FACULTY SENATE MOTIONS 1998/99

UWRF Faculty Senate Constitutional Changes

Add SB&E to the organizational structure of Faculty for purposes of election of senators. Reporting of Faculty Senate election results.

98-99/1 To accept changes #1-#20 to the faculty by-laws as a group, with amendments to these 20 if necessary.

98-99/2 To amend by-laws change #4 to keep two faculty from the college of A & S as members of the Advising Committee and to add one faculty member from the School of Business and Economics.

98-99/3 To amend by-laws change #15 to keep a member of the Faculty Senate Executive Committee on the Legislative Advisory Committee, but to strike the requirement that this person be the chair of the Committee.

98-99/4 To separate the by-laws change #18, #19, and #20 from the deliberations of the total group of by-laws changes because they are Administrative Committees.

98-99/5 To have the Academic Programs and Policy Committee review and make recommendations concerning redundancy of Faculty Senate committees, Reach for the Future Committees, and administrative committees.

98-99/6 To amend the motion to have the Faculty Senate Executive Committee first review the Faculty Senate committee structure and then work with upper level administrators to review redundancy and make recommendations concerning Faculty Senate, Reach for the Future, and administrative committees.

98-99/7 To approve the new drop/add policy that is part of the new web based registration procedures.

98-99/8 To approve the new interdisciplinary minor in film studies.

98-99/10 The Faculty Senate of UW-River Falls affirms its commitment to UW-River Falls being an inclusive community where every person, regardless of sexual orientation, is free to learn and live in a safe environment free of hatred and intolerance.

98-99/11 To change the name of the Cartography Minor to “Geographic Information System (GIS) and Cartography Minor.”

98-99/12 To accept the revision of the Outdoor Education Minor.

98-99/13 To accept the Academic Programs and Policy Committee’s revised criteria for diversity courses.

98-99/14 To accept revisions to the Long Range Plan.
98-99/15 To approve a new option (sub-major) within the Agricultural Engineering Technology major to be called “Mechanized Systems Management Option.”

98-99/16 To approve the change in name of the Sociology Department to the Department of Sociology, Anthropology, and Criminal Justice.

98-99/17 To accept the 2000-2001 calendar as proposed by the Calendar Committee.

98-99/18 To accept proposed changes to the Athletic Coaching Minor

98-99/19 To accept the two proposed options for the Economics Major, Option A: College of Arts and Sciences and Option B: School of Business and Economics.

98-98/20 To accept undergraduate transfer policy as proposed by the Academic Programs and Policy Committee.

98-99/21 To accept definition of sub-major as proposed by the Academic Programs and Policy Committee.

98-99/22 Disapproved: Chancellor Thibodeau halt the anticipated continued reallocation of salary line funds to the S & E fund line.

98-99/23 To modify the Senate Committee Structure.

98-99/24 To make amendment 1 related to the modified committees structure to combine the Legislative Advisory, Public Relations, and Alumni Relations Committees into one committee named the External Relations Committee.

98-99/25 To accept proposed changes to the International Studies Minor.

98-99/26 To approve the Decision Sciences Minor in the School of Business and Economics.

98-99/27 To make amendment 2 related to the modified committee structure to change the name of the International Studies Committee to International Programs Committee and change its membership, duties, and terms of office.

98-99/28 To make amendment 3 related to the modified committee structure to eliminate the Campus Planning Committee as a Senate Committee and to recommend to the Chancellor to establish a faculty/administrative committee for Campus Planning.

98-99/29 To make amendment 4 related to the modified committee structure to eliminate the Honors Committee.

98-99/30 To offer the Marketing Communication major in the School of Business and Economics.
To accept the revised description for the Instructional Improvement Committee.

To accept proposed pay plan distribution guidelines for pay plan allocations for the 1999-01 biennium according to following guidelines: one-third for merit/market considerations, and two-thirds for solid performance.

To endorse the recommendation from the Instructional and Learning Technology Committee on campus policy towards Permanent Technology Enhanced Classroom.

To require that any Senate agenda item to be included as a new business action item must be forwarded to the Senate chairperson and secretary at least 48 hours before the Senate meeting.

To amend the motion to accept the Resolution regarding, Academic Staff and Faculty Senate to instead refer the resolution to an ad hoc committee.

To combine the duties of the Affirmative Action Committee and those of Faculty Welfare and Personnel Policies Committee.

To revise the description of the duties of the Academic Programs and Policy Committee.

To revise the description of the duties of the Assessment Committee.

To accept recommendation from the Advising Committee to initiate an Advisor of the Year Award.

To accept the resolution from the Faculty Salary Committee to restrict the Chancellor’s withholding of the discretionary funds from the 1999-2001 Pay Plan to 9.6% of the total pay plan rather than a constant 0.5% of one of the percentage points.

To accept the recommendation from the AP&P to change the UWRF Program Approval Form to provide a place on the form to record consultation with library staff concerning the collection needs of the new program.

To accept the recommendation from AP&P to change the name of the Dance minor to “Dance Education.”

To accept the resolution from the Executive Committee to add faculty representatives from the three colleges and the SBE to the Enrollment Management Committee.

To appoint, Brian Schultz, David Trechter, Suzanne Hagen, Faye Perkins, and Sandy Soares to the Ad Hoc on Governance.

To approve the Earth Science Education submajor in the Geology Major in the
Department of Plant and Earth Science.

98-99/46 To accept the following policy (see motion) regarding student absence for university sanctioned events proposed by the Academic Standards Committee and Athletic Committee.

98-99/47 To unanimously accept the following resolution. (See motion)

98-99/48 To accept the revised Chapter 4 of the Faculty Handbook.
June 25, 1999

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion 48

At the March 10, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/48 (with amendment) was made. This motion and amendment are forwarded for your action.

Motion (Madsen/Reavill)

To accept revised Chapter 4 of the Faculty Handbook.

Motion (Foust/Caskey)

To amend the above motion to make the following change to page 29 of Chapter 4 in the section entitled College/School Promotions Committee: In the first paragraph of this section, change all occurrences of Dean/Director to Dean and all occurrences of College/School to College. Insert a second paragraph that reads "The Director of the School of Business and Economics shall establish a Promotions Committee that will have the same duties as the College Promotions Committees. This committee shall consist of at least five members with no more than three members from the same department. This committee shall be governed by the principles and procedures above."


Approved

Disapproved

G. A. Thibodeau, Chancellor

Date 6/21/99
Faculty Personnel Rules and Procedures of UW-River Falls

(Adopted pursuant to the Wisconsin Administrative Code, Personnel Rules for Faculty, University of Wisconsin System)

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The academic unit may be the department in which a faculty member serves, a College/School or division within a College/School, or an administratively designated unit which does not have departmental status. The designation of the academic unit should be made at the time of an individual's appointment and should not be changed to handle particular cases pending.

Any department with fewer than three tenured members shall be augmented with additional members who shall participate in personnel decisions.

Specific personnel actions covered by this rule include, but are not limited to, search and screen, appointment, and reviewing for retention, promotion, and tenure. The number of faculty needed to augment the department shall be determined on a case-by-case basis. Each case shall be reviewed by the Dean/Director and the department. Their deliberations should include such factors as the number of tenure lines and other positions to be filled, department history, and any other relevant programmatic and personnel factors.

Faculty selected to augment the department shall be tenured faculty in other UW-RF departments. They shall be selected by the Dean/Director of the College/School in which the department is located. The criteria for selection shall be 1) preparation in a cognate field or interdisciplinary training in the discipline of the department; and/or 2) expertise in personnel processes. The department to be augmented shall nominate up to two candidates for each position to be filled. The Dean/Director shall consider these nominees in making the final decision, but is not obligated to include departmental nominees among faculty selected to augment the department. The Dean/Director's recommendations shall be reviewed and approved by the Chancellor and Provost/Vice Chancellor.

Applicants who are interviewed for a position shall be notified that the department has been augmented for personnel purposes. They shall also be apprised of the qualifications of the members who are augmenting the department and of the rules by which the augmented department operates. Whenever possible, the augmented department shall function from the beginning of the personnel process for a given position until the faculty member it hires for that position is nonretained, resigns, or is tenured.

In other cases, departments may be augmented if, in the best judgment of the appropriate academic Dean/Director, it is in the best interests of the department and the University to do so. [FS 92/93 #32,33]

When an academic unit is identical to a department, College/School, or other existing administrative unit of the University, the academic unit head is the respective department chair, Dean/Director or other existing
administrator. When an academic unit is specially created, the academic unit head is the person so designated by those responsible for designating the academic unit.

