



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

* Chancellor's Designee

** Absent

() Substitute

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

Seating of Substitutes: Amy Lloyd for Melissa Wilson

Guests: Blake Fry, Dan Marchand, Doug Johnson

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

Reports

Chair's Report:

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

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

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

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

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

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

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

Wes, attended a joint meeting of the joint UW Faculty Representatives and Academic Staff Representatives in my place on November 15 at UWS in Madison, and will report

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

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

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

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

Vice Chair's Report: none

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

New Business Consent Agenda:

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

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

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

Old Business-

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

Proposed Resolution on Equity and Affirmative Action

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

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

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

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

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

Questions raised included 1. The use of UW System legal resources in equity compliance, 2. Why the administration is asking faculty senate to allocate a position that they are in the position to decide about, 3. Which position would have to be eliminated in order to create a full time EAA person (faculty senate would have no input in this matter), 4. Would this person be a lawyer (salary of \$60,000+) versus human resource background (\$40,000) 5. Does the senate have a role in hiring decisions (never has before) 6. Other there other possible models than a full time position (legal retainer etc.) 7. Diversity committees role is not to create budget requests, administration should be doing that. 8. Why did the administration not create a budget request as it is now university policy? 9. Is there a federal mandate to have such a position? 10. Is administration asking faculty senate to reallocate resources?

Terry Ferriss made a motion to send the resolution back to the committee to rework it and was seconded by Kristen Hendrickson.

8 in favor of sending back, 8 opposed. The chair overruled the motion thus it was defeated.

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

Motion was voted on and passed.

11 in favor

7 opposed

2 abstentions

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

Entire resolution voted on. Unanimously approved.

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

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

New Business

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

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

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

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

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

Doug Johnson spoke in support.

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

3. Proposal from the University Planning Group:

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

Strategic Planning Priorities for 2007-2008:

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

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

OP 1 - Define institutional priorities.

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

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

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

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

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

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

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

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

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

OP 3.2 - Investigate allocation models.

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

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

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

UWRF will create and implement an integrated marketing strategy.

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

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

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

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

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

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

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

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

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

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

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

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

Priority: Goal 7: Invest in Human Resources

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

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

7.1.1 - Act to reduce salary compression.

7.1.2 - Act to reduce benefits inequalities.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

3. Proposal from the General Education Committee:

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

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

4. Proposal from the Faculty Welfare Committee:

The FWPP committee recommends:

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

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

Support for the motion was based on the fear of losing retirement benefits.

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

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

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

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

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

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

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

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

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

Meeting adjourned at 5:45pm