



Faculty Senate • http://www.uwrf.edu/faculty_senate/welcome.html

Senators: Chair – David Rainville , Vice Chair – David Furniss, Secretary – Kris Hiney, Executive Committee – Glenn Potts, Ogden Rogers

Date: December 9, 2007
To: Faculty Senate and the University Community
From: David P. Rainville, Faculty Senate Chair
Subject: Agenda for Faculty Senate Meeting December 12, 2007

The 2007-2008 Faculty Senate will meet on December 12, 2007 at 3:30 P.M. in the Alumni Room (Room 117 South Hall) of the University Center. Faculty Senators who cannot attend should arrange for a substitute and notify Kris Hiney at

kristina.hiney@uwrf.edu.

http://www.uwrf.edu/faculty_senate

Please note that the program changes from AP&P under the New Business Consent Agenda are not included in the electronic copy.

Call to Order

Seating of Substitutes
Approval of Minutes from November 7, 2007
Approval of Minutes from November 28, 2007

Reports:

Chair's Report
Vice Chair's Report
Other Reports

New Business Consent Agenda:

1. Motion from AP&P to approve a program change in the Agribusiness Management Major and Minor. See attached.
2. Motion from AP&P to approve a program change to Health and human Performance Major, Option B. See attached.

Old Business:

1. Second reading of a proposal from the General Education Committee:

Motion: To transfer responsibility for approval and assessment of American Cultural Diversity and Global Perspectives courses from the Academic Policy and Programs Committee to the General Education Committee, and to change the name of the General Education Committee to General Education and University Requirements Committee.

Current Handbook Descriptions:

Section A - Academic Program and Policy Committee

Membership: Nine faculty (at least three of whom are members of the graduate faculty and who are affirmed by the Graduate Council), the Provost & Vice Chancellor or the Provost & vice Chancellor designee, and four students.

1. Term of office: three years for faculty, one-third to be appointed each year; one year for students.
2. Duties:
 - a. To establish the goals and objectives of the undergraduate curriculum of the University.
 - b. To establish the goals and objectives of the graduate curriculum of the University in consultation with the Graduate Council.
 - c. To examine and evaluate the overall curriculum of the University for possible improvements, to recommend revisions, and to initiate suggestions for study and action.
 - d. To examine and recommend to the Faculty Senate proposals for new graduate degree and certificate programs, undergraduate minors and majors, general education, American cultural diversity and global perspective courses, and any other new academic programs. Graduate programs will be forwarded to the Academic Program and Policy Committee by the Graduate Council. [FS 03/04 #21]
 - e. To examine and promote the development of new, experimental, and innovative curricular programs and offerings at both the graduate and undergraduate level.
 - f. To examine and recommend to the Faculty Senate proposals for substantial changes in graduate degrees and certificate programs and undergraduate majors and submajors.
 - g. If the committee rejects a proposal for a new program from a Department or the Graduate Council, that body may request a vote on the proposal by the Faculty Senate. If rejected, the Faculty Senate will supply the department or Graduate Council with a summary of its reasons.
 - h. To approve the plan for assessment of General Education submitted by the Assessment Committee. The Assessment Committee will assess General Education every ten years in conjunction with and prior to the campus visit by the re-accreditation team of the Higher Learning Commission of the North Central Association of Colleges and Schools.
3. Procedure: The committee shall, in consultation with the Provost and Vice Chancellor, coordinate university-wide programs as specified under "Duties" above and require reports from faculty responsible for conducting such programs as requested.
4. Recommendations dealing with American Cultural Diversity and Global Perspectives new graduate and undergraduate programs and majors/minors are approved by Academic Policy & Program, Faculty Senate, the Provost & Vice Chancellor, and the Chancellor, in that order. [FS 06/07 #27]

Section K – General Education Committee [FS 03/04 #17]

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 the Assessment Coordinator and representatives from the Registrar’s Office and the Office of the Provost and Vice Chancellor for Academic Affairs. [FS 07/08 #?]
2. Committee Functions: [FS 07/08 #?]
 - a. Promote and support the General Education program on the UWRF campus.
 - b. Define and review the policies for the General Education course submission procedure.
 - c. Approve/disapprove courses for the General Education program and communicate these decisions to the campus community.
 - d. Carry out a review of General Education courses on a 5-year cycle.
 - e. Evaluate all assessment results and provide feedback to all relevant parties.
 - f. Recommend changes in the General Education structure to the Faculty Senate [FS 06/07 #27].
 - g. Promote opportunities for faculty development related to General Education.
 - h. Develop processes and procedures for removal of General Education courses from the curriculum.
 - i. Determine whether or not the course offerings for each General Education goal are sufficient to meet student needs.

Proposed Handbook descriptions:

[**Additions, Deletions** indicated]

Section A - Academic Program and Policy Committee

Membership: Nine faculty (at least three of whom are members of the graduate faculty and who are affirmed by the Graduate Council), the Provost & Vice Chancellor or the Provost & vice Chancellor designee, and four students.