Faculty appointments are agreements between the individual faculty member and the University providing for the employment of the faculty member in either a probationary or tenured position. Faculty appointments carry the following titles: professor, associate professor, assistant professor, and instructor.

A probationary appointment is an appointment by the Board made upon the affirmative recommendation of the appropriate academic unit and the Chancellor of the University and held by a faculty member during the period which may precede a decision on a tenure appointment.

A tenure appointment is an appointment for an unlimited period granted to a ranked faculty member by the Board. Ordinarily, such appointments are made upon the affirmative recommendation of the appropriate academic unit and the Chancellor of the University via the President of the System. If the academic unit denies tenure and a review reveals that the denial was based on impermissible factors, a tenure appointment may be made on the affirmative recommendations of a properly constituted tenure review committee and of the Chancellor.

"Faculty" means persons who hold the rank of professor, associate professor, assistant professor, or instructor in an academic unit of the University. The appointment of a member of the academic staff may be converted to a faculty appointment in accordance with UWS 3.01(1)(c).

"Academic Staff" means professional and administrative personnel, other than faculty and classified staff, with duties and types of appointments that are primarily associated with higher education institutions or their administration.

In these rules, the term "Dean/Director" refers to a Dean/Director or his or her functional equivalent.

**Selection of Administrative Personnel**

The Board of Regents selects the Chancellor. The practice has been for the faculty to elect a committee to assist the Board. The committee has made recommendations on the basis of the candidates' papers, consulted with the Board, participated in interviews of applicants, and recommended the preferred candidates to the Board.

Vacancies at Vice Chancellor and Dean/Director levels requiring search and screen procedures will be reported to System Administration and Regents when they occur, thereby permitting Regents to identify those positions for which they want a Regent Committee to work with the Chancellor in reviewing the final list of candidates.

Written announcements of open positions in middle management...
Management (executive/administrative managerial positions titled Associate, Assistant, Assistant to, etc.) are to be made to the entire campus community with qualifications, duties, and salary range stated, and applications and nominations invited.

Applicants and nominees should have the opportunity to support their candidacies with a resume, interview, and/or other materials. Administrators and search and screen committees should be alerted to and encouraged to consider non-traditional career patterns as potentially relevant for administrative positions.

The judgment of the final selecting (hiring) authority should be based on the broadest pool of talent (candidates) and the fullest information possible.

The department chair shall be appointed for a period of three years, beginning June 1 of the year in which the appointment is made. The appointment is renewable.

The Dean/Director of the College/School concerned shall initiate the selection process for department chair. Recommendations for department chairs will be made to the Dean/Director by eligible members of the department by secret ballot through the campus mail. On request, individual faculty members may examine the total vote in consultation with the Dean/Director.

The Dean/Director of the College/School shall initiate the selection for department chair by notifying the appropriate departments by November 1. Departments must return their recommendation to the Dean/Director by December 15. New chairs must be notified of their appointment by February 1.

[FS 97-98 #11]

All those full-time members of the department who are in at least their fourth semester of continuous service (not counting the summer session) and who have not received a letter of non-renewal are eligible to vote.

In departments of ten or more members, nominees for the position of department chair shall consist of the top three candidates; in departments of five to ten members, the nominees shall consist of the two top candidates.

To be considered for the position, a nominee must have at least 30% (thirty percent) of the total votes cast. If no person receives 30% of the votes, the Dean/Director will report the results of the balloting to the department and instruct the members to cast another ballot. If the second ballot is inconclusive, the Dean/Director will select the department chair. If 30% of the department wishes the establishment of a search committee, then such a vote would be a recommendation to the Dean/Director and such a committee shall be established from the voting members of the department. In departments with fewer than five members, or in cases where elections are not feasible, the Dean/Director shall make recommendation in consultation with the members of the department, where possible.

The Dean/Director makes recommendation to the Provost/Vice Chancellor who in turn makes recommendation to the Chancellor for
Appointments

New Appointment

Academic Year Appointment

Annual Appointment

Summer Session Appointment

Acting Chair Appointments

final approval and appointment.

