



Date: December 20, 2006  
To: Faculty Senate and University Community  
From: Wes Chapin, Faculty Senate Chair  
Subject: Tentative Agenda for Faculty Senate Meeting December 20, 2006

The 2006-2007 Faculty Senate will meet on Wednesday December 20, 2006 at 3:40pm in the Alumni Room of South Hall. Faculty Senators who cannot attend should arrange for a substitute and notify John Heppen at [john.heppen@uwrf.edu](mailto:john.heppen@uwrf.edu)  
[http://www.uwrf.edu/faculty\\_senate/](http://www.uwrf.edu/faculty_senate/)

Agenda December 20, 2006

**Call to Order:**

Seating of Substitutes  
Recognition of Invited Guests  
Approval of Minutes from December 13, 2006

**Reports:**

**Unfinished Business:**

**New Business:**

Proposal 1: The Calendar and Academic Program & Policy Committees propose that UWRF adopt a class schedule with 50-minute MWF class periods and 75-minute TR class periods. The proposed change would maintain the features of the current 14-week balanced calendar, but the standard class schedule would be as follows:  
(see attached p. 8)

Proposal 2: Second reading of a motion from the Executive Committee to move the Calendar Committee to Chapter III of the Handbook (i.e. to the list of committees in alphabetical order, renumbering/re-alphabetizing all of the committees in Chapter II and Chapter III as necessary), and approve the revised committee description. (see attached p. 8)

Proposal 3: Second reading of a motion from the Executive Committee to move the Affirmative Action Advisory Committee to Chapter III of the Handbook (i.e. to the list of committees in alphabetical order, renumbering/re-alphabetizing all of the committees in Chapter III as necessary), approve the committee's description, and to amend the committee description of the Faculty Welfare and Personnel Policy Committee as indicated below. (see attached p. 10)

Proposal 4: Motion from the Executive Committee to confirm the following appointment terms (in bold), effective immediately to the Affirmative Action Advisory Committee: (see attached p.11 )

Proposal 5: Second reading of a motion from the Executive Committee to create a new Diversity Committee by dissolving five current committees into one new committee.

1. Dissolve the Multi-Cultural Advisory Committee, the Plan 2008 Committee, the Inclusivity Initiative Committee, the Commission on the Status of Women, and the University Committee on Lesbian, Gay, and Bisexual Concerns, effective immediately,
2. To remove from the *Handbook* the committee descriptions of the Multi-Cultural Advisory Committee, the Commission on the Status of Women, and the University Committee on Lesbian, Gay, and Bisexual Concerns,
3. To renumber/re-alphabetize the effected sections accordingly,
4. To maintain the Multi-Cultural Advisory Committee members as part of the ad hoc Strategic Planning Working Group until the latter is disbanded,
5. To form a new Diversity Committee as defined below,
6. To place said committee description into the Senate by-laws, Article III, in alphabetical order, renumber/re-alphabetizing as appropriate, and
7. To ask the Diversity Committee to report to the Senate during spring 2008 regarding whether its membership and duties are appropriately defined or require revision.

(see attached p. 12)

Proposal 6: Second reading of a motion from the Faculty Senate Executive Committee to approve the following appointments, terms, and chair as indicated in bold to the new Diversity Committee. (see attached p. 13)

Proposal 7: Second Reading of a motion from the Executive Committee creating a combined Learning Resources Committee and disband the following committees. (see attached p. 14)

1. To dissolve the Instructional Improvement, Library, and Visiting Professor Committees, effective at the end of the 2006-07 academic year,
2. To remove from the Handbook the committee descriptions for these committees,
3. To renumber/re-alphabetize the effected sections accordingly,
4. To form a new Learning Resources Committee as defined below,
5. To place said committee description into the Senate by-laws, Article III, in alphabetical order, renumber/re-alphabetizing as appropriate, and
6. To ask the Learning Resources Committee to report to the Senate during spring 2008 regarding whether its membership and duties are appropriately defined or require revision.

Proposal 8: Second reading of a motion from the Executive Committee to amend Chapter III of the *Handbook*, replacing the current language for the Athletic Committee with the language below, to renumber/re-alphabetize the chapter appropriately, to make the

changes to both the committee's duties and the terms for student and faculty members effective immediately and to make the membership structure changes effective at the time appointments to committees occur during spring 2007. (see attached p. 16)

Proposal 9: Motion regarding Exemplary Service Awards (see attached p.20 )

**New Business Miscellaneous:**

**Discussion regarding Strategic Planning Prioritization:**

**Adjournment:**



Minutes of the UWRF Faculty Senate for December 13, 2006

Vol. 31 No. 13.

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 Heinselman	Sarah Egerstrom
<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:** none

**Guests:** Kathy Schultz Human Resources, Brad Mogen FWPP, Ian Williams General Education.

**Approval of Minutes:** The minutes of November 29, 2006 were approved as corrected by general consent.

### **Chair's Report:**

- Wes Chapin reported that the Board of Regents forwarded UWS-7 and UWS-11 to the Legislature. The Board of Regents also approved Criminal Background Investigations. The Regents are forming a task force to look at getting faculty governance more involved in policies. A pay plan of 5.23% each year of the next biennium has been proposed by the Board of Regents.
- Wes Chapin had a meeting with Brad Mogen and Kathy Schultz about UWS-7, Criminal Background Investigations, and workplace violence. Those issues will be discussed in appropriate committees.
- Wes Chapin reported on an inquiry about conducting faculty senate and faculty senate committee voting and discussion electronically. Wisconsin Open Meeting Laws require that the public be allowed to participate in discussion and debates and votes must be public. Bob Baker asked Wes to check with System Legal.
- Wes Chapin announced that during the Spring Semester Faculty Senate will meet every other week and asked Senators to think about service for next year.

### **Other Reports:**

- Brad Mogen from Faculty Welfare and Personnel Policies reported on the feedback the committee has received regarding health insurance. FWPP is also working on final details for Criminal Background Investigations, course evaluations, finding a influential candidate for the State Insurance Board and Strategic Planning Goal 9.
- Kathy Schultz, Director of Human Resources, reported on efforts to relieve the salary gap by the Board of Regents and the Regents support for domestic partner benefits. Kathy Schultz reported that two state legislators have introduced a bill to eliminate the sick leave benefit for state elected officials and executive appointees.

**Unfinished Business:** none

### **New Business:**

Proposal 1: Second reading of a motion from the FWPP regarding Eligibility Criteria for Administering Course Evaluations. Barbara Werner and Dawn Hukai first and seconded the motion respectively. The motion passed with 20 yes votes, 0 no votes, and 1 abstention.

Proposal 2: Second reading of a 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. Barbara Werner and David Rainville first and seconded the motion. Ian Williams, Chair of the General Education Committee, spoke to the issue. Bob Baker asked if the Executive Committee asked the General Education committee to do this. Wes Chapin replied that the Executive Committee asked the General Education Committee to consider restructuring and did not mandate a reduction in membership. Bob Baker stated he was opposed to the motion. Terry Ferriss asked Ian Williams if he was asked twice to alter the committee. Ian Williams replied yes. Terry Ferriss asked if the committee was having trouble functioning now. Ian Williams replied there were time table problems, but he was happy with attendance; he understands that there is not enough faculty to go around. Glenn Potts asked why do you want to change the basis of the committee. Ian Williams replied that it is a change of working with ten to working with eight. Terry Ferriss stated she was opposed to the motion. Gregg Heinselman asked Ian Williams if he sees the new committee structure as more effective. Ian Williams replied that it depends on who is appointed not on the distribution. Glenn Potts stated he was opposed to the motion if in next year the committee has to think about disciplines. Nan Jordahl stated she was opposed to the motion and it doesn't need to be fixed. Michael Miller asked why this was requested. Wes Chapin replied it is hard to find people to serve on the committee. Terry Ferriss stated that she feels the Executive Committee is pushing this issue too hard and that this is an unusual year with Strategic Planning and NCA and the Executive Committee did not utilize a larger network and she as a senator was never asked to help find people to serve on committees. Glenn Potts stated that it was logical for the Executive Committee to ask committees to look at their structure. Barbara Werner suggested asking Deans and Senators to look for volunteers. Wes Chapin reported that the Executive Committee spent a lot of time asking for volunteers. Bob Baker stated he had no problem with a reduction of members but has an issue with composition of groups. Nan Jordahl stated that there should not be a blanket application of asking committees to look at membership with pressure from the Executive Committee. John Heppen asked Ian Williams if he felt any pressure from the Executive Committee. Ian Williams replied that he did not feel any pressure that he was trying to accommodate a request. Patricia Berg asked if there was a problem with members meeting and having a quorum. Ian Williams replied there was no problem. Barbara Werner called the question. The motion failed with 0 yes votes, 17 no votes, and 4 abstentions.

Proposal 3: Second reading of a motion from the International Programs Committee 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. Barbara Werner and David Rainville first and seconded the motion respectively. Terry Ferriss asked about Part f. and how it seems to substitute one curriculum committee for another. Karl Peterson stated there is trouble meeting and

getting a quorum with the current structure. Terry Ferriss stated that this seems like a new committee structure and how is the International Studies Committee more qualified? Karl Peterson replied that some classes must meet the International Studies Program requirements for courses and that this proposal would create general guidelines. Wes Chapin stated that there was no connection between this committee and International Studies committee. Terry Ferriss asked if this committee structure was appropriate. Glenn Potts moved to amend the motion by striking section f. Nan Jordahl seconded it. The amendment passed with 16 yes votes, 1 no vote and 4 abstentions. Larry Harred moved to amend the motion by deleting broadly and inserting including at least one from each college between members and representing in the first line of the motion. Karl Peterson moved to amend the proposed amendment by including a person from the 4<sup>th</sup> Division. The amendment was seconded. The motion to amend the amendment by including a representative from the 4<sup>th</sup> Division failed by a vote of 4 yes, 12 no, and 5 abstentions. Karl Peterson offered a friendly amendment to insert approximately in line 1 of point 2 between with and one-third. The amendment passed by general consent. The original amendment to the motion was passed by a vote of 18 yes, 2 no, and 1 abstention. Discussion returned back to the main motion. The main motion passed by a vote of 15 yes, 1 no and 3 abstentions.

Proposal 4: : Second reading of a motion from the Executive Committee to place the Disability Advisory Committee under Chapter 3 of the Faculty Handbook was made by Larry Harred and seconded by Ogden Rogers. Terry Ferriss asked that the minutes clarify why this was proposed. Wes Chapin replied that moving the committee to Chapter 3 would mean that the committee moves from an administrative to faculty governance committee meaning it would be formed by the Faculty Senate and report back to the Faculty Senate; as an administrative committee it is outside the governance process. Charlie Hurt stated that committee was formed as an administrative committee and it is a mixed model now and that the administration has no objection to moving the committee to faculty governance. The motion passed with 20 yes votes, 0 no votes and 0 abstentions.

Proposal 5: Motion from the Executive Committee to appoint Michele McKnelly chair of the Disability Advisory Committee was first and seconded by Ogden Rogers and Barbara Werner respectively. The motion passed by general consent.

Proposal 6: First reading of a motion from the Executive Committee to move the Calendar Committee to Chapter III of the Handbook (i.e. to the list of committees in alphabetical order, renumbering/re-alphabetizing all of the committees in Chapter II and Chapter III as necessary), and approve the revised committee description.

Proposal 7: First reading of a motion from the Executive Committee to move the Affirmative Action Advisory Committee to Chapter III of the Handbook (i.e. to the list of committees in alphabetical order, renumbering/re-alphabetizing all of the committees in Chapter III as necessary), approve the committee's description, and to amend the committee description of the Faculty Welfare and Personnel Policy Committee as indicated below.

Proposal 8: First reading of a motion from the Executive Committee to create a new Diversity Committee by dissolving five current committees into one new committee.

8. Dissolve the Multi-Cultural Advisory Committee, the Plan 2008 Committee, the Inclusivity Initiative Committee, the Commission on the Status of Women, and the University Committee on Lesbian, Gay, and Bisexual Concerns, effective immediately,
9. To remove from the *Handbook* the committee descriptions of the Multi-Cultural Advisory Committee, the Commission on the Status of Women, and the University Committee on Lesbian, Gay, and Bisexual Concerns,
10. To renumber/re-alphabetize the effected sections accordingly,
11. To maintain the Multi-Cultural Advisory Committee members as part of the ad hoc Strategic Planning Working Group until the latter is disbanded,
12. To form a new Diversity Committee as defined below,
13. To place said committee description into the Senate by-laws, Article III, in alphabetical order, renumber/re-alphabetizing as appropriate, and
14. To ask the Diversity Committee to report to the Senate during spring 2008 regarding whether its membership and duties are appropriately defined or require revision.

Proposal 9: First reading of a motion from the Faculty Senate Executive Committee to approve the following appointments, terms, and chair as indicated in bold to the new Diversity Committee.

Proposal 10: First Reading of a motion from the Executive Committee creating a combined Learning Resources Committee and disband the following committees.

1. To dissolve the Instructional Improvement, Library, and Visiting Professor Committees, effective at the end of the 2006-07 academic year,
2. To remove from the Handbook the committee descriptions for these committees,
3. To renumber/re-alphabetize the effected sections accordingly,
4. To form a new Learning Resources Committee as defined below,
5. To place said committee description into the Senate by-laws, Article III, in alphabetical order, renumber/re-alphabetizing as appropriate, and
6. To ask the Learning Resources Committee to report to the Senate during spring 2008 regarding whether its membership and duties are appropriately defined or require revision.

Proposal 11: First reading of a motion from the Executive Committee to amend Chapter III of the *Handbook*, replacing the current language for the Athletic Committee with the language below, to renumber/re-alphabetize the chapter appropriately, to make the changes to both the committee's duties and the terms for student and faculty members effective immediately and to make the membership structure changes effective at the time appointments to committees occur during spring 2007.

**New Business Miscellaneous:** Charlie Hurt announced that the administration has found a way to double the number of sabbaticals.

Ogden Rogers announced that on the Monday after Spring graduation the campus will go dark to install a new transformer.

**Discussion regarding Strategic Planning Prioritization:** no discussion

**Adjournment:** Ogden Rogers moved to adjourn at 5:20pm. Barbara Werner seconded and it passed by general consent.

**The Calendar and Academic Program & Policy Committees propose that UWRF adopt a class schedule with 50-minute MWF class periods and 75-minute TR class periods. The proposed change would maintain the features of the current 14-week balanced calendar, but the standard class schedule would be as follows:**

	MWF		TR
Period 1	8:00-8:50am	Period 1-2	8:00-9:15am
Period 2	9:00-9:50am	Period 2-3	9:30-10:45am
Period 3	10:00-10:50am	Period 3-4	11:00-12:15pm
Period 4	11:00-11:50am	Period 5-6	12:30-1:45pm
Period 5	12:00-12:50pm	Period 7-9	2:00-3:15pm
Period 6	1:00-1:50pm	Period 8-9	3:30-4:45pm
Period 7	2:00-2:50pm		
Period 8	3:00-3:50pm		
Period 9	4:00-4:50pm		

The date of implementation is at the discretion of the Registrar’s Office.

**Second Reading of a Motion: to move the Calendar Committee to Chapter III of the Handbook (i.e. to the list of committees in alphabetical order, renumbering/re-alphabetizing all of the committees in Chapter II and Chapter III as necessary), and approve the revised committee description.**

**Calendar Committee**

1. **Membership:** Five faculty members appointed by the Faculty Senate (one from each college and the Fourth Division), the Provost (or designee), the Registrar (or designee), the Director of Outreach (or designee), the Director of Graduate Programs (or designee), and a student appointed by the Student Senate.
2. **Term of Office:** Three years for faculty and academic staff, one to two members appointed each year. One year for students.
3. **Duties:**



- A. To provide calendar recommendations to the Faculty Senate using the following guidelines:
- 1.) The academic calendar shall conform in its entirety to the faculty contract period of 39 contiguous weeks per academic year, including Fall and Spring Semesters.
  - 2.) One semester credit consists of approximately 750 minutes of class time plus appropriate work outside of class, not including final exams.
  - 3.) Under the balanced calendar framework, both Fall and Spring semesters shall each consist of one week of pre-class advising, 14 weeks of classes, one week of final exams, and one week of grading, for a minimum length of 17 weeks per semester. The two semesters, plus five weeks of interims, Spring Break, and administrative weeks, shall constitute the 39-week academic year.
  - 4.) The scheduling of a study day is required between the last day of regular classes and the first day of final exams every semester.
  - 5.) The deadline for submission of final course grades to the Registrar's Office shall be not less than five full working days (not including Saturdays, Sundays, and holidays) after the last day of final exams.
- B. To provide policy recommendations regarding both the calendar and calendar scheduling to the Faculty Senate.

