



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

Senators: Chair – Wes Chapin , Vice Chair – Ogden Rogers, Secretary – John Heppen, Executive Committee – Glenn Potts, Brenda Boetel

Date: April 4, 2007
To: Faculty Senate and University Community
From: Wes Chapin, Faculty Senate Chair
Subject: Tentative Agenda for Faculty Senate Meeting April 4, 2007

The 2006-2007 Faculty Senate will meet on April 4, 2007 at 3:40pm in Room 334 of the University Center. Faculty Senators who cannot attend should arrange for a substitute and notify John Heppen at john.heppen@uwrf.edu
http://www.uwrf.edu/faculty_senate/

Agenda April 4, 2007

Call to Order:

Seating of Substitutes
Recognition of Invited Guests
Approval of Minutes from March 21, 2007

Reports:

Unfinished Business:

New Business:

Proposal 1: A motion from FWPP to recommend that Senate forward the nomination of Dr. Gary Rohde to be appointed to the State Group Insurance Board (see attached p.6)

Proposal 2: A motion from the Faculty Senate Executive Committee to rewrite Chapter III Organization of the Faculty and Staff 3.2 Constitution of the UW-River Falls Faculty Article VI The Faculty Senate Section C Election Procedures for the Faculty Senate. In summary, this proposal will simplify elections by requiring that candidates obtain signatures on a petition to be placed on the ballot negating the need for a nominating election as is currently practiced. (see attached p.8)

Proposal 3: Motion from Faculty Salary Committee that the 2007-09 pay plan be submitted with 2/3 of any increase going to solid performance and 1/3 for merit/market. (see attached p. 10)

Proposal 4: Motion from Faculty Salary Committee that the Chancellor follow the example of the majority of other UW-System chancellors and abstain from taking the 10% discretionary fund. (see attached p.10)

Proposal 5: First reading of a motion for the Executive Committee to change the description of the Calendar Committee.

Current Language

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.

Proposed Language

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), and a student appointed by the Student Senate.

Proposal 6: Second reading of a motion from the Assessment Committee to change its duties (see attached p.10). Note: first reading was on Feb. 26th.

Proposal 7: Motion from FWPP. The Faculty Welfare and Personnel Policies Committee (FWPP) requests that Senate consider the attached recommended changes to the Faculty Handbook to help clarify some vague language (see attached p. 11)

Proposal 8: Motion from FWPP. Motion to transfer committee duties and to rename the Faculty Salary Committee. (see attached p. 14)

New Business Miscellaneous:

Adjournment:



Minutes of the UWRF Faculty Senate for March 21, 2007,

Vol. 31 No. 20.

Representation	Term Expires 2007	Term Expires 2008	Term Expires 2009
<i>CAFES</i>	Bob Baker (Tony Jilek)	Laine Vignona	
<i>CAS</i>	Wes Chapin (Tracy Gladstone-Sovell)	Patricia Berg (David Furniss)**	Peter Johansson
	Larry Harred	John Heppen	
	Barbara Werner (Gordon Hedahl)		

<i>COEPS</i>		Ogden Rogers	Michael Miller
<i>CBE</i>			Glenn Potts
<i>4th Division</i>	Cara Rubis (Kristie Feist)	Gregg Heinselman	Sarah Egerstrom
<i>At Large</i>		Brenda Boetel (Jr) (Gregg Hadley)	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: Ogden Rogers called the meeting to order at 3:40pm.

Seating of Substitutes: Gregg Hadley for Brenda Boetel and Tracy Gladstone-Sovell for Wes Chapin, Tony Jilek for Bob Baker, Gordon Hedahl for Barbara Werner

Guests: Dan Vande Yacht, Sandra Oftedahl, Rick Bowen, Teri Crotty, Hossein Najafi, Rich Wallace, Jeff Rosenthal.

Approval of Minutes: The minutes were approved as corrected.

Vice-Chair's Report:

Ogden Rogers reported that an open call for nominations for at-large senate elections and the termination committee will be sent soon.

Other Reports:

Athletic Director, Rick Bowen, reported on the current state of the Athletic Department with reports on participation rates based on gender, coaching staff, budgets, compliance with Title IX, and facilities.