1. Term of office: three years for faculty, one-third to be appointed each year; one year for students.
2. Duties:
 - a. To establish the goals and objectives of the undergraduate curriculum of the University.
 - b. To establish the goals and objectives of the graduate curriculum of the University in consultation with the Graduate Council.
 - c. To examine and evaluate the overall curriculum of the University for possible improvements, to recommend revisions, and to initiate suggestions for study and action.

- d. To examine and recommend to the Faculty Senate proposals for new graduate degree and certificate programs, undergraduate minors and majors, ~~general education, American cultural diversity and global perspective courses~~, and any other new academic programs. Graduate programs will be forwarded to the Academic Program and Policy Committee by the Graduate Council. [FS 03/04 #21]
 - e. To examine and promote the development of new, experimental, and innovative curricular programs and offerings at both the graduate and undergraduate level.
 - f. To examine and recommend to the Faculty Senate proposals for substantial changes in graduate degrees and certificate programs and undergraduate majors and submajors.
 - g. If the committee rejects a proposal for a new program from a Department or the Graduate Council, that body may request a vote on the proposal by the Faculty Senate. If rejected, the Faculty Senate will supply the department or Graduate Council with a summary of its reasons.
 - h. To approve the plan for assessment of General Education submitted by the Assessment Committee. The Assessment Committee will assess General Education every ten years in conjunction with and prior to the campus visit by the re-accreditation team of the Higher Learning Commission of the North Central Association of Colleges and Schools.
3. Procedure: The committee shall, in consultation with the Provost and Vice Chancellor, coordinate university-wide programs as specified under "Duties" above and require reports from faculty responsible for conducting such programs as requested.
 4. Recommendations dealing with ~~American Cultural Diversity and Global Perspectives~~ new graduate and undergraduate programs and majors/minors are approved by Academic Policy & Program, Faculty Senate, the Provost & Vice Chancellor, and the Chancellor, in that order. [FS 06/07 #27]

Section K – General Education [FS 03/04 #17] *and University Requirements 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 the Assessment Coordinator and representatives from the Registrar's Office and the Office of the Provost and Vice Chancellor for Academic Affairs. [FS 07/08 #?]
2. Committee Functions: [FS 07/08 #?]
 - a. Promote and support the General Education program on the UWRF campus.
 - b. Define and review the policies for the General Education course submission procedure.
 - c. Approve/disapprove courses for the General Education program and communicate these decisions to the campus community.
 - d. *Approve/disapprove courses for the American Cultural Diversity and Global Perspectives requirements and communicate these decisions to the campus community.*

- e* Carry out a review of General Education, *American Cultural Diversity, and Global Perspectives* courses on a 5-year cycle.
- f*. Evaluate all assessment results and provide feedback to all relevant parties.
- g*. Recommend changes in the General Education structure to the Faculty Senate [FS 06/07 #27].
- h*. Promote opportunities for faculty development related to General Education.
- i*. Develop processes and procedures for removal of General Education courses from the curriculum.
- j*. Determine whether or not the course offerings for each General Education goal are sufficient to meet student needs.

New Business:

1. Proposal from Faculty Welfare to approve the change in description of faculty load as defined in Chapter 8 (8.1.1) of the Faculty Staff Handbook. The Current RF 8.1.1 is shown below with the proposed new description.

These changes are being proposed to address Strategic Planning tasks 7.2.1, 7.2.2 and 7.2.3. Note: changes are in italics.

Current RF 8.1.1 Load

Members of the faculty are expected to teach an average of twelve undergraduate credit hours per semester, taking into consideration the student credit hour goals for each department. Equivalence for shop, laboratory work, and physical education is based on the ratio of one class period to one and one-half periods for such labs. The faculty member's professional duties include such activities as teaching, research, committee assignments, and making his or her services available to students and to the University as a whole, including the holding and posting of regular office hours in accordance with College, School and department guidelines.

The Graduate Council recommends giving a four (4) credit load for each section of a three (3) credit 700 level course and for every section of a 500 and 600 level course with at least 50% graduate enrollment. The policy applies only to courses taught in fall and spring semesters,

8.1.1 Load

Members of the faculty are expected to teach an average of twelve undergraduate credit hours per semester. *However, with the approval of the department chair and Dean, faculty may receive reassigned time to account for advising, service to the university or community, or research and scholarly activity, or exceptionally high SCH production. Department chairs and Dean may also compensate for other factors that could significantly impact faculty workload such as writing intensive courses, courses that have exceptionally high enrollments, courses offered or taught for the first time or other*

important factors. Equivalence for shop, laboratory work, and physical education is based on the ratio of one class period to one and one-half periods of such labs. The faculty member's professional duties include such activities as teaching, research, committee assignments, and making his or her services available to students and to the University as a whole, including the holding and posting of regular office hours in accordance with College, School and department guidelines.