Old Language

### **2.6.2 Calendar Committee**

The Calendar Committee consists of the Registrar (or designee), the Director of Outreach, the Director of Graduate Programs, a student appointed by the Student Senate, a representative of the Provost's Office and five faculty members appointed by the Faculty Senate for three-year terms: one from the College of Agriculture, Food and Environmental Sciences, one from College of Arts and Sciences, one from the College of Business and Economics, one from the College of Education and Professional Studies and one from the Fourth Division. When constructing the calendar, the committee shall incorporate the following guidelines:

1. The academic calendar shall conform in its entirety to the faculty contract period of 39 contiguous weeks per academic year, including Fall and Spring Semesters.
2. One semester credit consists of approximately 750 minutes of class time plus appropriate work outside of class, not including final exams.
3. Under the balanced calendar framework, both Fall and Spring semesters shall each consist of one week of pre-class advising, 14 weeks of classes, one week of final exams, and one week of grading, for a minimum length of 17 weeks per semester. The two semesters, plus five weeks of interims, Spring Break, and administrative weeks, shall constitute the 39-week academic year.

4. The scheduling of a study day is required between the last day of regular classes and the first day of final exams every semester.
5. The deadline for submission of final course grades to the Registrar's Office shall be not less than five full working days (not including Saturdays, Sundays, and holidays) after the last day of final exams.

**Second reading of a motion: to move the Affirmative Action Advisory Committee to Chapter III of the Handbook (i.e. to the list of committees in alphabetical order, renumbering/re-alphabetizing all of the committees in Chapter III as necessary), approve the committee's description, and to amend the committee description of the Faculty Welfare and Personnel Policy Committee as indicated below.**

### **Affirmative Action Advisory Committee**

This committee is established under the requirements of Regent Policy Document 75-5 that requires, in part, "Establish and maintain an affirmative action committee (or committees, as appropriate) composed of faculty, academic staff, classified employees, and students to advise the administration on affirmative action needs and concerns, and to assist affirmative action directors in designing and implementing programs."

1. **Membership:** Five faculty (if possible, one faculty member should hold the rank of instructor), the Assistant to the Chancellor for Equity and Affirmative Action, the Director of Human Resources or designee, a member of the classified staff, an academic staff member, and a student.
2. **Term of Office:** Three years for faculty and academic staff, one to two members appointed each year. One year for students.
3. **Duties:**
  - C. To advise the University administration and the Equity and Affirmative Action Office on issues and concerns relevant to equal opportunity for all employees and applicants for employment.
  - D. To advise the University administration and the Equity and Affirmative Action Office on programs designed to ensure equal opportunity to all employees and applicants for employment.
  - E. To review policies, at either the Committee's own initiative or upon request, dealing with affirmative action and equal opportunity in employment.
  - F. To communicate issues raised within Affirmative Action Advisory Committee meetings to the appropriate group(s) (e.g. University Administration, academic or administrative units, governance groups, the University community at large, and so on).
  - G. To provide policy recommendations to University Governance groups (e.g. the Faculty Senate, and the Academic Staff Council).

### Section J - Faculty Welfare and Personnel Policies Committee

1. Membership: Seven faculty with at least one each from the following, provided sufficient volunteers exist: academic staff and/or the rank of instructor, assistant professor, associate professor, professor; and two students. The Assistant to the Chancellor for Equity and ~~Compliance~~ Affirmative Action, the Provost ~~& Vice Chancellor's or Provost's~~ designee, the Vice Chancellor for Administration and Finance or designee, the Director of Human Resources or designee, and the Special Assistant to the Chancellor are all ex-officio, nonvoting members.
2. Term of Office: Three years, with two or three appointed each year in accordance with the number of vacancies occurring.
3. Duties:
  - a. To develop, continuously evaluate, recommend, and inform the faculty of policies and procedures relating to:
    - ~~1) equity and compliance;~~
    - ~~2) appointments and dismissal (academic year, summer, and extension);~~
    - ~~3) promotions and determination of rank;~~
    - ~~4) personnel evaluations and recommendations;~~
    - ~~5) tenure;~~
    - ~~6) sick leaves, leaves of absence, faculty development leaves, etc.;~~
    - ~~7) faculty working conditions; and~~
    - ~~8) fringe benefits.~~
  - b. To consider and recommend such additional guidelines and/or policies as may be conducive to faculty welfare.
  - c. To consult with the Executive Council of the Student Senate on items of mutual interest involving 1), 2), 3), and 4) ~~and 5)~~ under a. above.
  - d. To provide to any member of the unclassified staff consultation and advice on the application of the Wisconsin Administrative Code, Chapter UWS 8, Unclassified Staff Code of Ethics.
  - e. To develop policies and procedures ~~which that~~ shall, at a minimum, provide:
    - 1) standards concerning the use of University facilities and personnel in connection with outside activities;
    - 2) standards concerning absence from regular duties for the purpose of engaging in outside activities;
    - 3) guidelines identifying types or categories of outside activities which may result in a material conflict of interest; and
    - 4) for such reports of anticipated outside activities as are necessary to insure compliance with UWS 8.04.
  - f. To develop and monitor the use of an instrument to report outside interests and activities of faculty and academic staff as required under UWS 8.025.