Unfinished Business:

Proposal 2 postponed from Feb. 28, 2007 Faculty Senate Meeting: Resolution from the Faculty Senate's Executive Committee supporting the Information and Instructional Technology Committee's request to provide reassignment time for the proposed faculty chair of the Information and Instructional Technology Council. Hossein Najafi spoke to the issue. Vice-Chair Ogden Rogers brought the postponed proposal to the table without any objection. Charlie Hurt stated their office offers support for the resolution and would like to see the Senate come back with a look at what other committees with large

workloads may need reassignment time. The motion passed with 13 yes votes, 0 no votes and 6 abstentions.

Proposal 10 postponed from Feb. 28, 2007 Faculty Senate Meeting: A motion from Handbook Review Committee to add a new introduction to the handbook was brought to the table by Vice-Chair Ogden Rogers without any objection. Sarah Egerstrom had a question about Chapter 6 and its proper placement since changes to Chapter 6 are brought back to the Academic Staff Council. Terry Ferris proposed a friendly amendment seconded by Nan Jordahl to remove Chapter 6 from the last line in the last row and place Chapter 6 in its own row to reflect that changes to Chapter 6 are initiated by the Academic Staff Council and that other items in the columns are initiated by ACS or non-applicable. The motion passed unanimously with 20 yes votes.

Proposal 13 postponed from Feb. 28, 2007 Faculty Senate Meeting: A motion from the Academic Standards Committee (12 February 2007), to replace the existing language in the *Faculty/Academic Staff Handbook* Section 8.2.17 of Chapter 8 with new language and an amendment

Nan Jordahl moved to amend the motion by removing “The I remains on the transcript with the note that the work was completed.” and replacing it with When the coursework is completed, the I grade is removed from the student’s records. Larry Harred seconded the amendment.

Vice-Chair Ogden Rogers brought the proposal to the table without any objection. Discussion continued on the proposed amendment. Dan Vande Yacht and Sandra Oftedahl spoke to the issue. Glenn Potts stated that the wording of the amendment needs to be changed to have its true intent known. Sandra Oftedahl stated that removing the I grade and the notation to an I grade presents challenges to the Financial Aid office in regards to SMART. Terry Ferris spoke in favor of the amendment. Charlie Hurt stated that we may be using the I grade inappropriately. The amendment failed with 6 yes votes and 9 no votes. Discussion returned to the main motion. Nan Jordahl moved to amend the motion by inserting The notion for I and SP is taken off of the students’ records when the course work is completed. Larry Harred seconded the amendment. Peter Johansson asked when a student receives an I is there notation. Dan Vande Yacht replied no, just an I. Terry Ferris asked if anyone from Academic Standards was in attendance. Dawn Hukai replied that the motion was the result of a compromise. Tracy Gladstone-Sovell asked if I and SP are treated the same. Dan Vande Yacht replied that they are treated differently. The amendment passed with 13 yes votes, 5 no votes and 2 abstentions. Discussion returned to the main motion. Nan Jordahl stated that we should eliminate the part where the student must resolve all outstanding I and SP grades for graduation. Terry Ferris moved to amend the motion by striking Graduation: The student must resolve all outstanding I and SP grades before the diploma is granted. David Rainville seconded the amendment. The amendment failed with 4 yes votes, 15 no votes and 0 abstentions. The main motion passed with 18 yes votes, 2 no votes and 0 abstentions.

New Business:

Proposal 1: Second reading of a motion from the ILTC to approve the revised technology committees structures. Glenn Potts and Michael Miller first and seconded the motion respectively. The motion passed with 16 yes votes and 1 no vote.

Proposal 2: Second reading of a motion from the Executive Committee to clarify the appointment processes. John Heppen and Karl Peterson first and seconded the motion respectively. The motion passed with 18 yes votes, 0 no votes, and 1 abstention.

Proposal 3: Second reading of a motion from the Executive Committee to change the “Responsibilities” of the Faculty and Academic Staff Development Board. John Heppen and Melissa Wilson first and seconded the motion respectively. Nan Jordahl moved to amend the motion by striking and procedures. The motion passed with 11 yes votes, 6 no votes and 0 abstentions. The main motion passed with 17 yes votes, 1 no vote and 0 abstentions.

Proposal 4: A motion from the Calendar Committee to approve the 2009-10 academic calendar was made by Gordan Hedahl and Peter Johansson. Jeff Rosenthal from Chemistry spoke about the impact the calendar would have on teaching chemistry and how it would be a disruption for students. The motion passed with 15 yes votes, 3 no votes and 1 abstention.

