



Date: November 29, 2006
To: Faculty Senate and University Community
From: Wes Chapin, Faculty Senate Chair
Subject: Tentative Agenda for Faculty Senate Meeting November 29, 2006

The 2006-2007 Faculty Senate will meet on Wednesday November 29, 2006 at 3:40pm in the Regents Room of the Student Center. Faculty Senators who cannot attend should arrange for a substitute and notify John Heppen at john.heppen@uwrf.edu http://www.uwrf.edu/faculty_senate/

Agenda November 29, 2006

Call to Order:

Seating of Substitutes
Recognition of Invited Guests
Approval of Minutes from November 15, 2006

Reports:

Unfinished Business:

New Business:

Proposal 1: Second reading of a motion from the University Curriculum Committee to recommend changes to the Faculty Senate By-Laws and to renumber/re-letter subsequent committee descriptions appropriately (see attached)

Proposal 2: Second reading of a motion from the Executive Committee to recommend approval of the revised UWS-7 (see attached).

Proposal 3: First reading of a motion from the FWPP regarding Eligibility Criteria for Administering Course Evaluations (see attached)

Proposal 4: Motion from the General Education Committee to amend Chapter III of the Handbook, replacing the current language for the General Education Committee's membership with the language below, to make the changes to the committee's membership effective immediately, and to include two extra Faculty Senate appointees for the remainder of the 2006-07 academic year. The two "extra" appointees shall be drawn from the current membership of the General Education Committee to ensure that no current member is removed from the committee prior to the end of the 2006-07 academic year (see attached).

Proposal 5: Motion from the International Programs Committee regarding membership and duties (see attached)

Proposal 6: Motion from the Executive Committee to place the Disability Advisory Committee under Chapter 3 of the Faculty Handbook (see attached).

Proposal 7: Motion from the Executive Committee to appoint Michele McKnelly chair of the Disability Advisory Committee.

Discussion regarding Faculty Senate Committee Appointments

Discussion regarding Strategic Planning Prioritization

New Business Miscellaneous:

Adjournment:

Minutes of the UWRF Faculty Senate for November 15, 2006 Vol. 31 No. 11.

Members:

Representation	Term Expires 2007	Term Expires 2008	Term Expires 2009
<i>CAFES</i>	Bob Baker	Laine Vignona	
<i>CAS</i>	Wes Chapin	Patricia Berg	Peter Johansson
	Larry Harred	John Heppen	
	Barbara Werner		
<i>COEPS</i>		Ogden Rogers	Michael Miller
<i>CBE</i>			Glenn Potts
<i>4th Division</i>	Cara Rubis	Gregg Heinselmann	Sarah Egerstrom (Mark Meydam)
<i>At Large</i>		Brenda Boetel** (Jr)	Melissa Wilson (Jr)
	Karl Peterson (Jr)	Dawn Hukai (Sr)	David Rainville (Sr)
	Nan Jordahl (Sr)		Terry Ferriss (Sr)
	Charlie Hurt*		

* Chancellor's Designee

** Absent

() Substitute

Call to Order: W. Chapin called the meeting to order at 3:40 p.m in the Regents Room of the Student Center.

Seating of Substitutes: Mark Meydam for Sarah Egerstrom

Guests: Brent Greene, Meg Swanson, Don Betz,

Approval of Minutes: The minutes of November 8, 2006 were approved and corrected by general consent.

Chair's Report:

- Wes Chapin announced that there would be a recess if there was no objection in order to have the Faculty Senate's picture taken with the Chancellor.
- Wes Chapin reported that there has been communication with Madison about the health insurance issue.
- Charlie Hurt and Ian Williams of the General Education Committee have met to work on fixing the senior capstone course situation and the Multi-Disciplinary courses issue. More senior capstone courses are being offered and will be online shortly.
- At the regents meeting in Madison, President Reilly thanked UWRF and the Faculty Senate. President Reilly believes that the UW System helped elect and un-elect officials.
- There are two pay plan requests before the regents. One for 2 years and another for 4 years.
- Student Senate is receptive to sharing a Program Assistant with the Faculty Senate.

Other Reports:

Mark Greene from International Programs and Meg Swanson from the International Programs Committee reported on their activities. At the Regent's meeting, the Regents were interested in learning more about UWRF's international programs. A goal for International Programs is to increase the number of UWRF students studying abroad and to increase the number of international students studying at UWRF. They also reported that UWRF needs a better support system for international students studying at UWRF.

Unfinished Business: none

New Business:

Proposal 1: Second reading of a joint motion from General Education and Academic Program and Policy Committees to amend Section A.4 and Section K.2.g of Article III Standing Committees of 3.3 Faculty Bylaws in Chapter III Organization of the Faculty and Staff of the *UW-River Falls Faculty/Academic Staff Handbook*. Barbara Werner moved and David Rainville seconded the motion. The motion passed by a vote of 20 yes and 1 abstention.

Proposal 2: Second reading of a motion from the Faculty Senate Executive Committee. The University of Wisconsin–River Falls Senate recommends that the Board of Regents adopts a comprehensive policy requiring that all UW institutions conduct criminal background checks on new hires, and that each institution shall use its governance process to adopt criminal background check implementation policies and procedures, and that each institution will submit its plan to the UW System General Counsel and UW System Office of Human Resources for review and approval. Barbara Werner moved and Peter Johansson seconded the motion. Barbara Werner offered a Friendly Amendment to insert if between that and the in line 1 to read “. . .that if the Board of Regents. . .”. The amendment was then withdrawn. Questions were asked about the implications of approving the motion and does the Faculty Senate want to recommend an adoption of criminal background checks. Glenn Potts replied that criminal background checks are already applied to certain employees of UWRF currently and the intention of the motion was to state that governance needs to be involved if criminal background checks are applied to all employees. Wes Chapin stated that this is an attempt by the UWRF senate and other UW senates to interject shared governance in the process. Barbara Werner offered a Friendly Amendment to insert if between that and the in line 1 to read “. . .that if the Board of Regents. . .” and to delete and that with then in line 4 to read “. . .on new hires, then each institution shall. . .”. There were not objections. Barbara Werner offered a Friendly Amendment to insert This is in no way advocating the passage of the Background Check Policy by the Regents at the end of the motion. There was no objection. The motion with amendments read **The University of Wisconsin–River Falls Senate recommends that if the Board of Regents adopts a comprehensive policy requiring that all UW institutions conduct criminal background checks on new hires, then each institution shall use its governance process to adopt criminal background check implementation policies and procedures, and that each institution will submit its plan to the UW System General Counsel and UW System Office of Human Resources for review and approval. This is in no way advocating the passage of the Background Check Policy by the Regents.** The motion passed by a vote of 17 yes, 2 no and 1 abstention.

Proposal 3: Second reading of a motion from Faculty Welfare and Personnel Policies Committee to incorporate the Committee’s recommended revisions into the final draft of the campus Criminal Background Check policy. Wes Chapin announced that the words “encouraging the Human Resources unit at UW-RF” were being deleted from the motion as stated in the agenda if there was no objection. No objection was raised. Barbara Werner moved and Glenn Potts seconded the motion. Glenn Potts spoke to the issue and explained the changes in the motion. Peter Johansson asked which candidates are subject to a background check. Glenn Potts replied that the final 3-4 candidates will be subject to criminal background checks. Wes Chapin stated that every campus has been asked to forward a policy. Terry Ferriss asked about the appeal process. It was replied that appeals will go to the Vice Chancellor of Finance and Administration and that the Provost will keep to Academic issues only. B Werner asked about the credit check and G Potts replied that for hiring Department Chairs it would be necessary. L Harred asked how long it would take and G Potts replied 2 to 3 days. Questions were asked about the appropriateness of the motion and concerns were stated regarding the content of the

measure, but not the process of shared governance. Questions were asked why the Faculty Senate was considering this motion and if it mattered. Wes Chapin replied that a policy concerning criminal background checks was going forward and the FWPP respond with a middle-ground policy that ensured governance input. The motion passed by a vote of 18 yes 1 no and 1 abstention.

Proposal 4: First reading of a motion from the University Curriculum Committee to recommend changes to the Faculty Senate By-Laws and to renumber/re-letter subsequent committee descriptions appropriately.

Proposal 5: First reading of a motion from the Executive Committee to recommend approval of the revised UWS-7.

Proposal 6: A motion from the Faculty Senate Executive Committee to recommend approval of the initiatives and tasks developed by the senate's ad hoc strategic planning working groups was made by Bob Baker and seconded by Greg Heinselman. The motion passed by with 19 yes votes and 0 no votes and 0 abstentions.

Discussion of Strategic Planning Prioritization: Wes Chapin reported that the prioritization committee will meet on November 27, 2006 and be comprised of the Chancellor, the Provost, the Vice- Chancellor for Administration and Finance, Mary Foster, Alan Tuchtenhagen and the five members of the Faculty Senate Executive Committee. Terry Ferriss and Peter Johansson asked about the involvement of the Deans in the prioritization process. Charlie Hurt replied that this will not be the end point of the process, that the goal of the prioritization will be to have the support of all ten individuals and that the Executive Committee will report back to the Faculty Senate.

New Business Miscellaneous: None

Adjournment: Barbara Werner moved to adjourn at 5:06 pm and John Heppen seconded. The motion passed by general consent.

October 6, 2006 DRAFT

Chapter 3.3: Faculty By-laws

Article III

Section F – University Curriculum Committee of the University

1. Purpose:

- a. To provide a university wide forum for the critical reading and response to new course proposals and all changes ~~in~~ to all existing course proposals.
- b. To facilitate the resolution of differences between colleges where duplication of course content occurs.

- c. To provide continuity and guidance regarding course proposal format.
 - d. To provide continuity and guidance regarding the amount of detail in course proposals.
 - e. To maintain a standardized form to be used for all course proposals and accompanying transmittal forms.
2. Membership: Nine faculty (at least three of whom are members of the graduate faculty and who are affirmed by the Graduate Council), the Provost and Vice Chancellor or the Provost and Vice Chancellor's designee, and ~~three~~ **one** students. The nine faculty members selected will include at least one representative from each of the colleges. The Registrar or designee, ~~and~~ a representative from the library, **and a representative from the Office of Graduate Studies** will sit as ~~an~~ ex-officio, non-voting members of the Committee.
3. Term of Office: Three years for faculty, one-third to be appointed each year, one year for students.
4. Duties:
- ~~a. To receive and evaluate courses involving multiple colleges.~~
 - ~~b. To receive and record proposals for new courses and changes in course offerings that have been approved by the appropriate college curriculum committee and/or Graduate Council. Receipt of these courses is for the purposes of the record. The Curriculum Committee of the University, however, reserves the right to review such courses and make recommendations in relation to the quality and application of credit prior to recording and to adjudicate and make recommendations in those cases that involve University regulations or cross college conflict or need.~~
 - a. To receive and evaluate all new and revised courses that have been approved by the appropriate college curriculum committee and/or the Graduate Council. The University Curriculum Committee will review courses and make recommendations in relation to their quality and the application of credit. The Committee will also adjudicate and make recommendations in those cases that involve University regulations or cross college overlap.**
 - e b. To coordinate procedures with all college curriculum committees and/or **the** Graduate Council.
 - ∄ c. To suggest changes in format of the course proposal form and transmittal form.
5. Procedure:
- a. Courses are ~~generally~~ **usually** generated and developed by department faculty. Course proposals must be reviewed and approved at the departmental level. Letters of support from persons in departments that were consulted where possible curriculum overlap may occur must be forwarded with the proposal. **Letters of acknowledgment are required from consulted departments whose course enrollments may be affected due to changes or additions of course prerequisites in the proposal.** The originating department must sign off on the accompanying transmittal form. The proposal is then sent to the college curriculum committee or other appropriate committees if the course is intercollege **or graduate** in nature.
 - b. The Dean of the College approves or disapproves new courses and/or changes in course offerings by signing off on the accompanying transmittal form. This signature is an indication that the Dean acknowledges the impact the course may have on faculty load and financial requirements.

- c. Graduate level courses must be approved or disapproved by the Graduate Council and signed by the Director of Graduate Studies before being submitted to the University Curriculum Committee.**
- d.** Course proposals approved by the Deans (**and the Director of Graduate Studies, for graduate courses**) are forwarded to the University Curriculum Committee (one copy per member **plus an updated electronic copy**). When a course is revised or changed, copies of the old original proposal must also be sent to the **University** Curriculum Committee. A signed transmittal form must accompany all course proposals.
- e.** The University Curriculum Committee Chair will publish in the committee's agenda a list of all courses to be reviewed by the University Curriculum Committee so as to inform the **university faculty**. Information ~~should~~ **will** be published ~~five working days prior to committee action or in a timely manner~~ in accordance with Wisconsin open meeting statutes.
- f.** **At the request of the University Curriculum Committee Chair, a** departmental representative ~~should~~ **must** be at the meeting to represent new and ~~revised~~ **revised** course proposals. The representative should be prepared to provide a short verbal explanation/justification of the new or revised course proposal. The representative will serve as a liaison between the University Curriculum Committee and the department in which the proposal originated. The committee may ask the representative to clarify information and provide background material.
- g.** Guidelines for review and approval of course proposals:
- 1) Review for accuracy information prompts, such as year of first offering, minor/major requirements.
 - 2) Check for the inclusion of appropriate prerequisites.
 - 3) Review for adequacy of course outlines and attachments including letters of support from persons in departments that were consulted where possible curriculum content overlap may occur.
 - 4) Adjudicate and make recommendations in those cases of overlap or other conflicts involving university regulations or intercollegiate differences.
 - 5) **If substantive changes to the course proposal are deemed necessary for the course to be approved by the University Curriculum Committee, the proposal may be sent back to the appropriate college curriculum committee or the Graduate Council.**
- h.** Guidelines for information dissemination after committee action.
- 1) Minutes of all the meetings will be sent to:
 - a) all committee members
 - b) ~~chairs of all college curriculum committees~~ **chairs**
 - c) ~~all Deans of Colleges~~ **college Deans and the Director of Graduate Studies**
 - d) **the chair and secretary of the Faculty Senate**
 - e) **the President of the Student Senate**
 - 2) The original course proposal with accompanying transmittal form will be sent to the Dean's Office of the appropriate college, **or the Office of Graduate Studies (for graduate courses)**, for the permanent/official files. Copies, including transmittal form, will also be

sent to the person who submitted the course proposal and one to the Department(s) in which the course will be taught.

PROPOSED ORDER OF THE BOARD OF REGENTS OF
THE UNIVERSITY OF WISCONSIN SYSTEM AMENDING AND CREATING
RULES

[INTRODUCTORY CLAUSE]

The Board of Regents of the University of Wisconsin System proposes an order to amend UWS 2.02, UWS 4.09, UWS 11.01(1), and UWS 11.08; to create ch. UWS 7, relating to procedures for dismissal of faculty in special cases; and to create UWS 11.01(3), UWS 11.101, UWS 11.102, UWS 11.103, UWS 11.104, UWS 11.105 and UWS 11.106, relating to procedures for dismissal of academic staff in special cases.

[RULE SUMMARY]

1. Statutes interpreted: Sections 36.09(1), 36.11(1) and 36.13(3), Stats.
2. Statutory authority: Sections 36.09(1)(a) and (L), 36.11(1)(a), 36.13(3), and 36.13(5), Stats.
3. Explanation of agency authority: Sections 36.09(1), 36.11(1) and 36.13(3), and ch. 227, Stats., define the scope of the Board's authority to promulgate rules for the dismissal of faculty and academic staff members.
4. Related statute or rule: Current Wis. Admin. Code chs. UWS 4 and UWS 11.
5. Plain language analysis: The purpose of the proposed rules is to ensure that the Board rules regarding dismissal of faculty and academic staff deal specifically with circumstances in which faculty and academic staff members have engaged in serious criminal misconduct, a category of just cause under the rule. The proposed rules would define serious criminal misconduct, provide protection for constitutionally protected conduct, expression, or beliefs, authorize suspensions without pay, and provide for expedited dismissal procedures for faculty and academic staff who engage in serious criminal misconduct, while assuring adequate due process.
6. Summary of, and comparison with, existing or proposed federal regulations: There is no existing or proposed federal regulation for summary and comparison.
7. Comparison with rules in adjacent states. There are no corresponding rules in adjacent states for comparison.
8. Summary of factual data and analytical methodologies: There were no factual data or analytical methodologies used to develop the proposed rules.

9. Analysis and supporting documents used to determine effect on small business: The proposed rules affect only faculty and academic staff of the University of Wisconsin System. They have no effect on small business.
10. Effect on small business: The proposed rules will have no effect on small business.
11. Fiscal estimate: The proposed rules will have no fiscal effect.
12. Agency contact person: Christopher L. Ashley, Senior System Legal Counsel, University of Wisconsin System Administration, 1808 Van Hise Hall, 1220 Linden Drive, Madison, Wisconsin 53706. Telephone: (608) 262-3662. Email: cashley@uwsa.edu.
13. Place where comments are to be submitted and deadline for submission: Comments may be submitted to: Christopher L. Ashley, Senior System Legal Counsel, University of Wisconsin System Administration, 1808 Van Hise Hall, 1220 Linden Drive, Madison, Wisconsin 53706. Email to cashley@uwsa.edu. The deadline for written comments to the Board is 4:30 p.m. on September 29, 2006.

[TEXT OF RULE

SECTION 1. UWS 2.02 is amended to read:

UWS 2.02 Delegation. Rules and procedures developed pursuant to chs. UWS 3, 4, 5, 6, 7, and 8 by the faculty of each institution shall be forwarded by the chancellor to the president and by the president to the board for its approval prior to their taking effect. Such policies and procedures, unless disapproved or altered by the regents, shall be in force and effect as rules of the regents.

SECTION 2. UWS 4.09 is amended to read:

UWS 4.09 Suspension from duties. Pending the final decision as to his/her dismissal, the faculty member shall not normally be relieved of duties; but if, after consultation with appropriate faculty committees, the chancellor finds that substantial harm to the institution may result if the faculty member is continued in his/her position, the faculty member may be relieved immediately of his/her duties, but his/her pay shall continue until the board makes its decision as to dismissal, unless the chancellor also makes the determinations set forth in s. UWS 7.06(1) in which case the suspension from duties may be without pay and the procedures set forth in s. UWS 7.06 shall apply.