**Motion from the Executive Committee to confirm the following appointment terms (in bold), effective immediately:**

<b>Affirmative Action Advisory Committee</b>						
Members *	Required Status	Voting Status	Name	Rank	Term ends	Confirming body
Faculty	At-large	Voting	Walters, Bonnie	N/A	2006-07	Faculty Senate
Faculty	At-large	Voting	Copp, Brian	N/A	<b>2007-08</b>	Faculty Senate
Faculty	At-large	Voting	Kilian, Claire	N/A	<b>2008-09</b>	Faculty Senate
Faculty	At-large	Voting	Kalms, Ruth	N/A	2006-07	Faculty Senate
Faculty	At-large	Voting	Ford, Patti	N/A	<b>2007-08</b>	Faculty Senate
Assistant to	Assistant to	Voting	Hajewski,	N/A	Indefinite	N/A

the Chancellor for Equity and Affirmative Action	the Chancellor for Equity and Affirmative Action		Vicki			
Director of Human Resources	Director or designee	Voting	Sader, Wendy	N/A	Indefinite	Director of Human Resources
Classified Staff Representative	At-large	Voting	Foster, Mary	N/A	2006-07	
Academic Staff Representative	At-large	Voting	Alvarez, Linda	N/A	2006-07	Academic Staff Council
Student	At-large	Voting		N/A	2006-07	Student Senate
* If possible, one faculty member should hold the rank of instructor.						

**Second reading of a motion from the Executive Committee to create a new Diversity Committee by dissolving five current committees into one new committee.**

1. Dissolve the Multi-Cultural Advisory Committee, the Plan 2008 Committee, the Inclusivity Initiative Committee, the Commission on the Status of Women, and the University Committee on Lesbian, Gay, and Bisexual Concerns, effective immediately,
2. To remove from the Handbook the committee descriptions of the Multi-Cultural Advisory Committee, the Commission on the Status of Women, and the University Committee on Lesbian, Gay, and Bisexual Concerns,
3. To renumber/re-alphabetize the effected sections accordingly,
4. To maintain the Multi-Cultural Advisory Committee members as part of the ad hoc Strategic Planning Working Group until the latter is disbanded,
5. To form a new Diversity Committee as defined below,
6. To place said committee description into the Senate by-laws, Article III, in alphabetical order, renumber/re-alphabetizing as appropriate, and
7. To ask the Diversity Committee to report to the Senate during spring 2008 regarding whether its membership and duties are appropriately defined or require revision.

**Diversity Committee**

1. Membership: Four faculty members, the University’s Inclusivity Initiative Pointperson (appointed by the Faculty Senate), an academic staff member appointed by the Academic Staff Council, the Multicultural/Disadvantaged Coordinator, the Director of the Academic Success Center (or designee), the Assistant to the Chancellor for Equity and Affirmative Action, and two students.
2. Term of Office: Three years for faculty and academic staff, one-third appointed each year. One year for students.
3. Diversity and diverse, for the purposes of this committee’s responsibilities, include race, national origin, religion, socio-economic status, age, culture, gender, gender identities, and sexual orientation.
4. Duties:

- a. Recommend recruitment and retention policies and programs that encourage the development of a diverse university community.
- b. Seek ways to encourage faculty and academic staff development focused on diversity issues.
- c. Assess reports and information on the campus climate as it relates to diversity issues and make appropriate recommendations for improvement.
- d. Review the status and progress of the University's strategic diversity initiatives and make appropriate recommendations.
- e. Establish and maintain communication links between the committee and relevant student organizations so that committee members stay aware of campus issues and events.
- f. Provide guidance on policy decisions related to diversity issues to the Faculty Senate.
- g. To seek ways to encourage infusion of diversity content into the University curriculum and courses.
- h. Identify and refine pathways and strategies for eliminating inequities in educational opportunities and outcomes.
- i. Provide appropriate recommendations to facilitate the professional advancement of diverse populations.
- j. Represent the needs and interests of diverse campus populations to the broader community.
- k. Review and recommend approval of reports related to UW-System diversity initiatives.

**Second reading of a motion from the Faculty Senate Executive Committee to approve the following appointments, terms, and chair as indicated in bold to the new Diversity Committee:**

<b>Diversity Committee</b>						
Members	Required Status*	Voting Status	Name	Rank	Term ends**	Confirming body
Faculty	At-large	Voting	<b>Cynthia Kernahan</b>	N/A	<b>2006-07</b>	Faculty Senate
Faculty	At-large	Voting	<b>Hedahl, Gorden (CHAIR)</b>	N/A	<b>2007-08</b>	Faculty Senate
Faculty	At-large	Voting	<b>Hamilton, Hilree</b>	N/A	<b>2008-09</b>	Faculty Senate
Faculty	At-large	Voting	<b>Ngoboka, Pascal</b>	N/A	<b>2006-07</b>	Faculty Senate
Inclusivity Initiative Point Person	At-large	Voting	<b>Manke, Mary</b>	N/A	<b>2007-08</b>	Faculty Senate
Academic Staff	At-large	Voting		N/A	2008-09	Academic Staff Council
Multi-Cultural / Disadvantaged Coordinator	Multi-Cultural / Disadvantaged Coordinator	Voting	Fry, Blake	N/A	Indefinite	N/A
Director of the Academic Success Center or Designee	Director of the Academic Success Center or Designee	Voting	George, Phil	N/A	Indefinite	Director of the Academic Success Center
Director of Enrollment Services or Designee	Director of Enrollment Services or Designee	Voting	<b>Brady, Carolyn</b>	N/A	Indefinite	Director of Enrollment Services