When a department chair is not on Summer Session staff or is absent for one semester during the academic year, the Dean/Director, in consultation with the department chair and members of the department, will appoint an acting chair. When a department chair will be absent for more than one semester during the academic year, the Dean/Director may either appoint an acting chair in consultation with the department chair and members of the department or initiate procedures for the selection of a new chair as outlined above.

Procedures

The initiation of a new appointment is usually by the head of the department and/or members of that department. New appointments must be approved by the Dean/Director of the College/School or unit head, the Provost/Vice Chancellor, and the Chancellor. It is the policy of the University of Wisconsin-River Falls to provide equal opportunity for all persons. Any special agreements between a faculty member and the University pertaining to the conditions of employment or performance expectations must be made in writing and be approved by the department or departmentally approved procedure, the Dean/Director of the College/School, the Provost/Vice Chancellor, and the Chancellor or they will have no force in subsequent personnel decisions. [FS 90/91 #23]

An academic year appointment extends for the nine-month academic year specified in the calendar approved by the Board of Regents and should ordinarily begin no earlier than one week before the first day of scheduled campus registration for the fall term and should end no later than one week after the last day of scheduled classes. The institution may contract with the faculty member for distribution of the equivalent of an academic year of service over the twelve month calendar year; but, in any event, the contractual academic year shall consist of not fewer than thirty-nine contiguous weeks.

An annual appointment extends for a period of twelve months and normally begins on July 1. Faculty members on annual appointment shall accrue vacation pay at the rate of 22 working days per year.

Summer session appointments are made each year at the time that the summer session program is determined. The Dean/Directors of the Colleges/Schools recommend staff appointments to the Coordinator of the Summer Session, who, in turn, recommends them to the Chancellor. The size of the summer session staff is determined by budget, and appointments within the institution are based on needs as seen by course demands.

In order to achieve summer session revenue targets, the following policies and procedures should be followed [FS 97-98 #21]:

1. Summer Courses should be offered to meet the needs of students.

2. Classes with at least fifteen (15) undergraduate students or ten (10) graduate students will be offered. Faculty who teach classes
meeting this criterion will be compensated at a proportional rate based on 2/9 (0.2222) of their 9-month salary for a full-time appointment (8 credits, graduate or undergraduate) or $1,000/credit, whichever is higher. However, if the tuition generated by a class is less than the staff member's salary as computed above, then the salary will be negotiated with the Dean or Director at an amount equal to at least 95% of the tuition.

3. Compensation will be based on enrollment after the first week of class.

4. Deans or Directors will have responsibility for allocating summer session dollars to meet the summer session student contact hour/revenue targets by offering classes during the summer or the academic year. Deans or Directors will be responsible for covering expenditures beyond the amount allocated to the College or School.

5. Extension courses will not be offered in competition with regular GPR classes.

6. If a 12-month faculty or staff (other than the two Assistant Deans in the College of Education and Graduate Studies) is generating student contact hours in the summer, it is expected that the equivalent of $1,000/credit be charged to the College or School summer session account.

7. Academic Deans/Directors will be expected to meet the student contact hour/revenue targets specified above.

8. The summer session pay plan outlined above will remain in effect for three years (1998-2000).

In making appointments for summer session teaching, the following priorities will be used:

a. Those holding the doctorate or the terminal degree in their area.

b. Non-doctorates holding the rank of full professor.

c. Non-doctorates who have completed all the requirements for the degree except thesis and who are making progress in this area.

d. Persons in areas of a teacher shortage when those having the educational qualifications listed in the above categories are not available from within or without the institution. In such cases, appointments of personnel of lesser qualifications may be made. Since each faculty member who does not have a doctorate or terminal degree in his or her field is expected to use summers to make progress toward his or her degree and should be provided with the opportunity to do so, these appointments will be kept to a minimum.

e. Exceptions to the above may be made although additional academic work still is expected:
   (1) In certain cases when an assignment is for special reasons or is
considered desirable for a particular program.
(2) In the case of Library staff.
(3) In the event of federal or other grants from outside funds.
Faculty Personnel Rules-Chapter 2

The University of Wisconsin-River Falls stands committed to the principle of equality of opportunity in employment and in education. In its most elementary form, adherence to the concept of equality of opportunity requires that we strive toward a condition in which considerations of age, race, creed, color, religion, disability, marital status, gender, national origin, ancestry, sexual orientation, political affiliation, veterans status, arrest or conviction record, or membership in the National Guard or any other reserve component of the military forces of the United States or this State are irrelevant as determinants of the access an individual has to the opportunities for education, for employment, for achievement, and for personal fulfillment. Rather, the controlling factors in all such matters must be individual ability, interest and merit.

Our present and future course, which goes beyond non-discrimination (i.e., the elimination of all policies and practices that work to the disadvantage of individuals on the basis of age, race, creed, color, religion, disability, marital status, gender, national origin, ancestry, sexual orientation, political affiliation, veteran status, arrest or conviction record, or membership in the National Guard or any other reserve component of the military forces of the United States or this State), is based on the concept of Affirmative Action. The principle of Affirmative Action requires the University to determine if it has met its responsibility to recruit, employ, promote, and reward these populations to a degree consistent with their availability and merit, and whether or not any failure to do so can be traced to specific discriminatory actions or policies. Where these classes are underrepresented, the University will recruit and employ them in accordance with their increasing availability. The premise of this commitment is that the corrosive effects of systemic exclusion, inattention, and overt discrimination cannot be remedied in appropriate ways and in a reasonable time by a posture of neutrality with respect to all individuals. Affirmative Action is necessary to avoid the perpetuation of the inequities that are our heritage from the past.

While the University is obliged to develop and sustain a program of Affirmative Action, our commitment to these matters transcends legal or contractual requirements. We undertake these actions and adopt these policies not because we are required to, but because it is right and proper to do so.

See UW-RF Hiring Handbook for further information and guidance.

Once the decision has been made that a vacancy exists within an academic unit and clearance to fill the position has been received from University Administration, the head of the academic unit shall have the primary responsibility for recruitment for faculty appointments.

Prior to establishing a Search and Screen Committee, the department shall meet and determine the structure of the committee and the voting
procedures to be followed. The decision of the department should be recorded in the minutes of the meeting. The department may elect one of the following:

a. Act as a committee of the whole, delegating the search and screen process to a duly appointed subcommittee. The subcommittee conducts the search and screen with all applicable sections of the Faculty Handbook and makes a recommendation to the voting members of the department, who then reconvene as a committee of the whole to recommend the candidate for the position, or

b. Act as a committee of the whole, without establishing a subcommittee, and conduct the search and screen consistent with all applicable sections of the Faculty Handbook. The committee consists of all eligible voting members of the department and any additional committee members as required by the Faculty Handbook, who vote to recommend the candidate for the position, or

c. Establish a Search and Screen Committee that conducts the recruitment on behalf of the department. The process shall include significant consultation with department faculty. Only the members of the Search and Screen committee (excluding advisory student members) shall vote to recommend the candidate for the position.

All voting members have a level of accountability in which they are expected to engage in an equitable and nondiscriminatory selection process. Only voting members and the student advisory member shall have access to the candidates’ files, which will be held in strictest confidence consistent with University policy.

The head of the academic unit shall appoint at least one student from among the junior and senior majors and minors in the academic unit to advise the search and screen committee in a non-voting capacity.

2.13 The search committee will first prepare a policy statement to be used for recruiting candidates. The statement requires the approval of the Dean/Director, the Provost/Vice Chancellor, and the Chancellor. The statement must include, but shall not be limited to, the following:

(a) Job description

(b) Rank and salary range to be offered for the position

(c) Criteria to be used for reviewing the applications, which shall include (where applicable):

(1) Professional preparation and experience

(2) Recommendations

(3) Effectiveness in teaching or potential as a teacher

(4) Professional distinction in research, writing, or artistic production or performance
(5) Ability and willingness to maintain working relations with colleagues as are essential to effective accomplishment of the mission of the academic unit concerned

(6) Other criteria considered necessary for the effective accomplishment of the goals of the unit

(d) Interview procedures providing for participation by students, faculty and administration

(e) Equal opportunity statement or full statement (see Chancellor's Statement, Rules, Chapter 2 above)

(f) Closing date for receiving applications.

The Search and Screen Committee should make every effort to ensure that the vacancy listings reach as many eligible candidates as possible by:

(a) Advertising in a national professional magazine or journal

(b) Participating in an employment clearing house at a national conference

(c) Mailing the vacancy listings to as many institutions and industries as possible

(d) Sending all position announcements along with a statement of procedures used to advertise the position to the River Falls Assistant to the Chancellor for Equity and Compliance prior to the interviewing of the candidates. The academic unit concerned shall maintain files of the candidates' applications and supporting materials. These records shall be open to voting members of the academic unit throughout the screening process. After the position is filled, these materials shall be filed with the office of the Dean/Director.

2.14 The academic unit concerned shall maintain files of the candidates' applications and supporting materials. Those records shall be open to voting members of the academic unit throughout the screening process. After the position is filled, these materials shall be filed with the office of the Dean/Director.

2.15 The search committee shall screen applications and make recommendations to the head as to which applicants are best qualified for the position.

2.16 The Chancellor shall provide guidelines for reimbursement of travel expenses incurred by candidates who have been identified by the procedures in RF 2.15.

2.17 The Chancellor can approve alternate procedures if those contained herein cannot be followed because of factors such as faculty members being unavailable for participation.
2.21 The decision to offer an appointment to a candidate shall be made by the Chancellor, only upon the affirmative recommendation of the appropriate academic unit.

2.22 The academic unit to make the initial recommendation will be determined by the Chancellor.

2.23 Those who have received non-renewal notices or resigned for reasons other than retirement shall not vote on initial appointment questions. Otherwise, every faculty member, including the head, with two consecutive semesters of service in that academic unit shall be eligible to vote on the initial recommendation regarding an initial appointment.

2.31 The head of the academic unit, in consultation with the Dean/Director and Provost/Vice Chancellor, shall establish interview dates.

2.32 Before a vote is taken, the recommendation for initial appointment shall be discussed at a meeting of: (a) the faculty members eligible to vote thereon or (b) a departmental committee assigned authority to do so by faculty members eligible to vote thereon. In compliance with the open meeting law, written notice of the meeting shall be given well in advance of the meeting, together with a statement of the agenda. The meeting shall be conducted so as to afford reasonable opportunities to ask questions, offer additional information, and discuss the recommendation in question.

2.33 A motion to recommend a probationary appointment shall pass if a majority of those voting concur.

2.34 The head of the academic unit concerned shall submit the unit's initial recommendation, along with supporting materials, for administrative review. The recommendation shall be accompanied by:

(a) A statement of the number of faculty members who favored and the number of faculty members who opposed the recommendation and a statement regarding whether or not the head agrees with the recommendation,

(b) An Affirmative Action report, and

(c) Other information required by the Chancellor.

2.41 The initial recommendation of the academic unit shall be submitted for administrative review in accordance with this section:

(a) The head of the academic unit shall submit the recommendation outlined in RF 2.34 to the Dean/Director. The Dean/Director shall make a decision, appending any comments, and forward the recommendation to the Provost/Vice Chancellor.
(b) The Provost/Vice Chancellor shall make a decision, appending any comments, and forward the recommendation to the Chancellor.

(c) The Chancellor has the responsibility and authority to make the final decision and shall inform the Provost/Vice Chancellor, Dean/Director, and head of the academic unit of the decision.

(d) In those cases where tenure is a consideration in the initial appointment, the Chancellor will recommend to the Board of Regents, through the President of the System, that tenure be granted as part of the initial appointment.

2.51 Each person to whom an appointment is offered must receive an appointment letter in which the Chancellor or other authorized official of the University of Wisconsin-River Falls details the terms and conditions of the appointment, including but not limited to: duration of the appointment, salary, starting date, ending date, general position responsibilities, probation, tenure status, and crediting for prior service. Accompanying this letter shall be an attachment detailing the University and System rules and procedures relating to faculty appointments. If the appointment is subject to the advance approval of the Board of Regents, a statement to this effect must be included in the letter.

2.52 Applicants who are not offered the appointment shall be notified by the head of the academic unit that their applications will receive no further consideration.
Renewal and Nonrenewal of Probationary Appointments

Faculty Personnel Rules - Chapter 3

The provisions of this chapter, except as they are modified by the provisions of Chapter 4, shall not apply to the appointment of a faculty member to an eighth year of service to this institution.