Proposal 5: A motion from the Diversity Committee to support a Resolution in Support of Domestic Partner Benefits for State Employees. Charlie Hurt and Tracy Gladstone-Sovell first and seconded the motion. The motion passed by unanimous consent.

Proposal 6: A motion from the General Education Committee to approve revisions to Goal One. John Heppen and Sarah Egerstrom first and seconded the motion. Rich Wallace spoke to the issue. The motion passed unanimously.

Proposal 7: A motion from the General Education Committee to allow departments to:

1. continue using the Current Goals, Criteria and Outcomes until re-approval.

-or-

2. implement the revised Goals, Criteria and Outcomes.

John Heppen and Nan Jordahl first and seconded the motion respectively. The motion passed unanimously.

Proposal 7a: A motion from the Executive Committee to appoint Karen Klyczek as Chair of the General Education Committee for the 2007-2008 academic year was passed by general consent.

Proposal 8: A motion from APP to approve a program title change. Name change to: Communication Studies and Theater Arts. Old name: Speech Communication and

Theatre Arts. John Heppen and Peter Johansson first and seconded the motion respectively. The motion passed unanimously.

Proposal 9: A motion from APP to approve program requirement changes to Theatre Major and Minor, Speech Communications major and Mass Communication Emphasis and Minor. David Rainville and Terry Ferriss first and seconded the motion respectively. The motion passed unanimously.

Proposal 10: A motion from APP to approve a Substantial Major/Minor content change in Business Administration MIS Option. David Rainville and Charlie Hurt first and seconded the motion respectively. The motion passed unanimously.

Proposal 11: A motion from the Executive Committee to amend something previously passed. The executive committee moves to amend UW-RF Faculty Senate Motion 2006-2007/52. At the February 14, 2007 meeting of the University of Wisconsin-River Falls Faculty Senate, motion 2006-2007/52 was made, seconded, and passed.

Motion from Faculty Welfare and Personnel Policies to adopt the attached Criminal Background Check/Investigation Policy.

The executive committee moves to remove “policy” and replace it with “plan” so the title reads **BACKGROUND CHECK IMPLEMENTATION PLAN** instead of

BACKGROUND CHECK IMPLEMENTATION POLICY. David Rainville and Peter Johansson first and seconded the motion respectively. The motion passed with 17 yes votes, 1 no vote and 1 abstention.

Adjournment: Terry Ferriss and David Rainville moved to adjourn at 5:30pm. The motion passed unanimously.

Respectively Submitted,

John Heppen
Secretary UWRF Faculty Senate.

State Insurance Board Nominee Recommendation

Memorandum

To: Wes Chapin, Chair, Faculty Senate
From: Brad Mogen, Chair, Faculty Welfare and Personnel Policies Committee
Cc: John Heppen
Date: March 19th, 2007

Re: State Insurance Board Nominee Recommendation

Wes,

Attached is a recommended draft of a letter to Governor Doyle and our local legislative representatives encouraging their support for Dr. Gary Rohde to be named a member of the State Group Insurance Board. The FWPP Committee feels it is extremely important to get a local member on the Insurance Board who will more effectively represent this region of the state and champion our concerns. If you have any questions regarding this, please feel free to contact me.

Thank you.



Governor Jim Doyle
State Capitol Room 115 East
Madison, WI 53702

Dear Governor Doyle:

The Faculty Senate at UW-River Falls unanimously nominate Dr. Gary E. Rohde to represent western Wisconsin on the State Group Insurance Board. Dr. Rohde served as Secretary of Agriculture for the State of Wisconsin from 1976–1981 and then as Dean of the UW-River Falls College of Agriculture, Food and Environmental Science (CAFES) from 1981–1999. His service has been exemplary in all those capacities and he brings with him an extensive knowledge of boards, commissions and the state governmental process.

We feel that UW-River Falls and all of western Wisconsin needs strong representation on the Group Insurance Board to rectify the differential treatment our faculty and staff have received over the past few years. An example of this is the fact that UWRF is the only University within the UW-system not to have access to the Humana Tier 1 option, but be restricted to Humana Tier 2. This has placed a particularly unfair hardship on virtually all UWRF employees and their families, the impact of which has been recently documented in a public letter from our campus to Secretary Eric Stanchfield and Director William Kox (see enclosed copy). For many employees, the increased medical costs associated with this restriction have wiped out all real wage increases for the past two years.

