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Senators: Chair – David Rainville , Vice Chair – Dennis Cooper, Secretary – Kris Hiney, Executive Committee – John Heppen, Todd Savage

Date: November 14, 2009
To: Faculty Senate and University Community
From: David P. Rainville, Faculty Senate Chair
Subject: Agenda for Faculty Senate Meeting November 18, 2009

The 2009-2010 Faculty Senate will meet on November 18, 2009 at 3:30 P.M. in Room 334 (Willow River Room) of the University Center. Faculty Senators who cannot attend should arrange for a substitute and notify Kristina Hiney at Kristina.hiney@uwrf.edu.

Agenda: November 18, 2009

Call to Order:

Seating of Substitutes
Vice Chair's Report and Introduction of a New Senator
Approval of Minutes of November 4, 2009

Reports:

Chairs Report
Other Reports:
Faculty Welfare and Personnel Policies Committee - Brad Mogen, Chair

Unfinished Business:

None

New Business Consent Agenda:

None

New Business:

1. A proposal from the Executive Committee to approve a **resolution** related to Wisconsin State senate and Assembly Bill (SB223) which requires regional representation on the University of Wisconsin System Board of Regents:

Whereas the University of Wisconsin-River Falls lies on the far-western border of the Great State of Wisconsin; and,

Whereas there are currently no members of the Board of Regents with regional ties to the St Croix River Valley, the fastest growing region with the highest cost of living in the State of Wisconsin; and,

Whereas there has rarely been adequate representation on the University of Wisconsin System Board of Regents of most of the University of Wisconsin System Comprehensive Universities, Colleges, and Extension; and,

Whereas there needs to be greater access to all citizens of all areas of Wisconsin to members of the Board of Regents of the University of Wisconsin System to ensure that the needs of the entire State are met;

Be it resolved:

That the Faculty Senate of the University of Wisconsin-River Falls endorses SB223, which requires regional representation on the University of Wisconsin System Board of Regents, and it encourages Governor James Doyle to sign this bill.

2. A **motion** from the Faculty Compensation Committee (Stephen Olsen, Chair) to approve the following motion (this motion will amend and replace motion [2006-2007/67]:

A motion from the Faculty Compensation Committee for UWRF Faculty
Salary Adjustment and Salary Preservation
Revised 5 November 2009.

Whereas, The Top Priority identified in the UWRF Strategic Plan 2007-2008 is "Goal 7: Invest in Human Resources" -specifically 7.1 "Strive to enhance compensation and benefits plans for all UWRF employees" and & 7.1.1 "Act to reduce salary compression;" and

Whereas, Salary levels for all faculty at UWRF have historically lagged behind those of other UW System Comprehensive Universities; ¹ and

Whereas, Hiring practices instituted by UWRF following "Reach For the Future" have permitted Assistant Professors and most Associate Professors to make positive gains in terms of salary position when compared to peer UW System Comprehensive Universities; and

Whereas, Full Professor salaries have been identified, both during "Reach For the Future" and during our current Strategic Planning process, as being substantially below our peer institutions based on nationally recognized data sources (AAUP as well as UW-System); ² and

Whereas, UWRF is designated by the Federal Government as being included in the Twin Cities metropolitan area and, therefore, subject to the Bureau of Labor Statistics data relevant to the cost of living in that metropolitan area; and

Whereas, The Recruitment and Retention Fund (RRF) (previously called the "STAR" system) and College Deans' salary exceptions offer opportunities for faculty at all ranks to increase their base pay on a limited, individual, selective basis; and

Whereas, Since 1999, the UWRF policy on promotions has been to award \$3,000 to faculty promoted from Assistant Professor to Associate Professor and to award \$4,000 to the base pay of faculty promoted from Associate to Full Professor; and