Faculty teaching 700 level courses or 600 level courses with at least 50% graduate enrollment will receive a four (4) credit load for each section of three (3) credits. This policy applies only to courses taught in the fall and spring semesters.

2. Proposal from the Academic Standards Committee to revise the Suspension & Probation Policy as defined in 8.2.19. The Old Policy appears below followed by the proposed New Policy (New Final Version). The differences appear in italics.

The Committee also felt that it was appropriate to include two additional documents that provide context for the new policy. These documents follow the New Final Version and include a Sample of the "Procedure for Reentry After Academic Suspension," and a sample letter to be used to inform students informing them of their suspension and procedures required to be readmitted.

8.2.19 Suspension & Probation Policy (Old)

Good Academic Standing

Students are in good academic standing if they maintain a cumulative resident grade point average of 2.000 or greater.

Academic Probation

Students will be placed on academic probation if:

- They earn a cumulative grade point average less than 2.000
- They have completed less than 30 credits and have a semester GPA of less than 1.000. To maintain enrollment, these students must meet with and establish an academic contract with their academic advisor or academic dean.
- They are readmitted after having left *UW-RF* while they were on probation or suspended for academic reasons.

Academic Suspension

The suspension period will be two semesters, exclusive of the summer session, or the J-term session immediately following suspension. Students will be suspended if:

- Their semester and cumulative grade point average is less than 2.000 at the end of two successive semesters
- They have completed 30 or more credits *and have a semester GPA of less than 1.000.* Students do not need to be on probation for this regulation to take effect.

Appeal to the Deans/Re-Admission

A student who seeks *readmission* to the University after academic suspension may *appeal the ruling to the dean of their college and must initiate a formal application for*

readmission through the Registrar's Office. Depending on the circumstances, it is the Dean's prerogative to reverse the suspension ruling.

8.2.19 Suspension & Probation Policy (New Final Version)

Good Academic Standing

Students are in good academic standing if they maintain a cumulative resident grade point average of 2.000 or greater.

Academic Probation

Students will be placed on academic probation if any of the following items apply:

- They *have completed 30 or more credits at UWRF and have earned a cumulative grade point average less than 2.000*
- They have completed less than 30 credits at UWRF and have a Fall, Spring, or Summer semester GPA of less than 1.667. To maintain enrollment, these students must meet with and establish an academic contract with their academic advisor or academic dean. *An F grade counts as completed credits for the purpose of this policy.*
- They are readmitted after having left UWRF while they were on probation or suspended for academic reasons.

Academic Suspension

Students will be suspended if *any of the following items apply:*

- Their semester and cumulative grade point average is less than 2.000 at the end of two successive semesters at UWRF
- They have completed 30 or more credits at UWRF and have a *Fall, Spring, or Summer* semester GPA of less than 1.000. Students do not need to be on probation for this regulation to take effect. *An F grade counts as completed credits for the purpose of this policy.*

Reentry After Suspension

A student who seeks *reentry* to the University after academic suspension may apply for readmission through the Registrar's Office. *The Dean of the college to which the student seeks reentry will make the reentry decision.* Depending on the circumstances, it is the Dean's prerogative to *readmit the student or not and determine the length and criteria of the suspension.*

SAMPLE ONLY



SUSPENSION

PROCEDURE FOR REENTRY AFTER ACADEMIC

Students who wish to reenter after academic suspension for re-instatement must comply with the following:

Step 1: **Apply for re-instatement at the Registrar's Office (105 North Hall) at least 60 days prior to Fall Semester or 10 calendar days prior to Spring Semester.** Any questions regarding accuracy of the academic records or policies regarding suspension may be referred to the Registrar's Office.

Step 2: **After applying for reentry at the Registrar's Office, submit a formal typed letter requesting reentry to the College to which you seek reentry.** The written letter must provide evidence of the ability to return to good academic standing. The most acceptable proof of academic preparedness for reentry will be fulfilled when a student completes no fewer than nine semester credits with a 2.500 grade point average at another institution. Contact information is below:

- a. College of Agriculture, Food & Environmental Sciences (CAFES)
Dean's Office
210 Agricultural Sciences Building, (715) 425-3535.
- b. College of Arts & Sciences (CAS)
Dean's Office
136 Kleinpell Fine Arts Building, (715) 425-3366.
- c. College of Education and Professional Studies (CEPS) (Social Work Majors)
Dean's Office 203 Walker Wyman Education Building, (715) 425-3774
- d. College of Business & Economics (CBE)
Dean's Office
124 South Hall, (715) 425-3335

Step 3: **Upon submitting your letter requesting reentry to the College to which you seek reentry, contact the Dean's Office to set up an interview.** An interview will not be set up until you have requested reentry in the Registrar's Office and the Dean's Office has received your letter of request for reentry.