Assistant to the Chancellor for Equity and Affirmative Action	Assistant to the Chancellor for Equity and Affirmative Action	Voting	Hajewski, Vicki	N/A	Indefinite	N/A
Student	At-large	Voting		N/A	2006-07	Student Senate
Student	At-large	Voting		N/A	2006-07	Student Senate

**Second Reading of a motion from the Executive Committee creating a combined Learning Resources Committee and disband the following committees.**

1. To dissolve the Instructional Improvement, Library, and Visiting Professor Committees, effective at the end of the 2006-07 academic year,
2. To remove from the Handbook the committee descriptions for these committees,
3. To renumber/re-alphabetize the effected sections accordingly,
4. To form a new Learning Resources Committee as defined below,
5. To place said committee description into the Senate by-laws, Article III, in alphabetical order, renumber/re-alphabetizing as appropriate, and
6. To ask the Learning Resources Committee to report to the Senate during spring 2008 regarding whether its membership and duties are appropriately defined or require revision.

**Learning Resources Committee**

1. Membership: Five faculty members, a representative of the Faculty/Academic Staff Development Board, the Provost (or designee), the Director of the Library (or designee), the Director of the Foundation (or designee), and two students.
2. Term of Office: Three years for faculty and academic staff, one-third appointed each year. One year for students.
3. Duties:
  - A. To initiate and conduct activities that enhance teaching and learning.
  - B. To work cooperatively with the Faculty/Academic Staff Development Board (e.g. helping to plan the programs for fall and spring faculty development days).
  - C. Receive advance notice of significant issues and changes that may affect the mission of the Library and effectively communicate these to the faculty and staff.
  - D. Provide a mechanism for input regarding the library's collections, services, faculty and students needs, etc.
  - E. Receive annual summaries of the library budget and periodic updates as significant changes are made to the budget.
  - F. Advocate on behalf of the development of the library's resources and services.
  - G. Administer a Visiting Professor Grant from the University of Wisconsin-River Falls Foundation, using the following process (The Committee may modify this procedure as appropriate to facilitate the search and to assure fairness in the selection process):
    - 1.) The Committee will solicit nominations from all of the academic departments of the University for potential visiting professors who have outstanding academic credentials, can remain a minimum of three days, and whose presentations may have appeal to a reasonable portion of the University community.
    - 2.) Departments will submit their nominations with supporting background information.

- 3.) The Committee will select a candidate, providing preference to candidates from disciplinary areas and/or colleges not recently represented by visiting professors, and may request that the sponsoring department(s) initiate contact with the candidate to obtain a curriculum vita and to determine the feasibility of the candidate's visit.
- 4.) The Committee will submit a proposal to the UW-RF Foundation requesting the funds needed for travel, lodging, meals, honorarium, and so on.
- 5.) After the visiting professor has been selected, the academic department(s) most relevant to this person's discipline, with assistance from the Committee, should organize activities for the visit (e.g. public lectures) within a schedule designed to provide students, faculty, and staff opportunities for informal conversation and discussion with the Visiting Professor

Current language for the three committees:

#### **Section M- Instructional Improvement Committee**

1. Membership: Seven faculty, the Provost & Vice Chancellor or the Provost & Vice Chancellor's designee, the faculty representative to the Undergraduate Teaching Improvement Council, the chair of the Teaching Committee of the Faculty/Academic Staff Development Board, the chair of the University-wide Initiatives Committee of the Faculty/Academic Staff Development Board, and three students.
2. Term of Office: Three years, with two or three appointed each year in accordance with the number of vacancies occurring; one year for students.
3. Duties:
  - a. To initiate and conduct such activities that might be of general value to the faculty in order to enhance teaching and learning.
  - b. To work cooperatively with the Faculty/Academic Staff Development Board to implement specific programs consistent with duties such as helping to plan the programs for fall and spring faculty development days.

#### **Section O - Library Committee**

1. Membership: Six faculty, at least one from each College, the Director of the Library, Academic Staff representative [FS 03/04 #28], and two students.
2. Term of Office: Three years for faculty and staff [FS 03/04 #28], one-third appointed each year; two years for students, one being appointed each year.
3. Duties: [FS 03/04 #28]
  - a. Receive advance notice of significant issues and changes that may affect the mission of the library and effectively communicate these to the faculty and staff.
  - b. Provide a mechanism for input regarding the library's collections, services, faculty and students needs, etc.
  - c. Receive annual summaries of the library budget and periodic updates as significant changes are made to the budget.
  - d. Advocate on behalf of the development of the library's resources and services.

