



Minutes of the UWRF Faculty Senate for September 9, 2009 Vol. 34 No. 4.

Representation	Term Expires 2010	Term Expires 2011	Term Expires 2012
<i>CAFES</i>	Kris Hiney	Laine Vignona	
<i>CAS</i>	Wes Chapin	Patricia Berg	David Rainville
	Karl Peterson	John Heppen	
		Jennifer Willis-Rivera	
<i>COEPS</i>		Hilary Pollack	Todd Savage
<i>CBE</i>		Dawn Hukai	Hossein Najafi
<i>4th Division</i>	Kristie Feist	Valerie Malzacher	Barbara Stinson
	Kristen Hendrickson		
<i>At Large</i>		Kathleen Hunzer	Robyne Tiedeman
	Sarah Parks**	Dennis Cooper	Marshall Toman
	David Furniss		Dawn Hukai
	Fernando Delgado*		

* Chancellor's Designee

** Absent

() Substitute

Call to Order: David Rainville called the meeting to order at 3:32 pm

Seating of Substitutes:

Recognition of Invited Guests: Ogden Rogers, Stephen Reed

Approval of Minutes of June 17:

Approval was moved by John Heppen and seconded by Jennifer Willis-Rivera. The minutes were approved by a vote of 17 for, 0 opposed, and 1 abstention.

Chair's Report:

Chair's Report: It is indeed nice to see all of you again since we met last on June 17, 2009. As you know the most significant item that has been on our minds during the interim has been the imposition of furloughs on UWS faculty and academic staff.

I will not mince words. In my opinion, the UWS plan of furloughs amounts to little more than a 3.065% reduction in our compensation. When representatives from the various stakeholders within the System discussed the UWS Plan that would be forwarded to OSCER, I tried to get System to include language to the effect that there would be measurable or quantified reduction in faculty productivity during the two years of the imposed furloughs. UWS refused to do this even though most of the other faculty representatives in the System echoed my request to place the language in the document. President Kevin Reilly stated that this was an issue that each Faculty senate should address.

As you all know, according to the plan, four mandatory days were chosen by our campus, the other two or four days depending on whether or not you are on a twelve or nine month contract are chosen by the faculty member. The only other stipulations included that no two furlough days could be taken in the same week, and that no instructional or exam days could be used.

Given that up to 70% of our time is spent in teaching effectiveness and this is off the table with respect to furloughs, we can reasonably expect a 10% reduction in service and scholarship by faculty. The only problem is, how do you quantify this?

As you will note, there is an agenda item today dealing with "post tenure review." This is a measure to deal with the reduction of service and scholarship of senior faculty. While not a perfect method of dealing with the problem, it seems reasonable under the circumstances. This however does not address the problem of untenured faculty and tenured junior faculty. The Executive Committee has charged Faculty Welfare and Personnel Policies Committee to look into how we can reconcile the policies dealing with retention, tenure, and promotion with the reduction in productivity in service and scholarly activity during the next two years.

Another item that I must relay to you related to compensation, deals with the omnibus compensation motion passed by Faculty Senate two years ago. While the first of two \$2000 adjustments to full professor's salaries was completed two years ago, the second half which was due to be enacted this year was delayed to subsequent years due to the current fiscal crisis. The Administration has advised me that they may be able to fund it next year, but in doing so, they would be unable to address the fifth portion of the compensation motion that mandates the Administration to transfer \$100K to a fund to deal with salary inequities. The motion does not allow for delay of creation of this fund due to a fiscal crisis. I have sent this to Faculty Compensation to examine the issue and to make recommendations to Faculty Senate. I should note however, that given the

increase in enrollment this year, the revenue from the increased number of students should be able to fund both items in the motion.

Another item which I am sure you would like to know about involves collective bargaining. The biennial budget passed into law this year and signed by the Governor, has granted the right to UWS faculty and academic staff to organize for the purpose of collective bargaining. Since it passed, I have been contacted by officials from TAUWP and AFT-Wisconsin regarding the organization of this campus.

We had a small meeting this summer with individuals that had indicated an interest to me. At that time, it was decided to hold two forums on collective bargaining during the fall semester in order to gauge what the campus climate is with respect to this issue. The first forum was last Friday, September 4, 2009. Approximately twenty UWRP faculty and academic staff attended the event and asked many questions about the legislation and organizing process. After the event, some of us discussed how to proceed. It was generally agreed that we would put together a steering committee that would lead the organization effort. This committee would be responsible for arranging the next forum and gauging the campus climate with respect to a possible vote on collective bargaining. I will keep Faculty Senate and FWPP informed as to any activities that occur or are planned.

Many of you have contacted me about the absence of salary letters this year. The letters were delayed due to changes in the Pay Plan and the delayed receipt of that information from UWS electronically. I have been advised by the Vice Chancellor of Administration and Finance, Lisa Wheeler that producing the letters now would take about 77 hours of time and a couple of thousands of sheets of paper to produce the letters. A request has been made to us to consider an option of providing general salary information via e-mail for all faculty and staff along with an offer to provide detailed individual information to those who request it.