- You will be provided with written or verbal notification of your acceptance or denial of reentry. The written notification will be sent directly to the address listed on your letter of request.
- The Dean's Office will notify the Registrar's Office regarding the status of your appeal.
- If your appeal for reentry has been approved by your Academic Dean or Associate Dean, the Registrar's Office will send registration materials to you at the address indicated on the reentry application. Any outstanding financial holds, transcript requirements or other obligations will be noted on your reentry letter. You will not be able to register until all holds have been removed.

Please note that the appeal for financial aid reinstatement is a separate process. Information on this process is available at: <http://www.uwrf.edu/financial-assistance/Policies/SAP.html/>

November 28, 2007
Registrar's Office

PROCEDURE FOR APPEAL OF ACADEMIC SUSPENSION.doc

SAMPLE ONLY

December 18, 2006

W number

Dear:

After a review of your grades from the past semester, and from previous terms, it is evident that you are not meeting the minimum academic requirements necessary for continuing your studies at the university. Regretfully, we must suspend you from the University of Wisconsin-River Falls at this time. If you have registered for classes for the upcoming semester, **your classes have been canceled.**

Current University policies state that you may be eligible to resume your studies at UW-River Falls after application for reentry. Depending on the circumstances, it is the Dean's prerogative to readmit the student or not and determine the length and criteria of the suspension.

Application for readmission must be made at least 60 days before the start of the Fall Semester or 10 calendar days before the start of the Spring Semester, in which you wish to enroll. Starting this process early may expedite readmission. Information on the readmission process is available at: <http://www.uwrf.edu/registrar/2reentry.htm>

If there is a compelling extenuating circumstance for your lack of academic progress contact the Dean's Office. If you feel that an error has been made in calculating your GPA, contact the Registrar's Office.

If you have any questions concerning this letter, please contact the Registrar's Office at 715-425-3342 or registrar@uwrf.edu.

Sincerely,

Registrar's Office

Cc: Appropriate College
Advisor

3. Proposal from the Faculty Compensation Committee to distribute the 2% salary increase across the board.

The Administration is "to distribute the 2% salary increase from the 2007-08 pay plan across the board for all faculty members."

4. Proposal from the Executive Committee:

Motion from the Executive Committee that all faculty members of University of Wisconsin System committees must be appointed by the Faculty Senate.

Miscellaneous New Business

Adjournment

Deleted: you complete **one** of the following requirements: ¶

Formatted: Font: 10 pt

Deleted: <#>Remain suspended for two academic semesters, not including Summer and J-Term and then apply for readmission. ¶

or¶
Complete nine (9) semester credits with a grade point average of at least 2.5 at another university, community college, or technical college, or during J-Term/Summer session at UW-River Falls and then reapply for admission. (A list of regional institutions that you may wish to consider can be found at:

<http://www.uwrf.edu/admissions/transferrsources.html>) If you pursue this option,

it is recommended that you work with your current academic advisor on the choice of classes. Please note that grades for these courses will not be calculated into your UW-River Falls GPA. Also, **courses cannot be retaken at another institution to raise your UW-River Falls grade point average.**

Formatted: Normal, No bullets or numbering, Tabs: 0.25", Left + Not at -1"

Deleted: academic term

Deleted: or i

Deleted: you may appeal this suspension. To do so you should visit: <http://www.uwrf.edu/registrar/2suspendappeal.html> for specific information on the appeals process. *Please note that the appeal for financial aid reinstatement is a separate process. Information on this process is available at:* <http://www.uwrf.edu/financial-assistance/Policies/SAP.html/>



Representation	Term Expires 2010	Term Expires 2008	Term Expires 2009
<i>CAFES</i>	Kris Hiney	Laine Vignona	
<i>CAS</i>	Wes Chapin	Patricia Berg	Peter Johansson
	Karl Peterson	John Heppen	
<i>COEPS</i>		Ogden Rogers	Michael Miller
<i>CBE</i>			Glenn Potts
<i>4th Division</i>	Kristie Feist	Gregg Heinselman	Sarah Egerstrom
	Kristen Hendrickson		
<i>At Large</i>		Brenda Boetel (Jr)	Melissa Wilson (Jr)
	Sarah Parks (Jr)	Dawn Hukai (Sr)	David Rainville (Sr)** (Magdalena Pala)
	David Furniss (Sr)		Terry Ferriss (Sr)
	Connie Foster*		

* Chancellor's Designee

** Absent

() Substitute

Call to Order: David Furniss (Vice Chair) called the meeting to order at 3:35pm

Seating of Substitutes: Magdalena Pala

Guests: Karen Klyczek (General Education), Kristen Wenzel (Diversity), Brad Caskey (College of Arts & Sciences)

Approval of Minutes: The Minutes of 10-24-07 (v. 32 n. 6) were approved as corrected. Mike Miller moved to approve and Ogden Rogers seconded.