We have included a copy of Dr. Rohde's Vita and a letter of support from UW-RF Chancellor, Dr. Donald Betz. Dr. Rohde is currently completing the forms requesting consideration for this appointment.

We encourage you to support our recommendation of such a highly qualified candidate and would welcome any additional questions you may have regarding this issue.

Sincerely,
Dr. Wes Chapin
Chair, Faculty Senate

University of Wisconsin-River Falls

Cc: Senator Sheila Harsdorf, Representative Kitty Rhodes.

**Proposed Motion to rewrite Chapter III Organization of the Faculty and Staff 3.2
Constitution of the UW-River Falls Faculty Article VI The Faculty Senate Section C
Election Procedures for the Faculty Senate.**

Election Procedures for the Faculty Senate

1. The Vice Chair, as the agent of the Faculty Senate, shall conduct and validate elections.
2. The procedure for electing Senators shall be initiated by March 1 in the spring semester.
3. Division Elections - Senate Seats:

Division Elections - Senate Seats:

During spring semester, the Vice Chair shall inform the faculty members of the number of Senators to be elected from their respective divisions. A list of those eligible shall also be provided. Any faculty member may be placed on the ballot by written petition signed by no fewer than five eligible voters from within the division within seven business days of the announcement of the call for candidates.

The Vice Chair shall see that all voters receive ballots in good time and shall do whatever else is necessary for an effective election process. Upon completion of the slate of candidates for the Faculty Senate seat(s) within each voting division, an election by secret ballot shall be conducted. Faculty may cast one vote per vacancy on the ballot.

Candidates receiving the most votes will be elected. Ties in the division elections shall be broken by lot supervised by the Vice Chair. The names of the individuals elected to the Senate shall be reported in the Faculty Senate minutes. Upon request, the vote totals shall be available from the Vice Chair of the Senate.

4. At Large Election - Senate Seats:

During spring semester and following the election of division Senators, the Vice Chair shall furnish each faculty voter a list of those eligible for nomination and election to the Senate from the senior ranks and a similar list of those eligible from the junior ranks. The Vice Chair shall identify the number of vacancies at the senior and junior levels.

Any faculty member may be placed on the ballot by written petition signed by no fewer than ten eligible voters of the same rank of the petitioner within seven business days of the announcement of the call for candidates. The Vice Chair shall see that all voters receive ballots in good time and shall do whatever else is necessary for an effective election process.

Upon completion of the slate of candidates, the Vice Chair shall conduct a University-wide election by secret ballot. The winners of the election shall be those receiving the most votes. Ties shall be broken by lot supervised by the Vice Chair.

The names of the individuals elected to the Senate shall be reported in the Faculty Senate minutes. Upon request, the vote totals shall be available from the Vice Chair of the Senate.

Current Version of Section C Election Procedures for the Faculty Senate

1. The Vice Chair, as the agent of the Faculty Senate, shall conduct and validate elections.
2. The procedure for electing Senators shall be initiated by March 1 in the spring semester.
3. **Division Elections** - Senate Seats:

During spring semester, the Vice Chair shall inform the faculty members of the number of Senators to be elected from their respective divisions. A list of those eligible shall also be provided. A nominating ballot shall be conducted, by division, in which each faculty member may nominate one person for each vacancy within his or her division. This method shall be used to elect two candidates for each position. The candidates chosen shall be those receiving the highest number of nominating votes. No person may be placed on the election ballot with fewer than two nominations, and if only one willing nominee receives two or more nominations, his or her name only will be placed on the election ballot along with the following notice: *Supporters of this candidate should return a voted ballot to prevent a run-off election involving write-ins*; and if no willing nominee receives more than one nomination, the Vice Chair will place all willing nominees on the initial ballot. If ties prevent an identification of two for each vacancy, additional candidates shall be included as required by a tie. The Vice Chair is responsible for determining if candidates are willing to serve on the Senate. Candidates unwilling to serve shall be replaced by persons receiving the next highest number of nominating votes. The Vice Chair shall see that all voters receive ballots in good time and shall do whatever else is necessary for an effective election process.

Additional candidates may be nominated by written petition signed by no fewer than five eligible voters from within the division within three business days of the announcement of nominated candidates.