SECTION 3. Chapter UWS 7 is created to read:

Dismissal of Faculty in Special Cases

UWS 7.01 Declaration of policy. University faculty members are responsible for advancing the university's missions of teaching, research and public service. The fulfillment of these missions requires public trust in the integrity of the institution and in all members of the university community. The university's effectiveness, ~~and~~ credibility, and ability to maintain public trust are undermined by criminal activity that poses a substantial risk to the safety of others, that seriously impairs ~~the public trust in the university or~~ the university's ability to fulfill its missions, or that seriously impairs the faculty member's fitness or ability to fulfill his or her duties. Situations involving such serious criminal misconduct by faculty members must be addressed and resolved promptly to ensure that public trust is maintained and that the university is able to advance its missions. The board of regents therefore adopts the procedures in this chapter for identifying and responding to those instances in which a faculty member has engaged in serious criminal misconduct.

UWS 7.02 Serious criminal misconduct. (1) In this chapter, "serious criminal misconduct" means:

(a) Pleading guilty or no contest to, or being convicted of a felony, in state or federal court, where one or more of the conditions in (b), (c), (d) or (e) of this section are present, and the felony involves any of the following:

1. Causing serious physical injury to another person.
2. Creating a serious danger to the personal safety of another person.
3. Sexual assault.
4. Theft, fraud or embezzlement.
5. Criminal damage to property.
6. Stalking or harassment.

(b) A substantial risk to the safety of members of the university community or others is posed.

(c) The university's ability, or the ability of the faculty member's colleagues, to fulfill teaching, research or public service missions is seriously impaired.

(d) The faculty member's fitness or ability to fulfill the duties of his or her position is seriously impaired.

(e) The opportunity of students to learn, do research, or engage in public service is seriously impaired.

(2) Conduct, expressions, or beliefs which are constitutionally protected, or protected by the principles of academic freedom, shall not constitute serious criminal misconduct.

(3) Except as otherwise expressly provided, a faculty member who has engaged in serious criminal misconduct shall be subject to the procedures set forth in ss. UWS 7.03 to 7.06.

(4) Any act required or permitted by ss. UWS 7.03 to 7.06 to be done by the chancellor may be delegated to the provost or another designee pursuant to institutional policies approved by the Board of Regents under s. UWS 2.02.

UWS 7.03 Dismissal for cause. (1) Any faculty member having tenure may be dismissed only by the board and only for just cause and only after due notice and hearing. Any faculty member having a probationary appointment may be dismissed prior to the end of his or her term of appointment only by the board and only for just cause and only after due notice and hearing.

(2) Just cause for dismissal includes, but is not limited to, serious criminal misconduct, as defined in s. UWS 7.02.

UWS 7.04 Reporting responsibility. Any faculty member who is charged with, pleads guilty or no contest to, or is convicted of a felony of a type listed in s. UWS 7.02(1)(a), in state or federal court, shall immediately report that fact to the chancellor.

UWS 7.05 Expedited process. (1) Whenever the chancellor of an institution within the University of Wisconsin System receives a report under s. UWS 7.04 or other credible information that a faculty member ~~has engaged in serious criminal misconduct~~ has pleaded guilty or no contest to, or has been convicted of a felony of a type listed in s. UWS 7.02(1)(a), in state or federal court, the chancellor shall:

(a) Within three working days of receipt of the report or information, inform the faculty member of its receipt and, after consultation with appropriate institutional governance representatives, appoint an investigator to investigate the report or information and to advise the chancellor as to whether to proceed under this section or ch. UWS 4.

(b) Upon appointing an investigator and notifying the faculty member, afford the faculty member three working days in which to request that the investigator be disqualified on grounds of lack of impartiality or other cause. In the event that the chancellor determines that a request for disqualification should be granted, the chancellor shall, within two working days of the determination, appoint a different investigator. The faculty member shall have the opportunity to request that ~~alternative~~ the second and subsequent investigators be disqualified on grounds of lack of impartiality or other cause.

(2) The investigator shall complete and file a report with the chancellor not later than ten working days following the investigator's appointment.

(3) Within three working days of receipt of the investigator's report, the chancellor shall consult with appropriate institutional governance representatives and decide whether to seek dismissal of the faculty member pursuant to this chapter, to seek dismissal of the faculty member pursuant to ch. UWS 4, to seek an alternative disciplinary sanction, or to discontinue the proceedings. The charges shall be served on the faculty member in the manner specified in s. UWS 4.02(3).

(a) If the chancellor decides to seek dismissal of the faculty member pursuant to this chapter, the chancellor shall file charges within two working days of reaching the decision.

(b) If the chancellor decides to seek dismissal of the faculty member pursuant to ch. UWS 4, the chancellor shall file charges and proceed in accordance with the provisions of that chapter and implementing institutional policies. If, during the course of such proceedings under ch. UWS 4, the chancellor receives a report under s. UWS 7.04 or other credible information that the faculty member has pleaded guilty or no contest to or has been convicted of a felony of a type listed in s. UWS 7.02(1)(a), and one or more of the conditions listed in s. UWS 7.02(1)(b) through (e) are present, the chancellor may, at that point, elect to follow the procedures for dismissal pursuant to this chapter.

(c) If the chancellor decides to seek an alternative disciplinary sanction, the procedures under ch. UWS 6, and implementing institutional policies, shall be followed.

(4) If charges seeking dismissal are filed under subsection (3)(a), the faculty member shall be afforded a hearing before the institutional standing committee charged with hearing dismissal cases and making recommendations under s. UWS 4.03. The hearing shall provide the procedural guarantees enumerated under s. UWS 4.05 to 4.06, except that the hearing shall be concluded, and written findings and a recommendation to the chancellor shall be prepared, within 15 working days of the filing of charges.

(5)(a) Within three working days of receipt of the findings and recommendation of the committee under subsection (4), the chancellor shall prepare a written recommendation on the matter.

(b) If the recommendation is for dismissal, the chancellor shall transmit it to the board for review.

(c) Disciplinary action other than dismissal may be taken by the chancellor, whose decision shall be final, unless the board at its option grants a review on the record at the request of the faculty member.