Reports

Chair's Report:

Chair's Report (David Furniss read, standing in for David Rainville)(attached)

Vice Chair's Report: none

Other Reports: none

Consent Agenda-

- I. Appointment of Dean Culpepper to replace Larry Harred (2008-09) on Academic Policies and Programs Committee –Consent agenda – **approved.**

Old Business-

1. Second Reading of a motion from the General Education committee.
 - a) to remove item d. from the Committee Functions, Handbook CH. 3, Section K.2.
 - b) to change the non-voting membership of the committee, as described in the Handbook, Ch. 3, Section K.1.
All in favor of the Motion
21 approved
0 opposed
0 abstentions
2. Tabled Motion from the October 10, 2007 Faculty Senate Meeting. A motion from the Executive Committee to change the structure of the Executive Committee.

Melissa Wilson moved to bring forward for discussion, Glenn Potts seconded
Discussion:

There is a concern of not having an LTE in the future.

It is suggested to split the Vice Chair position. Should we wait see how that goes first before adding another person onto Executive Committee?

Every Executive Committee member should have a role to play - it would lighten the workloads.

Revisit this in the February/March 2008 meeting?

Peter Johansson moved to call the question, Terry Ferris seconded.

Call the question.

15 approve
3 oppose
3 abstentions

Motion to approve current recommendation to reorganize executive committee

as
7 approve
9 oppose
3 abstentions
New Business

New Business -

1. Proposal from Diversity Committee – Proposed Resolution on Equity and Affirmative Action.

Sarah Parks moved in support of this resolution, Dawn Hukai seconded.

Kristen Wenzel from Diversity Committee proposed to fill the vacancy in the EAA position.

Open Questions and Comments:

Suggested that we pass the resolution to assist future search and screen committees. It was noted how important it is to train the search and screens committee about EAA so we are in compliance during the hiring process.

Motion to amend resolution to read “one of two” instead of “only” in first paragraph.

Kristen Hendrickson moved first, Terry Ferriss seconded.

Motion to change title from “Assistant to the Chancellor” to “Employee to the Chancellor”

All in favor 20

0 opposed

2 abstentions

All in favor of the amendment 20

0 opposed

0 abstentions

Laine Vignona moved to post pone this proposed resolution until further information could be obtained. Sarah Parks 2nd

13 for postponing

7 opposed

1 abstention

Discussion of the resolution postponed until further notice.

2. Change in CAS Liberal Arts Requirements

Magdalena Pala moved to bring to the floor, Karl Peterson 2nd

Brad Caskey spoke about the CAS Liberal Arts Requirements changes.

It has already gone through AP&P and is now being brought to the senate.

Wes Chapin 1st moved to amend the requirements so that they tie into the current catalog.

Karl Peterson 2nd

Discussion:

9 approv

1 opposed

9 abstentions

Amendment passed

All in favor of the motion:

17 approved

2 oppose

2 abstentions

Motion is passed.

Miscellaneous New Business: None

Meeting adjourned at 4:47pm



Minutes of the UWRF Faculty Senate for November 28, 2007

Vol. 32 No. 8.

Representation	Term Expires 2010	Term Expires 2008	Term Expires 2009
CAFES	Kris Hiney	Laine Vignona	
CAS	Wes Chapin	Patricia Berg	Peter Johansson
	Karl Peterson	John Heppen	
COEPS		Ogden Rogers	Michael Miller
CBE			Glenn Potts
4th Division	Kristie Feist	Gregg Heinselmann**	Sarah Egerstrom
	Kristen Hendrickson		
At Large		Brenda Boetel (Jr)	Melissa Wilson (Jr)** Amy Lloyd
	Sarah Parks (Jr)	Dawn Hukai (Sr)	David Rainville (Sr)
	David Furniss (Sr)		Terry Ferriss (Sr)
	Connie Foster*		

* Chancellor's Designee

** Absent

() Substitute

Call to Order: David Rainville called the meeting to order at 3:35pm

Seating of Substitutes: Amy Lloyd for Melissa Wilson

Guests: Blake Fry, Dan Marchand, Doug Johnson

Approval of Minutes: Due to technical difficulties in minute distribution, the reading of the previous minutes of November 7 will be postponed until the next meeting.

Reports

Chair's Report:

It seems like quite awhile since I have seen you all assembled together. I am sorry that I was unable to attend the last meeting as I was attending a meeting in Madison dealing with our least favorite subject, health insurance.

As you all know, I did deliver the petition on health insurance to Governor Doyle on Thursday, November 1, 2007. I was accompanied by Mark Kinders (Academic Staff Council) and Kathy Young (Human Resources). We did not meet with the Governor, but did meet with his aide, Chris Patton, (policy analyst), a UWRF alumnus. We were warmly received, but have yet to receive a response from that office. Additionally we delivered copies to UWS President Kevin Reilly, Board of Regents President Mark Bradley, OCER Director Jennifer Donnelly, and ETF Director Tom Korpady. Additionally we made the circuit of visits to the offices of Rep. Rhodes, Rep Hraychuck, Sen. Harsdorf, and Sen. Vinehout.