Upon completion of the slate of candidates for the Faculty Senate seat(s) within each voting division, an election by secret ballot shall be conducted. Faculty may cast one vote per vacancy on the ballot.

Candidates receiving the most votes will be elected. Ties in the division elections shall be broken by lot supervised by the Vice Chair.

The names of the individuals elected to the Senate shall be reported in the Faculty Senate minutes. Upon request, the vote totals shall be available from the Vice Chair of the Senate.

4. **At Large Election** - Senate Seats:

During spring semester and following the election of division Senators, the Vice Chair shall furnish each faculty voter a list of those eligible for nomination and election to the Senate from the senior ranks and a similar list of those eligible from the junior ranks. The Vice Chair shall identify the number of vacancies at the senior and junior levels, and each faculty member may nominate one person for each vacancy. Two candidates shall be chosen by this method for each vacancy. Those chosen shall be the persons with the largest number of votes in the respective ranks. No person may be placed on the election ballot with fewer than two nominations, and if only one willing nominee receives two or more nominations, his or her name only will be placed on the election ballot along with the following notice: *Supporters of this candidate should return a voted ballot to prevent a run-off election involving write-ins*; and if no willing nominee receives more than one nomination, the Vice Chair will place all willing nominees on the initial ballot.

In addition to candidates selected under (a), the at-large election ballot shall include names of individuals nominated by petition. Petitions containing the signatures of at least fifteen qualified voters shall be sufficient to place names on the at-large election ballot. Petitions must be submitted within three business days of the announcement of nominated candidates.

Upon completion of the slate of candidates, the Vice Chair shall conduct a University-wide election by secret ballot. The winners of the election shall be those receiving the most votes. Ties shall be broken by lot supervised by the Vice Chair.

The names of the individuals elected to the Senate shall be reported in the Faculty Senate minutes. Upon request, the vote totals shall be available from the Vice Chair of the Senate

Faculty Senate Salary Committee Memo

March 26, 2007

To: Wes Chapin
From: Jim Madsen
Re: Pay plan recommendation

The Faculty Senate Salary Committee met on Monday, March 26, 2007 and passed the following motions regarding the 2007-2009 pay plan.

Motion (Mogen/Olsen) That the 2007-09 pay plan be submitted with 2/3 of any increase going to solid performance and 1/3 for merit/market. Motion passed unanimously.

Motion (Wallace/Mogen) – That the Chancellor follow the example of the majority of other UW-System chancellors and abstain from taking the 10% discretionary fund. Motion passed unanimously.

Change to Assessment Committee duties

The Assessment Committee approved the following changes to our duties and request that the changes be considered by Faculty Senate.

Current language of 3d:

d. To 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. The Assessment Committee will recommend instruments, methods, timetable and design for the general education assessment to the AP&P Committee. The AP&P Committee will approve or disapprove the Assessment Committee's Plan. Once approved, the Assessment Committee will coordinate the collection of data needed for the assessment. The Assessment Committee will tabulate their results and give them to the AP&P committee.

Proposed language:

d. To assess General Education and University Requirements ~~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.~~ The Assessment Committee will recommend instruments, methods, timetable and design for the general education and university requirements assessment to the AP&P Committee. The AP&P Committee will approve or disapprove the Assessment Committee's Plan. Once approved, the Assessment Committee will coordinate the collection of data needed for the assessment. The Assessment Committee will tabulate their results and give them to the AP&P committee.

Memorandum

To: Wes Chapin, Chair, Faculty Senate`
From: Brad Mogen, Chair, Faculty Welfare and Personnel Policies Committee

Cc: John Heppen
Date: March 30th, 2007

Re: Motion to amend Handbook language for clarification

Wes,

The Faculty Welfare and Personnel Policies Committee (FWPP) requests that Senate consider the attached recommended changes to the Faculty Handbook to help clarify some vague language.

Please feel free to contact me with any questions.



For all recommended Handbook changes, the pertinent language is underlined in the “Proposed Language” section.

Senate request: Please define “minority view”:

Current Language Chapter 4: 3.3.6:

3.3.6-The head of the academic unit shall prepare and submit the unit's recommendation for the administrative review provided in Section 3.5. The recommendation shall be accompanied by a copy of the record which was presented to the faculty, a statement of the number of faculty members who favored and the number who opposed the recommendation, any minority view which has substantial support, and whether the head of the academic unit concerned agrees with the recommendation.