I indicated that I would conduct a straw vote in Faculty Senate to see how this would be received.

The last item I have to report on is that the Executive Committee has been charged to have Faculty Senate appoint members to Search and Screen Committees for both the Chief Diversity Officer and the Vice Chancellor of Administration and Finance. I anticipate to have nominations for both on the September 23, 2009 Faculty Senate agenda. If anyone would like to nominate a member from their college, please inform a member of the Executive Committee before next Wednesday.

I will be leaving after Faculty Senate to drive to UW-Whitewater to attend the UWS Board of Regents meeting tomorrow and Friday. I hope to learn more about how other UWS campuses are dealing with the furlough situation.

At this time, a senator brought up the issue of salary letters being akin to contracts, and if they are legally required. Budget Officer Kristen Hendrickson noted that Director of

Human Resources Donna Robole should be contacted and that many campuses are moving towards electronic letters. Rainville said that TAUWP believes salary letters are binding contracts.

Another senator brought up the fact that Faculty Senate sponsored the meeting with TAUWP representatives earlier this year. Rainville said that yes, Faculty Senate did sponsor the meeting but it was informational in nature. The senator said further that it may not be appropriate for Faculty Senate to appear to be in favor of specific unions. Rainville also noted that there will be a second such meeting in the near future.

Vice Chair's Report:

Other Reports:

1. Report on Pandemic Flu Preparedness - H1N1 (Ogden Rodgers, Blake Fry): Rodgers is on the Pandemic Response Committee as the faculty representative. He described some basic facts about the H1N1 virus. He also noted that having the H1N1 and the seasonal flu at the same time will create a unique situation on campus, and passed out some of the materials being given to students about H1N1. Rodgers also described several possible scenarios of what could happen at UWRF. He encouraged faculty to think about their teaching and testing methods in light of potential heavy student absences. He also encouraged Senate to be proactive in talking to colleagues about their plans.

Senators reminded everyone that faculty no longer can use collegial coverage in lieu of sick days, and that the UW System has a policy in place that more than 5 consecutive sick days require a medical excuse.

2. Report on UWRF Web Site Redesign - (Stephen Reed, Executive Director, IT Services): Reed began by giving a URL to the senate, www.uwrf.edu/webhelp, which describes the web redesign process. He also said he is available for questions, and will continue to communicate as the redesign continues. Reed said that much of the changes to the website so far have been technical, but not design-oriented. He also described the various methods of feedback and testing that are being employed and will be employed in the future.

Unfinished Business

New Business Consent Agenda:

1. Amendment of Faculty Senate minutes of May 22, 2009: The Chair's Report is to be corrected to indicate that Kristin Tjornehoj was elected to the Termination Committee, and not Kristen Cernohous.

2. The following changes are proposed to Faculty Senate appointments:

a). **Academic Program and Policy:** Replacement of Elaine Hardwick (2008-2011) with Kim Mogen (2008-2011);

b) **Assessment Committee:** Replacement of Tim Buttles (2007-2010) as Chair with Joy Benson (2007-2010). Tim will remain on the committee;

c) **Diversity and Inclusivity Committee:** Replacement of Kristin Underwood with Carolyn Brady (2009-2012) as Chair. Carolyn has been appointed by the Academic Staff Council to fill their designated position on the committee;

- d) **General Education and University Requirements Committee:** Replacement of Kaylee Spencer, CAS, (2008-2011) with Lynn Jermal, CAS, (2008-2011);

e) **Information and Instructional Technology Council and Instructional and Learning Technology Committee:** Replacement of Tim Buttles, CAFES, (2007-2010) with Holly Dolliver, CAFES, (2007-2010).

At this time, item 2d was moved to the Miscellaneous New Business section of the agenda. The consent agenda passed by a vote of 20 for, 0 opposed, and 0 abstentions.

New Business:

1. New Business:

1. A **motion** from the Executive Committee: Whereas mandatory furloughs have been imposed on UWRF faculty and academic staff over the next two years, with no measurable means of determining a reduction in productivity of faculty and academic staff, it is inappropriate to proceed with post tenure review under the current circumstances as described in Section 4.5 of the Faculty and Academic Staff Handbook.

Periodic Review of tenured faculty as described in Section 4.5 of the UWRF Faculty and Academic Staff Handbook will be suspended for a period of five years. This would include the current academic year (2009-2010) through the 2014-2015 academic year. Faculty who would be reviewed during the current academic year will be reviewed during the 2015-2016 academic year. Faculty to be reviewed in subsequent years will be reviewed five years after the previously scheduled date.

A motion to move this item forward was made by John Heppen and seconded by Marshall Toman.

Discussion

One senator asked if there was a timeliness issue to this item. Another senator said that they were in favor of this motion because it is a process that they feel has little value and is busy-work.

Would this be a system policy or local? The chancellor would have to look at the legality of the issue.