(6) Upon receipt of the chancellor's recommendation, the full board shall review the record before the institutional hearing committee, and shall offer an opportunity for filing exceptions to the recommendation, and for oral argument. The full board shall issue its decision on the matter within 15 working days of receipt of the chancellor's recommendation.

(7) If a faculty member whose dismissal is sought under subsection (3)(a) does not proceed with the hearing before the institutional hearing committee as provided in s. UWS 7.05(4), the board shall take appropriate action within 10 working days of receipt of the statement of charges and the recommendation of the chancellor.

(8) The burden of proving just cause in this chapter shall be clear and convincing evidence.

(9) The chair of the faculty hearing body, subject to the approval of the chancellor, may extend the time limits set forth in this section if the parties are unable to obtain, in a timely manner, relevant and material testimony, physical evidence or records, or where due process otherwise requires.

UWS 7.06 Temporary suspension from duties without pay. (1) The chancellor, after consultation with appropriate faculty governance representatives, may suspend a faculty member from duties without pay pending the final decision as to his or her dismissal where:

(a) The faculty member has been charged with a felony of a type listed in s. UWS 7.02(1)(a) and the chancellor, after following the provisions of ss. UWS 7.05(1) through (3), finds, in addition, that there is a substantial likelihood that one or more of the conditions listed in s. UWS 7.02(1)(b) through (e) are present, and that ~~there is a substantial likelihood that~~ the faculty member has engaged in the conduct as alleged; or

(b) The faculty member is unable to report for work due to incarceration, conditions of bail or similar cause; or

(c) The faculty member has pleaded guilty or no contest to or been convicted of a felony of a type listed in s. UWS 7.02(1)(a) and one or more of the conditions listed in s. UWS 7.02(1)(b) through (e) are present.

(2) ~~Before imposing a suspension without pay, the chancellor shall evaluate the available information to determine whether the conditions specified in subsection (1) are present.~~ If the chancellor finds that the conditions in subsection (1) are present, he or she shall immediately notify the faculty member, in writing, of the intent to impose a suspension without pay, and shall, within two working days, provide the faculty member with an opportunity to be heard with regard to the matter. The faculty member may be represented by counsel or another at this meeting.

(3) If, after affording the faculty member the opportunity to be heard, the chancellor determines to suspend without pay, the chancellor shall inform the faculty member of the suspension, in writing. The chancellor's decision to suspend without pay under this section shall be final, except that:

(a) If the chancellor later determines that the faculty member should not be dismissed the chancellor may discontinue the proceedings, or may recommend a lesser penalty to the board, and, except as provided in subsection (c), shall order the payment of back pay for any period of the suspension for which the faculty member was willing and able to report for work.

(b) If the board later determines that the faculty member should not be dismissed, the board may order a lesser penalty and shall order the payment of back pay for any period of the suspension for which the faculty member was willing and able to report for work.

(c) If the chancellor or board later determines, under subsection (a) or (b), to recommend or impose as a lesser penalty the suspension of the faculty member without pay, then any period of suspension without pay so recommended or ordered shall be offset by the period of any suspension without pay actually served by the faculty member.

(4) If, after affording the faculty member the opportunity to be heard, the chancellor determines that the conditions in subsection (1) are not present or that a suspension without pay is otherwise not warranted, the provisions of s. UWS 4.09 shall apply.

SECTION 4. UWS 11.01(1) is amended to read:

(1) A member of the academic staff holding an indefinite appointment may be dismissed only for just cause under ss. UWS 11.02 through 11.106 or for reasons of budget or program under ch. UWS 12.

SECTION 5. UWS 11.01(3) is created to read:

(3) Just cause for dismissal includes, but is not limited to, serious criminal misconduct, as defined in s. UWS 11.102.

SECTION 6. UWS 11.08 is amended to read:

UWS 11.08 Suspension from duties. Pending the final decision as to dismissal, the academic staff member with an indefinite appointment shall not be relieved of duties, except where, after consultation with the appropriate administrative officer, the chancellor finds that substantial harm may result if the staff member is continued in his or her position. Where such determination is made, the staff member may be relieved of his or her position immediately, or be assigned to another administrative unit, but his or her pay shall continue until the chancellor makes a decision as to dismissal, unless the chancellor also makes the determinations set forth in s. UWS 11.105(1) in which case the suspension from duties may be without pay and the procedures set forth in s. UWS 11.105 shall apply.

SECTION 7. UWS 11.101, 11.102, 11.103, 11.104, 11.105, and 11.106 are created to read:

UWS 11.101 Dismissal for cause in special cases – indefinite academic staff appointments. A member of the academic staff holding an indefinite appointment may be dismissed for serious criminal misconduct, as defined in s. 11.102.

UWS 11.102 Serious criminal misconduct. (1) In this chapter, "serious criminal misconduct" means:

(a) Pleading guilty or no contest to, or being convicted of a felony, in state or federal court, where one or more of the conditions in (b), (c), (d), or (e) of this section are present, and the felony involves any of the following:

1. Causing serious physical injury to another person.
2. Creating a serious danger to the personal safety of another person.
3. Sexual assault.
4. Theft, fraud or embezzlement.
5. Criminal damage to property.
6. Stalking or harassment.

(b) A substantial risk to the safety of members of the university community or others is posed.

(c) The university's ability, or the ability of the academic staff member's colleagues, to fulfill teaching, research or public service missions is seriously impaired.

(d) The academic staff member's fitness or ability to fulfill the duties of his or her position is seriously impaired.

(e) The opportunity of students to learn, do research, or engage in public service is seriously impaired.

(2) Conduct, expressions, or beliefs which are constitutionally protected, or protected by the principles of academic freedom, shall not constitute serious criminal misconduct.

(3) Except as otherwise expressly provided, an academic staff member who has engaged in serious criminal misconduct shall be subject to the procedures set forth in ss. UWS 11.103 to 11.106.

(4) Any act required or permitted by ss. UWS 11.103 to 11.106 to be done by the chancellor may be delegated to the provost or another designee pursuant to institutional policies forwarded to the Board of Regents under s. UWS 9.02.