Proposed Language Chapter 4: 3.3.6

3.3.6-The head of the academic unit shall prepare and submit the unit's recommendation for the administrative review provided in Section 3.5. The record submitted by the head of the academic unit shall include the unit's recommendation, a copy of the record which was presented to the faculty, a statement of the number of faculty members who favored and the number who opposed the unit head's summary of views of those disagreeing with the recommendation, and whether the head of the academic unit concerned agrees with the recommendation.

Senate request: Please define whether the statements of voting members (3.3.7) are to be open for inspection or “sealed”:

Current Language Chapter 4: 3.3.7

3.3.7-The recommendation, including all documents referred to in Section 3.3.6, shall be available in the chair's office for inspection and comment by the voting members for a period of not less than three weekdays prior to the date set forth in Section 3.6 for its submission for administrative review. During those days, voting members may add their separate concurring or dissenting statements to the material forwarded.

Proposed Language Chapter 4: 3.3.7

3.3.7-The recommendation, including all documents referred to in Section 3.3.6, shall be available in the chair's office for inspection and comment by the voting members for a period of not less than three weekdays prior to the date set forth in Section 3.6 for its submission for administrative review. During those days, any voting member may add their separate concurring or dissenting statement to the material forwarded. These statements are added to the official record and are open to the same review as the other material forwarded.

Senate request: Could the FWPP committee please review Chapter 4 and provide the Senate with a clarification of whether the time periods referred to are “workdays” or “calendar” days:

Current Language, Chapter 4: 3.3.2

3.3.2-At least 30 calendar days prior to the vote on the question of renewal of a probationary appointment, the head of the academic unit shall notify, in writing, the faculty member in question and all faculty members eligible to vote thereon. These individuals shall be allowed access to the professional record and given the opportunity to update that record as identified in Section 3.2.4. This material must be placed in the record within 20 days after the notification. For at least a five-day period before the vote is taken, the faculty member in question and every faculty member eligible to vote shall be allowed access to the professional record for review purposes only. (See time schedule in Section 3.6.1)

Proposed language, Chapter 4: 3.3.2

3.3.2-At least 30 calendar days prior to the vote on the question of renewal of a probationary appointment, the head of the academic unit shall notify, in writing, the faculty member in question and all faculty members eligible to vote thereon. These individuals shall be allowed access to the professional record and given the opportunity to update that record as identified in Section 3.2.4. This material must be placed in the record within 20 days after the notification. For at least a five-workday day period before the vote is taken, the faculty member in question and every faculty member eligible to vote shall be allowed access to the professional record for review purposes only. (See time schedule in Section 3.6.1)

Current Language, Chapter 4: 3.5.2

3.5.2-The Chancellor shall inform the faculty member of his or her decision for the renewal or nonrenewal of the probationary appointment. The faculty member may, within 30 days of a nonrenewal notice, submit a written request to the Chancellor for reasons of nonrenewal. The Chancellor shall, within 10 days, give him or her written reasons for nonrenewal. Such reasons shall become a part of the professional record of the individual.

Proposed Language, Chapter 4: 3.5.2

3.5.2-The Chancellor shall inform the faculty member of his or her decision for the renewal or nonrenewal of the probationary appointment. The faculty member may, within 30 days of a nonrenewal notice, submit a written request to the Chancellor for reasons of nonrenewal. The Chancellor shall, within 10 working days, give him or her written reasons for nonrenewal. Such reasons shall become a part of the professional record of the individual.

Current Language, Chapter 4: 3.5.3

3.5.3-Within 20 days after receiving written reasons from the Chancellor, the faculty member may submit to him or her a written request for a reconsideration of the nonrenewal decision. The purpose of reconsideration of a nonrenewal decision shall be to provide an opportunity for a fair and full reconsideration of the nonrenewal decision and to ensure that all relevant material is considered.

(a) Such reconsideration shall be undertaken by the Chancellor and shall include, but not be limited to, notice at least five days in advance of the time of reconsideration of the decision, an opportunity to respond to the written reasons and to present any written or oral evidence or arguments relevant to the decision, and written notification of the decision resulting from the reconsideration.

Proposed Language, Chapter 4: 3.5.3

3.5.3-Within 20 days after receiving written reasons from the Chancellor, the faculty member may submit to him or her a written request for a reconsideration of the nonrenewal decision. The purpose of reconsideration of a nonrenewal decision shall be to provide an opportunity for a fair and full reconsideration of the nonrenewal decision and to ensure that all relevant material is considered.