Additionally, we (including Mary Halada and Don Betz) attended a meeting jointly hosted by Rep. Rhodes and Sen. Harsdorf on Wednesday, November 7. This was an attempt to pressure both ETF and OCER to either find an alternative health plan for our state employees in our region of the state, or to make the Standard Plan (WPS) available at either Tier 1 or Tier 2 rates.

We did not achieve the main objectives which we were pursuing, but we did get clarification on many matters pertaining to the health care insurance situation. We also received verbal assurances from Humana that they were actively trying to expand coverage into Minnesota.

I did receive a letter from Kevin Reilly as a result of our visit and petition and I would like to share that with you now.

Additionally, we have achieved broad bipartisan support for legislation requiring Regional Representation on ETF. The legislation is SB336 in Senate and will be introduced by Senators Vinehout and Harsdorf. I am uncertain where it is in the Assembly at this point, but I will report back to you as soon as I know more. In the near future, we will be assembling a team of people who will testify at Senate hearing as to the situation and the personal and family hardships that have arisen as a result of the Insurance situation.

Many of you are concerned about the pay plan over the next biennium. It is my understanding that OCER and JCOR have determined that the state will finance a 2-2-1 plan resulting in a total of 5% over the biennium. The first 2% would be retroactive till last September. the next 2% in the fall of 2008 and the last 1% in January, 2009. This does not preclude additional monies being allocated from tuition revenues. I have been told to expect possibly 1 to 1.5% additional. It does not look good, as we prepare to look more and more like Mississippi with snow.

Wes, attended a joint meeting of the joint UW Faculty Representatives and Academic Staff Representatives in my place on November 15 at UWS in Madison, and will report shortly to you on that meeting. I will be attending a meeting of just the Faculty Representatives this Friday in Madison. At this meeting, we will be discussing some of the issues which arose from the health insurance crisis. Additionally, we will looking at an Academic and Administrative Leadership Program. Some Shared Governance principles and Guidelines, A Proposal for a Doctor of Nursing Practice Program, the pay plan, and VSA (Voluntary System of Accountability). Some of you have already heard VSA as it was reported to us yesterday at the Town Hall meeting.

VSA was agreed to by all Chancellors in the UW System and we will be part of it. As it was explained to the Faculty Representatives at a September meeting, it was a done deal and the major role of faculty governance would be in the determination of the instrument that would be used in assessment of our students. That would come some point down the road. It is my feeling that VSA is an attempt to ward off mandatory participation in a federal program of accountability which has been suggested by Department of Education Secretary Margaret Spellman. VSA is a program to provide greater accountability by public institutions through accessible, transparent, and comparable information and is jointly sponsored by the American association of State Colleges and Universities (AACSU) and the National Association of State Universities and Land-Grant Colleges (NASULGC). The VSA accountability data will be made accessible the public through a specifically designed web template called *College Portrait*.

I also would like to report that Sandy Soares has been employed by the Administration to help us update the Faculty/Staff Handbook prior to the April visit of NLC/NCATE officials.

Finally, in a meeting yesterday between members of the Executive Committee and Senior Leadership, Chancellor Betz indicated that he regrets having appointed interim chief academic officers without consulting Faculty Senate.

Vice Chair's Report: none

Other Reports: Wes Chapin reported from the Faculty Representatives meeting on the discussion concerning sick leave and collegial coverage, the pay plan, the upcoming VSA plan approved by all Chancellor's in the state, and the veterans tuition waver.

New Business Consent Agenda:

3. Appointments of faculty representatives from each college for a Budget "Request for Funding" Review Committee for new integrated planning project/funding requests: Lisa Kroutil (CAS); Terry Ferris (CAFES); Mary Manke (COEPS); Reza Rahgozar (CBE).

Due to technicalities of addition of names to the above committee, this was removed from the consent agenda and placed in miscellaneous new business. Wes Chapin created the motion to move to new business and John Heppen seconded. Unanimous support. Motion passed.

- II. Appointment of Laura Zlogar and Jeffrey Rosenthal to a subcommittee (for testing and tutoring) of the Differential Tuition Committee.

Old Business-

1. Proposal from the Diversity Committee, (postponed from November 7, 2007 meeting): *Tabled due to desire for further clarification.*

Proposed Resolution on Equity and Affirmative Action

Whereas, the University of Wisconsin-River Falls is one of two comprehensive university in the University of Wisconsin System that devotes less than one FTE to Equity and Affirmative Action,

and whereas the work of Equity and affirmative Action has in recent years been frequently shifted from one person to another, and has lacked continuity,

and whereas the role of compliance with the Americans with Disabilities Act is also essential to the mission, core values, and strategic goals of the University of Wisconsin-River Falls,

Therefore the University Diversity Committee recommends that the university administration move promptly to hire a full-time employee for Equity (including ADA) and Affirmative Action who reports directly to the Chancellor.

Blake Fry addressed faculty senate related to previous concerns. Currently Mark Johnson handles ADA issues and accommodates disabilities, however he is not trained in federal law. If compliance complaint were received, the university could be in legal jeopardy. A full time person would also be able to advise search and screen committees on their compliance with federal law.