Whereas, The Report on Faculty and Staff Job Engagement at UW-River Falls, published January 2009, shows that 67% of the respondents slightly or strongly disagree with the statement that “the pay I receive for my work is fair and reasonable when compared to the pay that others on other campuses receive for doing comparable work,” and that the accompanying consultant’s report emphasizes that pay inadequacy and fairness can easily become employee de-motivators, and Whereas, The current pay policies for the UW System and UWRF itself provides no formal mechanism for UWRF Full Professors to reach even the average of their system peers nor provide any significant financial incentive to excel and advance in their professional careers; therefore be it **moved**

1. That \$2,000 will be added effective January 1, 2008, out of the current year's budget to the base salary of all current faculty members who were promoted to (and not hired at) the rank of Full Professor while at UWRF on or before 1 January 2008. ³
2. That, effective for the 2010-2011 academic year, \$2,000 will be added to the base salary of all current faculty members who were promoted to (and not hired at) the rank of Full Professor on or before 1 September 2010. This salary adjustment may be delayed for one year in the event of a significant UW System lapse and only after consultation with the Senate Executive Committee and the Faculty Senate.
3. That beginning 2008-2009, the award increments for promotion to Associate Professor and Full Professor will be increased yearly by a percentage that equals the approved pay plan percentage increase. The base year is 2008-2009.
4. That all monies assigned to unclassified salaries shall remain assigned to unclassified salaries when an unclassified employee leaves UWRF (e.g., retirement, resignation, death, or any other reason). "Salary savings" shall no longer be used as a revenue source to replace UW System budget cuts or transferred to non-salary budgets. In the event of a UW System budget lapse or other budget crisis, exceptions may be made to this following consultation and concurrence of the Faculty Senate.
5. That beginning with the 2010-2011 academic year, salary adjustments (other than the pay plan percentage increase) for faculty of all ranks will be made on the basis of a model to be determined that would include, but not be limited to, 1) Post Tenure Review; 2) the difference between the faculty member's salary and the salaries of faculty at peer institutions adjusted for academic discipline; and 3) years of service at UW-RF. A minimum of \$100,000 shall be allocated to this adjustment fund annually. These monies are separate from the RRF program or its UW System institutional successor. Other compensation adjustment programs currently in existence at UW-RF will continue to exist. This allocation shall continue at least until UW-RF faculty (tenured and tenure track) salaries at all ranks reach the average of our peer institutions as determined by the AAUP Faculty Salary Survey. This salary adjustment may be delayed for one year in the event of a significant UW System lapse and only after consultation with the Executive Committee of the Faculty Senate and Faculty Senate.

Notes:

¹ For example, in 1998-1999, UWRF Assistant Professors ranked 9th in the System in terms of average salary; UWRF Associate Professors ranked 10th out of 11 institutions; and UWRF Full Professors ranked 11th out of the 11 UW System institutions in mean salary. UWRF Full Professors have ranked 11th out of 11 UW System institutions for the last six years (2002-2007) according to AAUP data.

² According to AAUP 2006-2007 averages, UWRF Assistant Professors earn \$715 above their peer average; UWRF Associate Professors are \$62 below their peer average; UWRF Full Professors are \$4,735 below their peer average.

³ If the UW comprehensives get raises authorized by the state of Wisconsin, the current \$4,735 deficit for UWRF Full Professors will only get bigger.

Below is an additional copy of the motion with markups that indicate what has been changed from motion [2006-2007/67]. Please note that these markups are in yellow and will not show up in the photocopied copies distributed to you. Please look at them on your electronic copy.

A motion from the Faculty Compensation Committee for UWRF Faculty
Salary Adjustment and Salary Preservation
Revised 5 November 2009.

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3. A **motion** from the Executive Committee to accept a report and the recommendations contained in that report from the Athletic Committee (Brian Huffman, Chair). The Report is as follows:

Athletic Committee Recommendation to the Chancellor Regarding the UWRF Swimming & Diving Team

Introduction

The Athletic Committee recommends the retention of the UWRF Swimming & Diving Teams. The vote in favor of retention was 6 to 1 with the Athletic Director abstaining.

This recommendation to the Chancellor was to specifically address the following eight considerations for suspending or terminating a varsity sport:

1. Title IX impact
2. Are the facilities adequate to support a competitive program?
3. What is the competitive history of the sport?
4. Is quality, consistent coaching available?
5. What are the financial implications, including the possibility of reallocating resources within and outside of athletics?
6. Contribution to broad based program:
 - a. Balance between team and individual sports
 - b. Other opportunities for competition
 - c. Availability of intramural alternatives
7. Effect on community involvement and service.
8. What are the enrollment implications, including impact on the university's strategic enrollment goals?

The next eight sections of this report addresses each of these issues.

Item 1: Title IX Impact

The Title IX impact of suspending the team would be minimal. Although the suspension of the swimming team would involve more women than men (22 women versus 17 men), the ratio of women to men varies from one year to the next.

Furthermore, the ratio of women's to men's sports offerings at UWRF will still be the largest in the WIAC Conference (see Table 1 in the Appendix).

Item 2: Adequacy of Facilities

It was reasonable to consider the desirability of retaining a team when their primary facility fails. Therefore, the 7-year Athletic Review (written to former Chancellor Betz) said that consideration should be given to dropping the swimming and diving program should the pool fail.

There are three pools to consider: the UWRF Pool, the River Falls High School Pool, and the Hudson YMCA Pool. First, the UWRF Pool is broken beyond economically viable repair. Nobody disputes that fact.

Second, the Hudson YMCA Pool is inferior to the River Falls High School Pool, the distance to it is much greater, and the rental is higher. Thus, there is no reason to consider it further.

Third, the River Falls High School Pool is superior to the university pool which failed. It has more lanes, wider lanes, and two 1-meter diving boards (versus no boards at the university pool). That pool is also very close to the university.

Adequate facilities exist whether or not the team is suspended.

Item 3: Competitive History

The women's and men's teams have never been competitive in the WIAC Conference finishing last or second last in 36 of 42 years. Their overall (conference and non-conference) win/loss ratio for the last 6 years are 19/14 for the women (winning 57.6% of the time) and 7/23 for the men (winning 23.3% of the time) respectively.

The teams have forfeited the diving part of their competitions (since they had no diving boards at the university pool); their respective win/loss ratios without diving would have been 23/10 (winning 69.7% of the time) and 13/17 (winning 43.3% of the time). These records are on par with the overall win/loss records of all UWRF teams over that same time period: 613/580 (or a winning percentage of 51.4%).

The UWRF swimming and diving teams are small, competitive for their size, and growing (there are only 3 seniors versus 18 freshmen on the teams). There are 17 men and 22 women on the teams making them the second smallest men's team and the smallest women's team in the WIAC.

Item 4: Coaching

The Athletic Director maintains that the coaching staff is first rate.

Item 5: Financial Implications

The following budget numbers were taken from the Athletic Director's Report:

Swim S & E	\$15,000
Assistant Coach	\$ 3,000
Coach (50%)	\$21,574
RFHS Pool Rent	<u>\$15,000</u>
Total	\$54,574

It costs the university less to rent the High School pool than it did to own a pool. The savings are to the university as a whole (not necessarily to individual departments); Facilities Management (which had paid to maintain the old pool) has seen a large decrease in its expenses. The Vice Chancellor for Administration and Finance (whose office pays for the rental) has seen an increase in expenses.

Tuition income is expected to drop somewhat as the potential loss of undergraduate students is estimated to be between 30 and 35 (see Item 8). Thus, the cost to retain the program would be \$54,574/year. The cost to suspend the program would be the loss of tuition income.

Item 6: Contribution to a Broad Based Program

a. Balance between team and individual sports

UWRF offers 11 women's and 7 men's sports. If swimming were dropped that would be 10 women's and 6 men's sports.

The women compete in golf, soccer, volleyball, tennis, basketball, softball, indoor track and field, outdoor track and field, hockey, cross country, and swimming and diving. Five of those are more team-oriented (soccer, volleyball, basketball, softball, and hockey) and six are more individual sports (golf, tennis, indoor and outdoor track, cross country, and swimming and diving). Thus the elimination of swimming and diving evens the balance between team and individual sports.

The men compete in football, basketball, indoor track and field, outdoor track and field, hockey, cross country, and swimming and diving. Three of those are more team-oriented (football, basketball, and hockey) and four are more individual sports (indoor and outdoor track and field, cross country, and swimming and diving). Again, the elimination of swimming and diving would even the balance between team and individual sports.

b. Other opportunities for competition

The swimming and diving team members would have no reasonable opportunity to compete should the teams be suspended. Participation in club swimming (USA Swimming) and AAU events would be prohibitively expensive and very inconvenient.

c. Availability of intramural alternatives

There are no intramural opportunities for swimming and diving.

If the teams are suspended the balance between individual and team sports is improved, but opportunities to compete for the present team members to are eliminated.

Item 7: Effect on Community Involvement and Service

The following is a partial listing of community involvement and service by the swimming and diving team members and alumni.

Lifeguarding and Volunteering for Area Swim Meets – HASA’s head coach reports that members of the swim team serve as lifeguards and generally help run area swimming competitions at the high school and club levels.

Hudson Area Swim Club (HASA) – 5 members of the present and former UWRF swim teams coach the Hudson Area Swim Club.

North Suburban Aquatic Club – One alumni member of the swim team coaches the North Suburban Aquatic Club.

Roseville Area High School – One alumni member of the swim team coaches at the Roseville Area High School.

River Falls Swim Club – 3 members of the swim team coach the River Falls Swim Club.

Charities/Community Spirit/Service – Swim team members have participated in the Relay for Life, Trick-or-Treating for Canned Goods, were the only team to march in the last Homecoming parade, and the design of the Frisbee Golf Course at Hoffman Park in River Falls.

Service to the Team Itself – Graduating and 5th year students have stayed to help coach the team on a volunteer (non-paying) basis.

WIAC Conference – Loss of the UWRF Swimming & Diving team would reduce the number of such teams in the conference to 5 which is the minimum for competition. The WIAC competitors would also lose the opportunity to swim at the world-class facilities on the University of Minnesota campus (the UWRF team holds for profit invitationals at that University’s natatorium).

Alumni Giving – It is likely that alumni who swam for UWRF will cut back in their giving. Many have said as much in emails to this committee.

If the team is suspended the community involvement and service by team members and alumni would eventually cease.

Item 8: Enrollment Implications

The swim team consists primarily of underclassmen/women (there are only 3 seniors on the team). The men had a 3.18 GPA last season while the women had a 3.00. It is estimated that between 15 to 20 of these 37 student athletes would leave UWRF.

The enrollment implications extend to incoming freshmen as well. The team coach is in contact with 29 recruits. In a normal year he could expect to get about 15 of those to come to UWRF. It is likely that all of those would go elsewhere.

Thus, the total potential loss of undergraduate students is estimated to be between 30 and 35.

Appendix

INSTITUTION	SPORTS	WOMEN	MEN	ENROLLMENT
OSHKOSH	20	11	9	12,400
EAU CLAIRE	19	11	8	10,800
WHITEWATER	20	11	9	10,671
LA CROSSE *	18	10	8	9,900
ST POINT	19	11	8	8,800
STOUT	17	10	7	8,400
PLATTEVILLE	16	8	8	7,000
RIVER FALLS	18	11	7	6,350
SUPERIOR*	15	8	7	2,900

Table 1: WIAC Sport Offerings by Institution

Miscellaneous New Business:

1. Update on Salary Letters
2. Other

Adjournment