the dean, along with the subcommittee report and any written response from the faculty member to the subcommittee report. The chair's letter shall ~~assign~~ **recommend** the faculty member **be assigned** to one of the ~~three~~ categories outlined in Section f.3. , **seconded**

Discussion on amendment

- None

VOTE on Amendment: PASSED

Continued discussion on motion as amended

- If PTR (750 one time) and next year promotion (2000 added to base)
- Post-Tenure Review: Regent policy mandates the 5-year timeline for review
 - Is impractical
 - Makes it better if going for promotion the next year
 - There are some benefits and drawbacks
 - We do lose some marginal incentives, but the advantage is significant reduction in DPC's and for low paid departments as they lock in better pay
- With only "meets expectations" there is a lot of bad feelings that can be avoided
- If everyone gets "meets expectations" there enough money because they have to find the funds
 - The lack of consistent funding relates to a state funded pay plan
 - After consulting with Stephanie Jamelske the committee arrived at this amount because they felt that it is sustainable
 - The pool of money that these adjustments come out of is the same as how new hires are funded
- Section 3 of the Pay Plan relates to internal funding whereas the Pay Plan starting in Section 6 are separate as are different sources of funding

MOTION to amend Section 3 to take out the word "salary", seconded

Vote on amendment: PASSED

Continued discussion on MOTION and AMENDED

- We use projections in terms of dollar amounts

Vote to be taken at the next University Senate meeting

6) Announcements

- The next University Senate meeting is March 19, 2019 in the Dakota Ballroom of Davies Center
- The Library is having a trial of video streaming so you are urged to look at the products being trialed and provide feedback

Without objection, meeting adjourned at 3:54 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate