

**UNIVERSITY OF WISCONSIN-EAU CLAIRE
UNIVERSITY SENATE MEETING
VOLUME 55, NUMBER 10**

March 19, 2019

Members Present:

Heather Amthauer, Robert Bell, Janice Bogstad, Bart Dahl, Selika Ducksworth-Lawton, Chip Eckardt, Jeff Erger, Steve Fink, Joel Friederich, Lee Friederich, Wendy Geniusz, Liz Glogowski, Gail Hanson Brenner, Ryan Harrison, Peter Hart-Brinson, Tom Hilton, Jarrod Hines, Kate Hinnant, Bob Hooper, Phil Huelsbeck, Heather Iverson, Dan Janik, Marquell Johnson, Jennifer Johs-Artisensi, Carol Koroghlanian, Bridget Kurtenbach, Cheryl Lapp, Julia Lehman Caldwell, Der-Fa Lu, Ellen Mahaffy, Colleen Marchwick, Jill Markgraf, Sean McAleer, Barbara Meier, Bill Miller, Robin Miller, Tamara Miller, Geoffrey Peterson, Sheryl Poirier, Linda Pratt, Barb Ritzinger, Jim Rybicki, Vicki Samelson, Alyssa Slaby, Charlotte Sortedahl, Pedro Sottile, Thomas Storm, Laura Suppes, Andrew Suralski, Ryan Weichelt, Evan Weiher

Members Absent:

Jan Adams, Jose Alvergue, Carey Applegate, Rose-Marie Avin, Cynthia Chapek, Lisa Coen, Albert Colom, Josh Engle, Luke Fedie, Kent Gerberich, John Haven, Tamara Johnson, Jyl Kelley, Patricia Kleine, Leah Olson-McBride, Heather Pearson, Nick Phillips, Mark Quamme, Audrey Robinson, Jeanine Rossow, James Schmidt, Dan Schumacher, Ka Vang, Bao Vue, Charles Vue

Guests:

Craig Ernst, Stephanie Jamelske, Debra Jansen, Darrell Newton

The regular meeting of University Senate was called to order by Chair Weiher at 3:05 p.m. on Tuesday, March 19, 2019 in the Dakota Ballroom of Davies Center.

- 1) Approval of the March 12, 2019 University Senate minutes
 - Approved as distributed
- 2) Administrator Remarks
 - None
- 3) Reports
 - a) Report from University Senate Chair Weiher
 - Last week immediately following the University Senate meeting the University Senate Executive Committee consulted with the Chancellor about the search process for the Vice Chancellor of EDI & Student Affairs
 - The chancellor asked the committee to consider making a recommendation that he advertise the position asap in order to start the search even though the search committee hasn't yet been formed
 - According to the FASRP, the search committee is charged with okaying and doing the advertising
 - We had a discussion and most faculty were sympathetic, given the short window before the end of the semester
 - The committee was most concerned about the costs of having few students on campus during the interview
 - There was some dissent; some members felt that it would be inappropriate to endorse breaking the rules in the handbook
 - The committee approved a recommendation that the Chancellor begin the search process immediately, and in this instance, forego the rules
 - It was not unanimous

4) Unfinished Business

- a) Second Reading: Motion from the faculty Personnel Committee and the Compensation and Budget Committee
Post-Tenure Review and Comprehensive Salary Plan

Continued Discussion

- Mixed feelings on this motion
 - Driven by a concern for morale but also appreciate that it would give more people more money
 - However, our motto is excellence, not meeting expectations
- The voting structure is offensive to some people and it can be messy if it is a small group
- Still provides a mechanism for providing merit
- Concern that some DPC's recommendation was for "exceeds" then it was taken down a level to "meet expectations" by administration
 - Questioning if "exceeds" will become the new "meets"
- The morale issue is a very real issue, but the question is if a budgetary crisis arises then we have one less category for people to get pushed into
- The majority of the time we meet expectations, so we need to use other means for showing when someone is exceeding expectations
- Not seeing much of a difference between this and what the Chair does with the annual evaluation process
- We do have people that excel so they should be rewarded for it
- The challenge is that DPC knows what you have accomplished but then it moves up the line and it gets moved back down to "meet expectations" so the DPC is not the final say
 - We don't even know why it is moved back down to meets expectations
- "Meets" would benefit the majority or people
- This makes administration make the numbers work
 - There would be a backlash if moved into "does not meet" and thusly remediation
- This is every 5th year
- Standards across departments are different and it is difficult then to have a fair standard
- Individuals who are supposed to be doing the same job but are not doing it at the same level are getting equally compensated as those who are and that impacts morale too
- Those in the exceeds category are not always favorites of administration
 - They had the dollar figure that they had and didn't have enough for the 80% of faculty that were in that exceeds category so that is why people must be pushed down
- With the PTR then the DPC also gets to weigh in
- If a department has a problem with the chair assigning rating then could rewrite the DPC

MOVED to divide the question, seconded

VOTE on MOTION to DIVIDE: PASSED

Continued Debate

- None

VOTE on FPC portion of the motion: PASSED

MOTION to change table 6.1: Distribution to have Equity be changed to 10% and Merit be changed to 55%, seconded

Debate on MOTION

- Academic Staff make up 28% but only got 9% of the equity and faculty got a disproportionately larger portion
 - Robs one category of employees to give to another category of employees
- When we use the word equity it is internal salary inequity
 - External inequity cannot be factored

- Sympathetic to any employee that experiences a salary inequity but the discretionary fund was also distributed to university staff
- Not sure we can assume that any funding that would be used for problems of internal inequity can be calculated at the same rate
- Discretionary portion and administration's willingness to share with faculty is supported
- Academic staff also experience compression
 - Internal inequity is also across units

VOTE on Amendment: FAILED

Continued Discussion on Motion

- 6.3 in division administrator category there is a gap
 - Questioning where are the immediate supervisors
 - Successive levels of supervisor
 - AVC are not division administrators
 - Deans report to the VC's and the VC's report to the Chancellor

VOTE on MOTION as AMENDED: PASSED

5) New Business

- None

6) Announcements

- The next University Senate meeting is April 9, 2019 in HHH 100
- 5:00 today in Centennial 1916 a presentation on the Faculty and Academic Staff Working Conditions Survey

Without objection, meeting adjourned at 3:51 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate