



**Minutes of the UWRF Faculty Senate for September 23, 2009 Vol. 34 No. 5.**

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

\* Chancellor's Designee

\*\* Absent

() Substitute

**Call to Order:** David Rainville called the meeting to order at 3:35 p.m.

**Seating of Substitutes:** Michelle Parkinson for David Furniss and Thomas Pedersen for Kristie Feist

**Recognition of Invited Guests:** Brad Mogen, Craig Morris

Approval of Minutes of September 9, 2009: Approval of the minutes was moved by John Heppen and seconded by Barbara Stinson. The minutes passed by a vote of 19 for, 0 opposed, and 0 abstentions.

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

On Thursday and Friday, September 10 and 11, 2009, I attended the Board of Regents meeting of the UW System at UW-Whitewater. As usual, the meeting was an opportunity for the hosting institution to show off its accomplishments since it last hosted a BOR meeting. I was very impressed with the UW-Whitewater campus, but particularly with a new academic building called the Timothy J. Hyland Hall which was built to house the College of Business and Economics. I was extremely impressed and am waiting for Dean Glenn Potts to follow suit and start planning for an equally impressive building for our College of Business and Economics.

The main item which was taken up by the BOR at this meeting unfortunately took away much of the limelight from UW-Whitewater's show. That item was the approval of an 81.4 million dollar initiative (over 10 years) to revamp the HRS software system which is reportedly extremely out of date and reliant on old technology. The main item of discussion, with respect to this initiative, centered on a SEC investigation of the consulting firm which is supposed to supply the software for the new HRS system and the technical support to maintain it. The investigation which is a result of improper accounting practices has resulted in a drop of the stock of that firm from \$44 a share to \$12 a share, with it rebounding to \$18 share. Additionally, there have been numerous lawsuits directed at the management of the firm. This has led to speculation that the firm could fail and endanger the viability of the HRS System. There were numerous assurances that this would not happen. Additionally amendments were placed in the contract with the firm allowing UWSA to hire key individuals within the firm if it should fail. There were news and camera crews from Madison and Milwaukee media to cover that portion of the meeting.

Another item which sparked considerable discussion concerned the budget and financing of the HRS initiative. It was interesting that a 22 million dollar reserve (over 10 years) from UWSA HR would be used in part to finance the new system. Part of that reserve (7.1 million dollars) is already realized by UWSA. At least one regent commented on that in light of UWSA use of auxiliary funds last spring to balance the budget.

No discussion or mention was made about furloughs.

I will be attending a joint meeting of faculty representatives and academic staff representatives this Friday in Madison. The two main items that we will discuss prior to the meeting with UWSA are furloughs and collective bargaining.

At the joint meeting with UWSA we will discuss the following:

- \* Budget Update (Associate Vice President Freda Harris)
- \* Human Resources Issues (Associate Vice President Al Crist)
- \* Legislative Update (Executive Director Dave Giroux)
- \* Program Suspension (Stephen Kolison)
- \* MOA - Making Opportunity Affordable (Lynn Paulson)

Another item I want to bring to your attention involves the restructuring of IT Services on our campus. I have been informed by various individuals about the restructuring that occurred last summer. Motion 2006-2007/103 requires the administration to consult with all stakeholders prior to implementing an administrative policy which could impact academic programs, instruction, and faculty/academic staff. This apparently was not done in this case and it appears to be not the only case where decisions have been made without consultation. Most are aware of the web site redesign implemented last spring unilaterally without consultation. Additionally, last fall, software was changed in our chemistry laboratories during August without consulting faculty. I for one was surprised as I did not know how to use the new software and I had placed instructions in our laboratory manual which I edited that instructed students how to use the older (and removed) software which we had before the change. It made for an interesting semester.

I have informed the administration that the restructuring violates motion 103 and I requested an immediate cessation of the restructuring until all stakeholder can be consulted. I want to make it clear, that this is not criticism of the restructuring, but of the means by which it has taken place.

This completes my report.

Wes Chapin asked about information regarding this year's benefit choices. Rainville said he had heard from HR Director Donna Robole that there may be a possible inclusion of HealthPartners for Wisconsin residents.

Provost Fernando Delgado asked about sharing Pat Brady's response in regard to voting rights for academic staff. Rainville noted that he is asking for further clarification on this matter. Delgado asked for, and received permission to pass around his copy of Brady's response for all senators to read.

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

#### **Other Reports:**

1. Report on Campus Climate Assessment - Craig Morris: Morris began with a brief history and explanation of the Campus Climate project being implemented across the UW System. The UW System provides 75% of the funding for the survey. The survey includes questions about tolerance, acceptability etc. Morris also discussed Dr. Susan Rankin, who will be overseeing the study. He said that he wishes for high participation on our campus so that the best data can be obtained. It was stressed that they wish to hear not only from minorities, but from every group on campus. He noted that some of the information may be both positive and negative, but we will learn about UWRF. Morris pointed out item number two on today's agenda with regards to the Diversity Leadership Committee (DLC).

Wes Chapin asked what the DLC will be doing differently than the Faculty Senate Diversity and Inclusivity Committee. Morris said that this group has specific roles such as implementation of the survey as well as interpretation of results. It is not an attempt to

restructure the DIC. Delgado noted that this committee is ad hoc, and has no standing beyond the Campus Climate survey.

Rainville noted he had concerns regarding the climate between resident and non-resident faculty members (River Falls/Wisconsin vs. Minnesota). He also said he is concerned with the climate for instructional academic staff. Morris said that part of the survey's intent is to examine structure, including the issues mentioned.

2. Report from Information and Instructional Technology Council; Need to Restructure the Council and its Subcommittees (Instructional and Learning Technology Committee, Infrastructure Committee, and Information Systems Committee) - Brad Mogen: The IITC is attempting to undergo a structural redesign which will make it function more efficiently. Mogen noted that this is a chance to answer some questions as this goes forward. He said the original group was constructed to engage and have buy-in from all concerned groups on campus. Mogen asked for input from the Senate as to how he should proceed.

Chapin noted some of the history of the IITC. He said any proposed changes need to come from a Faculty Senate committee, and that the groups involved should write up proposals. Hossein Najafi talked about the hybrid nature of the IITC. He asked that the spirit of involving all groups be preserved.

Mogen discussed the possibility of changing some of the subcommittees into ad hoc committees. Najafi said that the Council itself is to decide which matters need to go to which of the three governance bodies with information to the others.

## **Unfinished Business**

### **New Business:**

1. A **resolution** from the Executive Committee:

*Whereas*, The Wisconsin State Legislature has passed higher education collective bargaining legislation;

*Resolved*, That the Faculty Senate of the University of Wisconsin-River Falls endorses the formation of an organizing and educational committee which will be responsible for setting up the next forum on collective bargaining.

Approval of this resolution was moved by John Heppen and seconded by Hossein Najafi. The resolution passed by a vote of 19 for, 0 opposed, and 1 abstention.

2. A **motion** from the Executive Committee to appoint the following faculty and academic staff to the UWRF Diversity Leadership Committee:

**Carolyn Brady**, Admissions, Multicultural and International Outreach, - Co Chair

**Hilree Hamilton**, Associate Professor, Music  
**Rellen Hardtke**, Assistant Professor, Physics  
**Cyndi Kernahan**, Associate Professr, Psychology  
**Mary Manke**, Professor, and associate dean, College of Education and Professional Studies  
**Mary-Alice Muraski**, ITS  
**Pascal Ngoboka**, Professor Economics  
**Todd Savage**, Assistant Professor, Counseling and School Psychology  
**Travis Tubre**, Associate Professor, Psychology  
**Jose Vega**, Professor, Teacher Education  
**Greta Gaard**, Associate Professor, English  
**J. Michael Roy**, Professor, Music  
**Imtiaz Moosa**, Professor, History and Philosophy  
**Johg-won Park**, Assistant Professor, Music

The following are also on the committee but do not require Faculty Senate approval:

**Tarra Davies-Fox**, Faculty/Academic Staff Human Resources  
**Mary Foster**, Dean's Assistant, College of Arts and Sciences  
**Dale Gallenberg**, Dean, College of Agriculture, Food, and Environmental Sciences  
**Kevin Harter**, University Communications  
**Brad Kerschner**, Student  
**Josh Lambert**, Student  
**Njia Lawrence-Porter**, Assistant Director of the McNair Scholar Program  
**Jill Moe**, Director, Academic Success Center  
**Craig Morris**, Chief Diversity Officer - Co Chair  
**Ashley Olson**, Sociocultural Coordinator  
**Deb Swab**, Human Resources Manager  
**Lisa Stratton**, Executive Staff Assistant, Office of the Chancellor  
**Rita Zawislak-Brandt**, Media Specialist

Approval of this motion was moved by Dennis Cooper and seconded by John Heppen.

Wes Chapin moved to amend the motion to read “A **motion** from the Executive Committee to appoint the following faculty and academic staff to the ad hoc UWRF Diversity Leadership Committee, with terms to expire when the body completes its work or May 1, 2010, whichever comes sooner.” Hossein Najafi seconded the amendment.

Morris said that the assessment will begin on Oct. 12, 2009, and will end on Dec. 8, 2009. A preliminary report will happen in March or April, and the final report will be submitted in May. He said that the amendment to the motion is appropriate, and would come back to ask for an extension if needed.

Rainville asked if the DLC would comment on the final report, to which Morris replied they would.

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

The original motion as amended passed by a vote of 20 for, 0 opposed, and 0 abstentions

3. A **motion** from the Executive Committee to appoint the following faculty and academic staff to the Search and Screen Committee for the Vice Chancellor of Administration and Finance:

Faculty:

Chair-Dawn Hukai, CBE

CAS- Jim Zimmerman

CAFES- Steve Kelm

CBE-Joy Benson

COEPS-Michael Harris

Academic Staff:

Melissa Wilson

Bill Campbell

The following will also be on the committee but do not require Faculty Senate approval:

Classified Staff: Kris Paulson and Mary Miller

Students (non-voting): Brad Kershner and Bri Lorch

Approval of this motion was moved by Hossein Najafi and seconded by Dennis Cooper.

Heppen asked about the time frame of this search. Dawn Hukai said that it was possible they would be bringing people to campus in March, and having someone start at the end of the academic year or the beginning of fall.

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

4. A **motion** from the Executive Committee to appoint the following to the Search and Screen Committee for the Chief Diversity Officer:

Faculty:

CAS-Cyndi Kernahan

CBE-Reza Rahgozar

COEPS-Jose Vega

CAFES-Brenda Boetel

Academic Staff:

Amy Lloyd  
Yunge Dutton

The following will also be on the committee but do not require Faculty Senate approval:

Administration: Terry Brown, Dean College of Arts & Sciences-Chair  
Classified Staff: Deb Schwab and Greg Elliot  
Students (non-voting): Tyler Halverson and Josh Brock

Approval of this motion was moved by John Heppen and seconded by Todd Savage. The motion passed by a vote of 20 for, 0 opposed, and 0 abstentions.

**Miscellaneous New Business:**

1. Memo About Volunteers for Differential Tuition Committee: This item will come back in two weeks.

There was a general discussion concerning committee work and bringing proposals forward to senate. Ideas were discussed including rough drafts being submitted for review, committee chairs coming to senate earlier in the process than the final motion, and appreciation for the time committees spend on drafting motions.

It was moved by John Heppen and seconded by Valerie Malzacher to adjourn the meeting. There was no dissention.

**Adjournment at 4:58 p.m.**