#### **Section S - Visiting Professor Committee**

1. Membership: Two faculty from the College of Arts and Sciences, one from the College of Agriculture, Food and Environmental Sciences, one from the College of Education and Professional Studies, one from the College of Business and Economics and a designee of the Director of Foundation, Alumni and Development.
2. Term of Office: Four years, with one quarter of the membership being appointed each year.
3. Duties: The duties of this Committee are directed toward the administering of a Visiting Professor grant from the University of Wisconsin-River Falls Foundation.
  - a. Initially, the Committee selects the person to be brought to campus as a Visiting Professor, ideally for a minimum of three days. To begin the selection process, the Committee will solicit nominations from all of the academic departments of the University. Departments will submit their nominations with some background information. The Committee will attempt to select a

candidate who has outstanding academic credentials and whose presentations may have appeal to a reasonable portion of the University community. The Committee may request that the sponsoring department make the initial contact with the candidate to obtain a curriculum vitae and to determine the feasibility of the candidate's visit. The Committee will then submit a proposal to the UW-RF Foundation requesting the funds needed for travel, lodging, meals, honorarium, etc. The Committee may modify this procedure as may be appropriate to facilitate the search and to assure fairness in the selection process.

b. Once the Visiting Professor has been selected, the academic departments most relevant to this person's discipline should take over the arranging of events and schedules for the visit. The Visiting Professor Committee should work with these departments to help to schedule public lectures and other events in connection with the Visiting Professor's appearance. Together the Committee and the departments should try to arrange a schedule designed to give students and faculty opportunity for informal conversation and discussion with the Visiting Professor.

c. The Committee should strive to ensure that the discipline areas represented by the Visiting Professors change from year to year so that the interests of all of the Colleges are fairly represented.

**Second reading of a motion from the Faculty Senate Executive Committee to amend Chapter III of the *Handbook*, replacing the current language for the Athletic Committee with the language below, to renumber/re-alphabetize the chapter appropriately, to make the changes to both the committee's duties and the terms for student and faculty members effective immediately and to make the membership structure changes effective at the time appointments to committees occur during spring 2007.**

Proposed language:

1. Membership: Four faculty (with equal representation of women and men), the Student Senate Athletic Representative and one additional student from the Student Athletic Advisory Committee (with equal representation of women and men), the Athletic Director, the Senior Woman Athletic Administrator, The Chair of Health and Human Performance, the women's and men's Faculty Athletic Representatives (FAR), and the Assistant to the Chancellor for Equity and Affirmative Action.
2. Terms of Office: Three years for faculty with one-third being appointed each year. Students should be appointed on an annual basis.
3. Duties:
  - a. Review and remain current on the policies prescribed by the NCAA and WIAC.
  - b. Approval of the final recommendations regarding how the money received from the Student Senate is budgeted.
  - c. Review of budgeted funds, statements, gate receipts, and expenditures of the Athletic Department. Review and audit report.
  - d. Promote athletic programs and develop relations with other institutions.
  - e. Recommend policies for the improvement of the athletic programs and facilities of the University. Increase involvement in the areas of responsibility in athletic programs.
  - f. Recommend to the Faculty Senate candidates for appointment as Faculty Athletic Representatives (FAR's).
  - g. Notify all head coaches and the Recreation Leadership Coordinator of forthcoming athletic committee meetings and agenda items.



- h. Review equity issues involving men's and women's athletics.

Current language:

**Section E – Athletic Committee**

1. Membership: Six faculty and six students (with equal representation of men and women), the Athletic Director and the Associate Athletic Director, the Chair of the Department of Health and Human Performance, the Men’s and Women’s Athletic Conference Representatives to the Wisconsin Intercollegiate Athletic Conference (WIAC) and the Assistant to the Chancellor for Equity and Compliance. Ex-officio, non-voting members: all coaches and the Assistant Director of the Leadership Center (Recreation and Wellness).
2. Term of Office: Six years for faculty with one-sixth being appointed each year. Two years for students with half one-half being appointed each year.
3. Duties:
  - a. Review and remain current on the policies prescribed by the NCAA and WIAC.
  - b. Approval of the final recommendations as to how the money received from the Student Senate is to be budgeted.
  - c. Review of budgeted funds, statements, gate receipts, and expenditures of the Athletic Department. Review and audit report.
  - d. Must approve unbudgeted, unscheduled athletic events which involve University intercollegiate athletic teams.
  - e. Promote athletic programs and develop relations with other institutions.
  - f. Recommend policies for the improvement of the athletic programs and facilities of the University. Increase involvement in the areas of responsibility in athletic programs.
  - g. Recommend to the Chancellor candidates for appointment as faculty representatives to WIAC.
  - h. Assist the Chancellor of the University, the Athletic Director, and the Chair of the Department of Health and Human Performance in interviewing and recommending personnel for coaching positions.
  - i. Review equity issues involving men's and women's athletics.

New terms are in bold:

<b>Athletic Committee *</b>						
Members	Required Status	Voting Status	Name	Rank	Term ends	Confirming body
Faculty	Female	Voting	Werner, Barbara	N/A	2011-12 <b>2008-09</b>	Faculty Senate
Faculty	Male	Voting	Weiss, Tom	N/A	2006-07	Faculty Senate
Faculty	Female	Voting	Davis, Tricia	N/A	2008-09 <b>2006-07</b>	Faculty Senate
Faculty	Male	Voting	Keen, Kerry	N/A	2007-08 <b>2006-07</b>	Faculty Senate
Faculty	Female	Voting	Crotty, Teri (CHAIR)	N/A	2010-11 <b>2007-08</b>	Faculty Senate
Faculty	Male	Voting	Henderson, Bill	N/A	2009-10 <b>2007-08</b>	Faculty Senate
Athletic Director	Athletic Director	Voting	Bowen, Rick	N/A	Indefinite	N/A
Associate Athletic	Associate Athletic	Voting	Ford, Patti	N/A	Indefinite	N/A