Questions raised included 1. The use of UW System legal resources in equity compliance, 2. Why the administration is asking faculty senate to allocate a position that they are in the position to decide about, 3. Which position would have to be eliminated

in order to create a full time EAA person (faculty senate would have no input in this matter), 4. Would this person be a lawyer (salary of \$60,000+) versus human resource background (\$40,000) 5. Does the senate have a role in hiring decisions (never has before) 6. Other there other possible models than a full time position (legal retainer etc.) 7. Diversity committees role is not to create budget requests, administration should be doing that. 8. Why did the administration not create a budget request as it is now university policy? 9. Is there a federal mandate to have such a position? 10. Is administration asking faculty senate to reallocate resources?

Terry Ferriss made a motion to send the resolution back to the committee to rework it and was seconded by Kristen Hendrickson.
8 in favor of sending back, 8 opposed. The chair overruled the motion thus it was defeated.

Terry Ferris introduced a new motion to amend the resolution to strike the wording following "Therefore"... and add "move to address these concerns."

Motion was voted on and passed.
11 in favor
7 opposed
2 abstentions

Concluding paragraph of resolution now states: **Therefore the University Diversity Committee** recommends that the university administration moves promptly to address these concerns.

Entire resolution voted on. Unanimously approved.

4. Sustainability Task Force membership. There has been concern about the membership of this *ad hoc* Faculty Senate Committee. A letter was sent to Kelly Cain, Chair, that the committee membership stands at the original eleven members with the replacement of Jim Tangen-Foster by Judith Rabak-Wagener.

Questions raised: 1. When did the chair change from Mary Halada to Kelly Cain? Senate did not approve such a change. Administration will be asked to explain. David Rainville will address this issue.

New Business

1. Proposal from the External Relations Committee concerning awarding honorary degrees.

Dan Marchand presented proposal. John Heppen moved to bring to the floor and was seconded by Sarah Parks.

Ogden Rogers moved amend the motion to add *Honoris Causa* after each degree designation. Wes Chapin seconded. Motion was approved unanimously.

Complete motion to accept proposed guidelines from the external relations committee passed unanimously.

2. Proposal for a New Center for Teaching and Learning was presented requesting a resolution for support.

Doug Johnson spoke in support.

Senators requested more time to read and consider proposal. Moved to agenda for Dec. 12.

3. Proposal from the University Planning Group:

The following goals, initiatives, and tasks are being recommended by the UPG as the major priorities for 2007-08:

Strategic Planning Priorities for 2007-2008:

Top Priority: Operating Paradigm is to Assess Programs and Set Priorities

UWRF will engage in continuous quality improvement and assessment, define its priorities, and use solid information to make future decisions about how to use its resources.

OP 1 - Define institutional priorities.

OP 1.1 - Examine the results of previous strategic planning efforts used to evaluate priorities. Develop a list of resulting common themes and priorities.

OP 1.2 - Determine an appropriate balance between the traditional liberal arts mission and professional programs.

OP 1.3 - Identify populations of learners (current and future) to serve.

OP 2 - Assess all university programs and units in relation to institutional priorities.

OP 2.1 - Generate appropriate criteria for assessing academic programs and units consistent with institutional priorities.

OP 2.2 - Generate appropriate criteria for assessing non-academic programs and units consistent with institutional priorities.

OP 2.3 - Develop processes to coordinate the strategic planning assessment of programs and units with existing assessment mechanisms, as appropriate.

OP 3 - Allocate resources consistent with institutional priorities and program and unit assessments.

OP 3.1 - Identify resources available to the institution including, but not exclusive to, space, positions, and budget.

OP 3.2 - Investigate allocation models.

OP 3.3 - Recommend a model to be used for allocation of current and future resources.

Priority: Task 1.1.2 - Increase support for the First Year Experience Program, the Honors Program, and the Academic Success Center.

Priority: Goal 6: Promote the University of Wisconsin - River Falls

UWRF will create and implement an integrated marketing strategy.

6.1 – UWRF will create and apply an integrated marketing plan.

6.1.1 - Assess the perceptions that our stakeholders currently hold about our institution and evaluate our position in the marketplace

6.1.2 - Define our unique selling points, target audiences, and key messages.

6.1.3 - Implement and provide continuous support for an effective and consistent branding campaign.

6.2 – UWRF will engage in strategic student recruitment that is compatible with the university's priorities and objectives.

6.2.1 - Establish a leadership position or office responsible for undergraduate, graduate, and continuing education student recruitment.

6.2.2 - Identify, engage, and enroll students needed to meet university priorities and objectives.

6.2.3 - Develop incentives so that students with high potential and other preferred qualities will enroll at UWRF.

6.3 – UWRF will mobilize support for the institution, its mission and its financial security.

6.3.1 - Develop and leverage an alumni and friends network capable of influencing government and community leaders.