(a) Such reconsideration shall be undertaken by the Chancellor and shall include, but not be limited to, notice at least five workdays in advance of the time of reconsideration of the decision, an opportunity to respond to the written reasons and to present any written or oral evidence or arguments relevant to the decision, and written notification of the decision resulting from the reconsideration.

Memorandum

To: Wes Chapin, Chair, Faculty Senate`
From: Brad Mogen, Chair, Faculty Welfare and Personnel Policies Committee
Cc: John Heppen
Date: March 30th, 2007

Re: Motion to transfer committee duties and to rename the Faculty Salary Committee.

Wes,

The Faculty Welfare and Personnel Policies Committee (FWPP) met on March 23 and began reviewing the charges established for the FWPP as outlined in the current Faculty Handbook: 18th edition. One of the duties currently expected of the FWPP is listed as Section J-3. a. 8): “fringe benefits” (Chapter III page 19).

The FWPP Committee recommends that, although fringe benefits clearly impact the welfare of all faculty and staff, fringe benefits are more closely tied to, and should be evaluated as part of, our overall compensation package. Therefore, the FWPP Committee recommends that Senate:

- transfer the duties of evaluating existing and proposed fringe benefits packages to the faculty Salary Committee, and
- as a result of this transfer of duties and responsibility, rename the existing Faculty Salary Committee to be the Faculty Compensation Committee to more accurately describe its revised duties.

Should Senate choose to approve this recommendation, duty a. 8) “fringe benefits” would be removed from Section J: Faculty Welfare and Personnel Policies Committee and transferred to Section I: Faculty Compensation Committee.

FWPP also recommends that the FWPP duty included under a. 6): “ sick leaves, leaves of absence, faculty development leaves, etc.” be amended such that the evaluation of “sick leaves *and collegial coverage*” (“and collegial coverage” would be inserted as new wording) as a benefit also be transferred to the newly formed Faculty Compensation Committee and that reference moved in the handbook. Please see the attached for all proposed revision recommendations.

These changes would tie the evaluation of salaries and benefits into a single, more logical committee structure as these issues are normally negotiated as a combined package.

Please feel free to contact me with any questions.

A handwritten signature in black ink that reads "Bud Moge". The signature is written in a cursive, flowing style with a horizontal line extending to the right from the end of the name.

**Proposed Changes to Handbook describing the duties of the FWPP
Committee (Faculty Handbook Chapter III):**

Section J – Faculty Welfare and Personnel Policies Committee

- 1 Membership: Seven faculty with at least one each from the following: academic staff and/or the rank of instructor, assistant professor, Affirmative Action associate professor, professor; and two students. The Assistant to the Chancellor for Equity and Compliance, the Provost & Vice Chancellor's designee, the Vice Chancellor for Administration and Finance, 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 affirmative action;
 - 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., and
 - 7) faculty working conditions, ~~and~~
 - 8) ~~fringe benefits~~.

(Note: remainder of duties outlined in handbook remain unchanged)

**Proposed Changes to Handbook describing the duties of the Faculty
Compensation Committee (Faculty Handbook Chapter III):**

Section I -Faculty Compensation Committee

- 1 Membership: Eight faculty with at least one from each of the following: academic staff and/or the rank of instructor, assistant professor, associate professor, professor; and two students. In addition, the UW-River Falls faculty representative to the UW-System's Faculty/Staff Compensation Advisory Committee is a full, voting member. [FS 03-04 #2] The Assistant to the Chancellor for Equity and Affirmative Action, the Provost & Vice Chancellor or the Provost & Vice Chancellor's designee, the Vice Chancellor for Administration and Finance, and the Special Assistant to the Chancellor are all ex-officio, non-voting 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 the following:
 - 1) Salary and salary ~~increases~~ issues, including – but not restricted to – J-term compensation, summer session compensation, overloads, reassigned time and compression;
 - 2) Personnel evaluation and recommendations that pertain to salary and salary increases;
 - 3) Existing and proposed changes to personnel fringe benefits, including sick leave, collegial coverage and medical plan options.
 - b. Provide an annual written summary to the Senate and all faculty each April addressing the biennial compensation plan, and any additional relevant issues reflected under duties a. 1)-3) above.