UWS 11.103 Reporting responsibility. Any academic staff member who is charged with, pleads guilty or no contest to, or is convicted of a felony of a type listed in s. UWS 11.102(1)(a), in state or federal court, shall immediately report that fact to the chancellor.

UWS 11.104 Expedited process. (1) Whenever the chancellor of an institution within the University of Wisconsin System receives a report under s. UWS 11.103 or other credible information that an academic staff member ~~has engaged in serious criminal misconduct~~ has pleaded guilty or no contest to, or has been convicted of a felony of a type listed in s. UWS 11.102(1)(a), in state or federal court, the chancellor shall:

(a) Within three working days of receipt of the report or information, inform the academic staff member of its receipt and, after consultation with appropriate institutional governance representatives, appoint an investigator to investigate the report or information and advise the chancellor as to whether to proceed under this section or ss. UWS 11.02 to 11.10.

(b) Upon appointing an investigator and notifying the academic staff member, afford the academic staff member three working days in which to request that the investigator be disqualified on grounds of lack of impartiality or other cause. In the event that the chancellor determines that a request for disqualification should be granted, the chancellor shall, within two working days of the determination, appoint a different investigator. The academic staff member shall have the opportunity to request that ~~alternate the second and subsequent~~ investigators be disqualified on grounds of lack of impartiality or other cause.

(2) The investigator shall be complete and file a report with the chancellor not later than ten working days following the investigator's appointment.

(3) Within three working days of receipt of the investigator's report, the chancellor shall consult with appropriate institutional governance representatives and decide whether to seek dismissal of the academic staff member pursuant to ss. UWS 11.101 to 11.106, to seek dismissal of the academic staff member pursuant to ss. UWS 11.02 to 11.10, to seek an alternative disciplinary sanction, or to discontinue the proceedings. The charges shall be served on the academic staff member in the manner specified in s. UWS 11.02(2).

(a) If the chancellor decides to seek dismissal of the academic staff member pursuant to ss. UWS 11.101 to 11.106, the chancellor shall file charges within two working days of reaching the decision.

(b) If the chancellor decides to seek dismissal of the academic staff member pursuant to ss. UWS 11.02 to 11.10, the chancellor shall file charges and proceed in accordance with the provisions of those sections of this chapter and implementing institutional policies. If, during the course of proceedings under ss. UWS 11.02 to 11.10, the chancellor receives a report under s. UWS 11.103 or other credible information that the academic staff member has pleaded guilty or no contest to or has been convicted of a felony of a type listed in s. UWS 11.102(1)(a), and one or more of the factors listed in s. 11.102(1)(b) through (e) are present, the chancellor may, at that point, elect to follow the procedures for dismissal pursuant to this section.

(c) If the chancellor decides to seek an alternative disciplinary sanction, the procedures under ch. UWS 13, and implementing institutional policies, shall be followed.

(4) If charges seeking dismissal are filed under subsection (3)(a), the academic staff member shall be afforded a hearing before the institutional standing committee charged with hearing dismissal cases and making recommendations under s. UWS 11.03. The hearing shall provide the procedural guarantees enumerated under ss. UWS 11.05 to 11.06, except that the hearing must be concluded, and written findings and a recommendation to the chancellor must be prepared, within 15 working days of the filing of charges.

(5) Within three working days of receipt of the findings and recommendation of the committee under subsection (4), the chancellor shall prepare a written decision on the matter. In the decision, the chancellor may order dismissal of the staff member, may impose a lesser disciplinary action, or may find in favor of the staff member. This decision shall be deemed final unless the Board, upon request of the academic staff member, grants a review based on the record.

(6) The burden of proving just cause in this section shall be clear and convincing evidence.

(7) The chair of the academic staff hearing body, subject to the approval of the chancellor, may extend the time limits set forth in this section if the parties are unable to obtain, in a timely manner, relevant and material testimony, physical evidence or records, or where due process otherwise requires.

UWS 11.105 Temporary suspension from duties without pay. (1) The chancellor, after consultation with appropriate academic staff governance representatives, may suspend a academic staff member from duties without pay pending the final decision as to his or her dismissal where:

(a) The academic staff member has been charged with a felony of a type listed in s. UWS 11.102(1)(a) and the chancellor, after following the provisions of s. UWS 11.104(1) through (3), finds, in addition, that there is a substantial likelihood that one or more of the conditions listed in s. UWS 11.102(1)(b) through (e) are present, and that ~~there is a substantial likelihood that~~ the academic staff member has engaged in the conduct as alleged; or

(b) The academic staff member is unable to report for work due to incarceration, conditions of bail or similar cause; or

(c) The academic staff member has pleaded guilty or no contest to or been convicted of a felony of the type listed in s. UWS 11.102(1)(a) and one or more of the conditions in s. UWS 11.102(1)(b) through (e) are present.

(2) ~~Before imposing a suspension without pay, the chancellor shall evaluate the available information to determine whether the conditions specified in subsection (1) are present.~~ If the chancellor finds that the conditions in subsection (1) are present, he or she shall

immediately notify the academic staff member, in writing, of the intent to impose a suspension without pay, and shall, within two working days, provide the academic staff member with an opportunity to be heard with regard to the matter. The academic staff member may be represented by counsel or another at this meeting.

(3) (a) If, after affording the academic staff member the opportunity to be heard, the chancellor determines to suspend without pay, the chancellor shall inform the academic staff member of the suspension, in writing. The chancellor's decision to suspend without pay under this section shall be final, except that:

(b) If the chancellor later determines that the academic staff member should not be dismissed the chancellor may discontinue the proceedings, or may impose a lesser penalty, and except as provided in subsection (c), shall order the payment of back pay for any period of the suspension for which the academic staff member was willing and able to report for work;

(c) If the chancellor later determines, under subsection (a) or (b), to recommend or impose as a lesser penalty the suspension of the academic staff member without pay, then any period of suspension without pay so recommended or ordered shall be offset by the period of any suspension without pay actually served by the faculty member.

(4) If, after affording the academic staff member the opportunity to be heard, the chancellor determines that the conditions in subsection (1) are not present or that a suspension without pay is otherwise not warranted, the provisions of s. UWS 11.08 shall apply.