Others were concerned that the motion did little to support the rights of untenured or associate professors.

A senator also noted that they feel that since the governor has mandated that no teaching time be cut, the cut to productivity must come from somewhere.

Another senator said they would like this to go to the Faculty Welfare and Personnel Policies Committee.

Laine Vignona proposed to amend the motion to read “Whereas mandatory furloughs have been imposed on UWRF faculty and academic staff over the next two years, with no measurable means of determining a reduction in productivity of all faculty and academic staff, the Faculty Welfare and Personnel Policies Committee will consider the considerable impact of the furlough on untenured and tenured junior faculty. It is also inappropriate to proceed with post-tenure review under the current circumstances as described in Section 4.5 of the Faculty and Academic Staff Handbook.

Periodic Review of tenured faculty as described in Section 4.5 of the UWRF Faculty and Academic Staff Handbook will be suspended for a period of five years. This would include the current academic year (2009-2010) through the 2014-2015 academic year. Faculty who would be reviewed during the current academic year will be reviewed during the 2015-2016 academic year. Faculty to be reviewed in subsequent years will be reviewed five years after the previously scheduled date.”

This amendment was seconded by Wes Chapin. The amendment failed by a vote of 0 for, 19 opposed, and 1 abstention.

Laine Vignona again proposed to amend the motion to read “Whereas mandatory furloughs have been imposed on UWRF faculty and academic staff over the next two years, with no measurable means of determining a reduction in productivity of all faculty and academic staff, the Faculty Welfare and Personnel Policies Committee will consider the considerable impact of the furlough on retention, promotion, and tenure. It is also inappropriate to proceed with post-tenure review under the current circumstances as described in Section 4.5 of the Faculty and Academic Staff Handbook.

Periodic Review of tenured faculty as described in Section 4.5 of the UWRF Faculty and Academic Staff Handbook will be suspended for a period of five years. This would include the current academic year (2009-2010) through the 2014-2015 academic year. Faculty who would be reviewed during the current academic year will be reviewed during the 2015-2016 academic year. Faculty to be reviewed in subsequent years will be reviewed five years after the previously scheduled date.”

This amendment was seconded by Wes Chapin. The amendment passed by a vote of 10 for, 6 opposed, and 4 abstentions.

Roll Call Vote Count:

Kris Hiney: F
 Dennis Cooper: F
 Marshall Toman: F
 Fernando Delgado: O
 Laine Vignona: F
 Hilary Pollack: O
 Todd Savage: O
 Jennifer Willis-Rivera: O
 Kathleen Hunzer: O
 Pat Berg: F
 David Furniss: F
 Hossein Najafi: O
 Kristie Feist: A
 Barbara Stinson: A
 Dawn Hukai: F
 Valerie Malzacher: O
 Robyne Tiedeman: F
 John Heppen: F
 Wes Chapin: F
 Karl Peterson: O

The motion as amended passed by a vote of 10 for, 8 opposed, and 2 abstentions.

2. A motion from the Executive Committee to approve the appointment of Lynn Jermal, Ed Robins, and Charles Rader to the Study Abroad Risk and Emergency Management Task Force for a period of no more than three years. If the Task Force completes its duties before that time, their appointments will be terminated. If the Task Force requires more time or oversight, there will be need to reappoint these members or appoint new members, or until the task force has completed its tasks.

A motion to move this item forward was made by Marshall Toman and seconded by Karl Peterson.

A senator asked if student conduct would fall under this motion. Provost Fernando Delgado noted he is meeting with Charlie Rader next week to discuss. Another senator said they would strongly suggest adding mental health issues to this.

The motion passed by a vote of 20 for, 0 opposed, and 0 abstentions.

3. A motion from the Executive Committee to rename the Library Building at Pigeon Lake Field Station, O'Neill Hall.

The building has had a plaque on it since 2005 designating it as O'Neill Hall but this was done without any formal campus approval. The new name was made in recognition of a

donation made by Judith Sebranek of \$3,800 towards a \$8,804.88 renovation of the building. Administration believes there may have been a naming ceremony at some point at which Judith was present.

A motion to move this item forward was made by Todd Savage and seconded by Jennifer Willis-Rivera. The motion passed by a vote of 20 for, 0 opposed, and 0 abstentions.

Miscellaneous New Business:

1. d) **General Education and University Requirements Committee:** Replacement of Kaylee Spencer, CAS, (2008-2011) with Lynn Jermal, CAS, (2008-2011).

It was moved to postpone this item by David Furniss and seconded by Todd Savage. The motion passed unanimously.

2. At this time, Chair David Rainville requested a straw vote as indicated in his earlier report regarding generalized salary letters being sent electronically. 6 senators were in favor; 10 were opposed.

3. Wes Chapin noted that several faculty members were recruited away from UWRF over the summer.

A motion to adjourn was made by John Heppen and seconded by Hossein Najafi. There was no objection.

Adjournment at 5:24 p.m.