6.3.2 - Develop and implement a comprehensive and ongoing legislative relations strategy.

6.3.3 - Develop and implement a community relations strategy that increases perceived value of the university in the region.

Priority: Goal 7: Invest in Human Resources

UWRF will invest in the present and future quality of the university.

7.1 – Strive to enhance compensation and benefits plans for all UWRF employees.

7.1.1 - Act to reduce salary compression.

7.1.2 - Act to reduce benefits inequalities.

7.1.3 - Develop and implement a new summer and J-Term session salary schedule/model.

7.2 – Review and/or clarify the performance expectations of all UWRF employees.

7.2.1 - Evaluate the workload model currently used to evaluate all teaching and non-teaching staff at UW- River Falls.

7.2.2 - Evaluate and recommend changes in the lab/lecture equivalency model.

7.2.3 - Define workload expectations in light of the UW- System growth agenda.

7.3 – Increase financial support and expand opportunities for continuing faculty and staff professional development.

7.3.1 - Double the number of Sabbaticals awarded on the UW- River Falls campus within five years and review/redefine the criteria for granting the awards.

7.3.2 - Expand opportunities for faculty and staff to attend professional conferences without the need to present papers.

7.3.3 - Increase support for those faculty supervising research, independent study, and internships for students.

Sarah Parks moved to bring to the floor for discussion, Terry Ferriss seconded.

Wes Chapin made a motion to add Top Priority in front of Goal 7, while removing Top Priority from the Operating Paradigm, and to move Goal 7 to the top of the list. John Heppen seconded.

Discussion concerned the value of pursuing the operating paradigm first in order to reallocate resources which might be used to achieve Goal 7. Counter discussion centered on the need to emphasize the importance of Goal 7 to a disillusioned faculty asked to work on above with no incentive.

Wes Chapin asked for a roll call vote and was seconded by Peter Johanssen.

Representation	Term Expires 2010	Term Expires 2008	Term Expires 2009
CAFES	Kris Hiney - yes	Laine Vignona yes	
CAS	Wes Chapin -yes	Patricia Berg - yes	Peter Johansson - Yes
	Karl Peterson -no	John Heppen - yes	
COEPS		Ogden Rogers (left)	Michael Miller - no
CBE			Glenn Potts - no
4th Division	Kristie Feist - no	Gregg Heinselmann**	Sarah Egerstrom - no
	Kristen Hendrickson - no		
At Large		Brenda Boetel (Jr) - yes	Melissa Wilson (Jr)** Amy Lloyd - abstained
	Sarah Parks (Jr) - abstained	Dawn Hukai (Sr) - yes	David Rainville (Sr)
	David Furniss (Sr) - yes		Terry Ferriss (Sr) - yes
	Connie Foster* - no		

10 motioned to approve, 7 against, 2 abstentions. Motion passed.

Motion to move Strategic Plan from UPG forward with amended changes passed. 17 for, 1 abstention, 0 opposed.

3. Proposal from the General Education Committee:

- 1. Motion: To transfer responsibility for approval and assessment of American Cultural Diversity and Global Perspectives courses from the Academic Policy and Programs**

Committee to the General Education Committee, and to change the name of the General Education Committee to General Education and University Requirements Committee.

John Heppen moved to bring to the floor, Sarah Parks seconded.
Second reading will be at next Faculty Senate Meeting.

4. Proposal from the Faculty Welfare Committee:

The FWPP committee recommends:

Faculty and Staff will identify, and submit to their immediate supervisor or department chair, an individualized and reasonable 40 hour work week schedule that reflects their teaching/work schedule. Reports of sick leave usage will be based upon this schedule. This schedule may be changed and resubmitted as necessary to reflect changes in the teaching/work schedule.

If approved by Faculty Senate, the Faculty Handbook should be updated to reflect these new personnel procedures.

Glenn Potts made a motion to accept, seconded by David Furniss.

12 for motion, 3 against, 2 abstentions. Motion passed.

Miscellaneous New Business: Items previously removed from the consent agenda.

1. Appointments of faculty representatives from each college for a Budget "Request for Funding" Review Committee for new integrated planning project/funding requests: Lisa Kroutil (CAS); Terry Ferris (CAFES); Mary Manke (COEPS); Reza Rahgozar (CBE).

Kristen Hendrickson made a motion to amend the committee to include the following members: Michele McKnelly, Sarah Egerstrom and Kara Rubis. Amendment passed.

Wes made a motion to amend that the committee is approved only until February 1 of 2008 and that the Executive Committee should discuss with the Chancellor to make a recommendation as to what body should be established to ensure our constitutional obligations are fulfilled. Mike Miller seconded.

12 for, 5 abstentions, 0 opposed. Amendment passed.

Motion with amendment: 15 for, 0 against, 1 abstention.

Glenn Potts made a motion to adjourn the meeting, John Heppen seconded.

Meeting adjourned at 5:45pm