UWS 11.106 Board Review. A member of the academic staff on indefinite appointment who has been dismissed for serious criminal misconduct may appeal this action to the board as provided in s. UWS 11.10

SECTION 8. This rule first applies to conduct occurring on or after the effective date of this rule.

SECTION 9. EFFECTIVE DATE. This rule shall take effect on the first day of the month following publication in the Wisconsin Administrative Register as provided in s. 227.22(2) (intro.), Stats.

Eligibility Criteria for Course Evaluations

Whereas: [I]nformation gained from uniform student evaluations is used to arrive at broad comparisons of instructional academic staff members and can be used for personnel decisions.

Whereas: Student evaluations are but one means of assessing classroom teaching effectiveness.

Whereas: [S]tudent evaluations should be used as supporting evidence of classroom teaching effectiveness and not as the primary evidence of it.

Whereas: Every academic and administrative unit making personnel decisions must state in writing the relative importance of student evaluations in comparison to other means of evaluating teaching...

1. All of the following courses with enrollment greater than 1 will be evaluated by students:
 - All on campus and off campus offerings
 - All offerings from face-to-face to completely on-line
 - Lecture
 - Laboratory
 - Discussions
 - Seminars
 - When Lecture/Lab/Discussion combinations, consider
 - If same faculty/students groupings, faculty decision to give it to only one or to each offering – all students must be given the opportunity to evaluate.
 - If different faculty/students groupings, evaluations will be required for all offerings;
2. All other types of courses will not be evaluated unless the department so chooses.
3. The statements 1 and 2 shall be added as Paragraph 3 to Chapter 4, Section 5.5.1 of the Faculty Handbook.

Statements taken from Chapter IVUW-RF Faculty/Academic Staff Handbook [18th Edition]; Section 5.5 Student Evaluation of Instruction

Note – title of Handbook states 17th Edition while the footers states 18th Edition.

Motion from the General Education Committee redefining membership

Proposed language:

International Programs Committee

1. Committee Structure: Responsibility for supervising the General Education Program at the University of Wisconsin – River Falls will be undertaken by a faculty committee comprised of the following voting membership: two faculty representing Goal One (the Communication Goal), two faculty representing Goal Two (the Social and Behavioral Science and Humanities and Fine Arts), two faculty members representing Goal Three (Science and Mathematics), two at-large faculty chosen to complement the perspectives of the other faculty members, and two students. Terms shall be three years for faculty and one for students. Non-voting representatives will include the Provost or Provost’s designee, the Registrar or Registrar’s designee, and the Assessment Coordinator.

Current language:

Section N - International Programs Committee

1. Committee Structure: Responsibility for supervising the General Education Program at the University of Wisconsin – River Falls will be undertaken by a faculty committee comprised of the following voting membership: proportional representation of the faculty by college (determination to be based on FTE) not to exceed 10 faculty members appointed by Faculty Senate for three year terms, plus two student members appointed by the Student Senate. Each academic college must have at least one representative. Non-voting representatives will include a representative from the Office of the Vice Chancellor for Academic Affairs, the Assessment Committee, the Academic Programs and Policies Committee, the Library, and the Registrar’s Office.

This motion is being placed here for informational purposes to illustrate the practical implementation of the proposed change and will be introduced at the meeting scheduled to consider approval of the above proposal.

Motion from the Executive Committee to approve the following assignments (in bold) to the General Education Committee, effective immediately (note: all of these proposed appointees are

currently approved members of the General Education Committee, and every current approved Faculty Senate appointee to the General Education Committee is on this list).

General Education Committee						
Members	Required Status	Voting Status	Name	Rank	Term ends	Confirming body
Faculty	Science and Mathematics	Voting	Taylor, Don	N/A	2007-08	Faculty Senate
Faculty	Communication	Voting	Wood, Ruth	N/A	2006-07	Faculty Senate
Faculty	Communication	Voting	Butler, Kristine	N/A	2007-08	Faculty Senate
Faculty	Social and Behavioral Sciences and Humanities and Fine Arts	Voting	Wallace, Rich	N/A	2008-09	Faculty Senate
Faculty	Science and Mathematics	Voting	Klyczek, Karen	N/A	2008-09	Faculty Senate
Faculty	Social and Behavioral Sciences and Humanities and Fine Arts	Voting	Schultz, Brian	N/A	2008-09	Faculty Senate
Faculty	At-large	Voting	Borup, Jennifer	N/A	2006-07	Faculty Senate
Faculty	At-large	Voting	Tarr, Sue	N/A	2007-08	Faculty Senate
Provost	Provost or Designee	Ex officio, non-voting	Hurt, Charles	N/A	Indefinite	Provost
Assessment Coordinator	Assessment Coordinator	Ex officio, non-voting	Davis, Tricia	N/A	Indefinite	N/A
Registrar's Representative	Registrar's Representative	Ex officio, non-voting	Browning, Kelly	N/A	Indefinite	Registrar
Student	At-large	Voting	Scott, Dan	N/A	2006-07	Student Senate
Student	At-large	Voting		N/A	2006-07	Student Senate
Faculty	2006-07 Member only *	Voting	Williams, Ian (CHAIR)	N/A	2006-07	Faculty Senate
Faculty	2006-07 Member only *	Voting	Gladstone, Tracey	N/A	2006-07	Faculty Senate

*Position expires at the conclusion of the 2006-07 academic year.