Director	Directors					
Chair of Health and Human Performance	Chair of Health and Human Performance	Voting	Perkins, Faye	N/A	2007-08	N/A
Men's Athletic Conference Rep. to WIAC	Men's Athletic Conference Rep. to WIAC	Voting	Mulvey, Jim	N/A	At the pleasure of the Chancellor	Faculty Senate recommendation to the Chancellor
Women's Athletic Conference Rep. to WIAC	Women's Athletic Conference Rep. to WIAC	Voting	Rebhuhn, Barbara	N/A	At the pleasure of the Chancellor	Faculty Senate recommendation to the Chancellor
Assistant to the Chancellor for Equity and Affirmative Action	Assistant to the Chancellor for Equity and Affirmative Action	Voting	Hajewski, Vicki	N/A	Indefinite	N/A
Student	Female	Voting		N/A	2007-08 <b>2006-07</b>	Student Senate
Student	Male	Voting		N/A	2007-08 <b>2006-07</b>	Student Senate
Student	Female	Voting		N/A	2007-08 <b>2006-07</b>	Student Senate
Student	Male	Voting		N/A	2006-07	Student Senate
Student	Female	Voting		N/A	2006-07	Student Senate
Student	Male	Voting		N/A	2006-07	Student Senate
Assistant Director of the Leadership Center (Recreation and Wellness)	Assistant Director of the Leadership Center (Recreation and Wellness)	Ex officio, non-voting	Sagen, Kurran	N/A	Indefinite	N/A
Head Coach	Basketball, Men's	Ex officio, non-voting	Berkhof, Jeff	N/A	Indefinite	N/A
Head Coach	Basketball, Women's	Ex officio, non-voting	Hovet, Cindy	N/A	Indefinite	N/A
Head Coach	Cross Country, Men's	Ex officio, non-	Glover, Dan	N/A	Indefinite	N/A

		voting				
Head Coach	Cross Country, Women's	Ex officio, non-voting	Glover, Dan	N/A	Indefinite	N/A
Head Coach	Football	Ex officio, non-voting	O'Grady, John	N/A	Indefinite	N/A
Head Coach	Golf	Ex officio, non-voting	Perry, Reid	N/A	Indefinite	N/A
Head Coach	Hockey, Men's	Ex officio, non-voting	Freeman, Steve	N/A	Indefinite	N/A
Head Coach	Hockey, Women's	Ex officio, non-voting	Cranston, Joe	N/A	Indefinite	N/A
Head Coach	Soccer	Ex officio, non-voting	McKuras, Sean	N/A	Indefinite	N/A
Head Coach	Softball	Ex officio, non-voting	Perkins, Faye	N/A	Indefinite	N/A
Head Coach	Swimming, Men's	Ex officio, non-voting	Henderson, Bill	N/A	Indefinite	N/A
Head Coach	Swimming, Women's	Ex officio, non-voting	Henderson, Bill	N/A	Indefinite	N/A
Head Coach	Tennis	Ex officio, non-voting	Lueck, Lee	N/A	Indefinite	N/A
Head Coach	Track & Field, Men's	Ex officio, non-voting	Brennan, Martha	N/A	Indefinite	N/A
Head Coach	Track & Field, Women's	Ex officio, non-voting	Brennan, Martha	N/A	Indefinite	N/A
Head Coach	Volleyball	Ex	Ford, Patti	N/A	Indefinite	N/A

		officio, non- voting				
* Membership shall need to be updated at the time 2007-08 committee appointments occur to reflect changes passed by the Faculty Senate December 20, 2006.						

**Motion regarding Exemplary Performance Awards (in response to Motion 24)**

1. Awards will go to the faculty member's salary line.

Response: Awards will go the faculty member's base but on either retirement or resignation, the award dollars will revert to the EPA pool.

2. 2005-2006 winners will have a permanent salary adjustment in the amount of their award.

Response: 2005-2006 winners were awarded under a different set of assumptions. Their award was a one-time award.

3. Awards will be in the amount of \$3,000.

Response: Awards will be a minimum of \$3,000. The Chancellor's Office may, at its discretion, award higher amounts.

4. Deans will distribute these awards as merit, paralleling the process currently used for distributing "regular dean's merit" and following those existing guidelines within each college.

Response: The EPA funds are separate from merit and will be held in the Chancellor's Office. The process to identify recipients will parallel the merit process with recommendations from Departments to Deans. Deans will then recommend recipients to the Chancellor. Existing guidelines within Departments and Colleges will be maintained. Use of the merit process for identifying EPA recipients will be reconsidered in the event additional EPA funding becomes available.

5. Both tenured and tenure-track faculty will be eligible for the award.

Response: Both tenured and tenure-track faculty will be eligible.

6. Funds will be proportionally allocated to colleges based on FTE faculty.

Response: Funds will be retained in the Chancellor's Office. In the process of awarding funding, the Chancellor will take into account the home Department and College of the recipients. Exceptional performance, however, will be the prime criteria for awarding funding.

7. Funds will not be carried over to a subsequent year unless there is not enough money to make a \$3,000 award. In that case, the amount under \$3,000 will be carried over to the next year and put into the Meritorious Faculty Award Pool.

Response: Funds not distributed in this year will be retained in the Chancellor's Office and used for the specific purposes identified for the original funding: recruitment and retention.

8. Preference will be given for new monies to those who have not previously received an award.

Response: In the process of awarding funding, the Chancellor's Office will take into account awarding funding to those who have not received funding in the past. The major criteria, however, will be exceptional performance.