Current Committee Appointments:

General Education Committee						
Members	Required	Voting	Name	Rank	Term ends	Confirming

	Status	Status				body
Faculty	CAFES	Voting	Williams, Ian (CHAIR)	N/A	2006-07	Faculty Senate
Faculty	CAFES	Voting	Taylor, Don	N/A	2007-08	Faculty Senate
Faculty	CAS	Voting	Gladstone, Tracey	N/A	2006-07	Faculty Senate
Faculty	CAS	Voting	Wood, Ruth	N/A	2006-07	Faculty Senate
Faculty	CAS	Voting	Butler, Kristine	N/A	2007-08	Faculty Senate
Faculty	CAS	Voting	Wallace, Rich	N/A	2008-09	Faculty Senate
Faculty	CAS	Voting	Klyczek, Karen	N/A	2008-09	Faculty Senate
Faculty	CBE	Voting	Schultz, Brian	N/A	2008-09	Faculty Senate
Faculty	CEPS	Voting	Borup, Jennifer	N/A	2006-07	Faculty Senate
Faculty	CEPS	Voting	Tarr, Sue	N/A	2007-08	Faculty Senate
Provost	Provost or Designee	Ex officio, non-voting	Hurt, Charles	N/A	Indefinite	N/A
Assessment Committee Representative	Assessment Committee Representative	Ex officio, non-voting		N/A	2006-07	Assessment Committee
Academic Program and Policy Committee Representative	Academic Program and Policy Committee Representative	Ex officio, non-voting		N/A	2006-07	Academic Program and Policy Committee
Library Representative	Library Representative	Ex officio, non-voting	Gee, Brad	N/A	Indefinite	Director of the Library
Registrar's Representative	Registrar's Representative	Ex officio, non-voting	Browning, Kelly	N/A	Indefinite	Registrar
Student	At-large	Voting	Scott, Dan	N/A	2006-07	Student Senate
Student	At-large	Voting		N/A	2006-07	Student Senate

Motion from the International Programs Committee regarding membership and duties

Motion from the International Studies Program to amend Chapter III of the Handbook, replacing the current language for the International Studies Program Committee with the language below, to renumber/reletter the chapter appropriately, to make the changes to the committee's duties effective immediately and to make the membership changes effective at the time appointments to committees occur during spring 2007.

Proposed language:

International Programs Committee

1. Membership: Five faculty members broadly representing the University community. One representative of the Dean's Council, one student, the Director of the Office of International Programs, and the Director of the International Studies Program.
2. Terms of Office: Non-student members will serve three year terms with one-third being appointed each year. Student members will serve for one year.
3. Duties:
 - a. To make recommendations to the Academic Standards Committee regarding standards for International Programs.
 - b. To establish and maintain standards for faculty leaders and student participants in International Programs.
 - c. To establish strategies for institutional internationalization.
 - d. To establish policies and procedures to be implemented by the Office of International Programs.
 - e. To review and make recommendations to the Provost regarding study-abroad proposals.
 - f. To define and review the policies for study-abroad course submission procedures, approve or disapprove study-abroad courses and communicate these decisions to the campus community, and evaluate all assessment results and provide feedback to all relevant parties.

Current language:

Section N - **International Programs Committee**

1. Membership: The International Coordinator from each College, one faculty member from each College, a faculty representative from a study abroad program from each College, the Director of International Programs (Associate Vice Chancellor), the Director of the International Studies Minor, the Coordinator of International Program Services, and two students. All members have voting rights.

2. Term of Office: Four years for faculty with one-fourth being appointed each year; two years for students with one half being appointed each year.
3. Duties:
 - a. To periodically review the UW-RF academic standards for students participating in international study programs.
 - b. To periodically review the UW-RF standards for faculty leadership and student selection in international study programs.
 - c. To periodically review existing study abroad/international programs to ensure that they are consistent with the Committee's, University's, state's and federal standards.
 - d. To periodically review and make recommendations pertinent to brochures and the materials which describe international study opportunities available to UW-RF students.
 - e. To periodically review, recommend, and encourage internationalization of the curriculum.
 - f. To periodically review standardized student and faculty training, orientation, and information to include issues related to study abroad legal liability, insurance coverage, emergency situations, personal expense responsibilities, and other concerns.

Motion: to add the Disability Advisory Committee to Chapter III of the Handbook (i.e. to the list of committees in alphabetical order, renumbering/relettering all of the committees in Chapter III as necessary)

Disability Advisory Committee

This committee is established under the requirements of Regent Policy Document 96-6, Nondiscrimination on the Basis of Disability, which requires that each UW institution establish an advisory committee to, “provide information and recommendations responsive to the needs and concerns of individuals with disabilities.”

1. **Membership:** Five faculty, two students, the Coordinator of Disability Services, the Assistant to the Chancellor for Equity and Affirmative Action, and the American with Disabilities Act Coordinator.
2. **Term of Office:** Three years for faculty, one to two members appointed each year. One year for students.
3. **Duties:**
 - a. To monitor whether the University is in compliance with the requirements of state and national laws and regulations through its policies, procedures, and actions that allow people with disabilities to have equal access and opportunity.

- b. To conduct periodic needs assessments of students and staff members with disabilities and those faculty and staff who provide services to them.
- c. To advise the Disability Services staff on policy and procedures.
- d. To review the annual Disability Services report prepared for UW System that summarizes services provided to students.
- e. To review other relevant reports and information
- f. To plan and organize training and workshops so that faculty and staff can better meet the needs of students with disabilities.
- g. To make policy recommendation regarding disability issues to the Faculty Senate.

Report to Faculty Senate Regarding Program Evaluation Practices of International Studies Programs at UWRF

Brent Greene provided a list of 35 people who have recently lead study abroad programs. Each was contacted and asked to provide copies of the document/s used in the evaluation of the student experience.

Responses were received from 13 programs. Among the respondents, the following evaluation strategies are being implemented: written reports in which the program leader reflects upon the usefulness/value of the trip, questionnaire instruments administered to group participants, qualitative evidence acquired through conversations and anecdotes. Several people were candid in saying that they did no formal evaluation. I also received several syllabi describing international programs but including no indication of evaluative strategies.

One faculty member reports that he is engaged in a study of how students are changed as a result of study abroad and provided a copy of that questionnaire. Brent Greene, who says that everyone is encouraged to use it, provided a copy of the generic questionnaire utilized by OPID.

*** The specific results are below:

- 1, Questionnaires: 10
- 2. Reports: 3
- 3. Qualitative/Anecdotal Evidence; 3
- 4. Syllabi: 3
- 5. No Evaluation: 4

*** Some respondents provided responses that fall into several categories.
The programs that responded to the inquiry are listed below:

Belize International Tour
Boliva Trip*
China Study Tour
China Student Internships*
Costa Rica Student Teaching Experience
Egypt Trip
Experience Greece
International Traveling Classroom
Mexico: A Cultural Experience
Office of International Programs
Semester Abroad
Scotland Tour
Taiwan Program

*fact-finding trips in preparation for study abroad