Renewal of appointments may be granted only upon affirmative recommendation of the appropriate academic unit. The proportion of time provided for the appointment may not be diminished or increased without the mutual consent of the faculty member and the institution, unless the faculty member is dismissed for just cause, pursuant to 36.13 (5), Wisconsin Statutes, or is terminated or laid off pursuant to 36.21, Wisconsin Statutes.

Only tenured faculty members in the academic unit or its functional equivalent shall be eligible to vote on renewal and nonrenewal of probationary appointments except for those who have resigned for reasons other than retirement and those excluded by other UWS regulations, e.g., s. UWS 8.03 (3), the rule governing nepotism.

The recommendation shall be based on the following factors:

a. The personnel needs as determined by the specific mission and programs of the academic unit within the overall mission and programs as defined and set forth for the respective College/School and University of Wisconsin-River Falls.

b. Professional preparation and experience

c. Performance criteria.

C.1 Effectiveness in teaching. This section is to apply to any academic unit (department) faculty member whose appointment normally involves a teaching component. Each academic unit (department) will draw up in writing a set of Teaching Expectations to be used as a guideline for all of its teaching staff carrying out their teaching duties. Teaching expectations shall include, but not be limited to, classroom teaching and its ancillary activities such as advising, testing, professional consultations with students on class progress and with colleagues on curriculum revision and development, class preparation, and syllabus writing. These activities and their relative importance are to be clearly defined in departmental guidelines. The teaching effectiveness criteria for faculty also shall be used to evaluate academic staff with teaching appointments.

The most important performance criterion will be effectiveness in teaching. Effectiveness in teaching will be assessed through peer evaluations, student evaluations, the faculty member's teaching portfolio, and any other Appropriate means of evaluation as approved by a majority of the academic unit's (department's)
teaching staff.

c.2 Professional Involvement and Accomplishments. Professional involvement and accomplishments in scholarly activities such as, but not limited to, research, writing, and artistic production or performance.

c.3 Contributions. Significant contributions at the departmental, College/School, University, community, state, national, or international level in categories other than those identified above. Such activities include, but are not limited to, advising campus organizations; participating in faculty governance, sharing professional expertise with government, business or private non-profit entities; participation in non-academic local, regional, national, and international organizations whose aims parallel the professional interests of the faculty.

3.22 A supportable, severe deficiency in any or all of the above criteria, c.1-c.3, is a reasonable cause for non-renewal.

3.23 Each academic unit (department), will develop a written set of criteria and will determine the relative importance of these criteria for determining renewal using the basic core of the above criteria in RF 3.21 as a model and have it approved by the respective College/School Dean/Director, the Provost/Vice Chancellor, and the Chancellor. These criteria are to be provided in writing to and discussed with new faculty members by each academic unit chair.

3.24 The head of the academic unit concerned shall maintain the professional record indicating the performance of each probationary faculty member with respect to the criteria set forth in Section 3.21. Such records shall be limited to official University documents relevant to reaching an evaluation.

Procedures for Recommendation

RF 3.3

3.31 The names of the probationary faculty members to be evaluated shall be forwarded to the heads of the appropriate academic unit by the Dean/Director in accordance with the schedules set forth in Section 3.61.

3.32 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 RF 3.23. 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 RF 3.61)

3.33 Before a vote is taken, the recommendation in question shall be discussed at a meeting of the faculty members eligible to vote thereon. The meeting shall be called under the provisions of s. 19.85, Wisconsin
Statutes, the Open Meeting Law, and RF 3.12. The meeting shall be called and conducted by the chair so as to afford reasonable opportunities to ask questions, to offer additional information, and to discuss the recommendation in question. This discussion shall be based on documents in the probationary faculty member's personnel file. This file should contain and the chair shall introduce for discussion: official recommendations from departmental personnel committee where such exist; and non-binding advisory reports from other sources who are engaged in a working relationship with the faculty under review.

3.34 The vote shall be taken at the meeting by signed ballots. Members unavoidably absent from the meeting because of illness, professional commitment, or emergency may vote by absentee ballot submitted to the head prior to the meeting. There shall be no voting by proxy.

3.35 The recommendation to renew a probationary appointment shall pass if a majority of those voting concur. If the votes are equally divided, the recommendation shall be against reappointment. Abstention votes of any form should be counted as no vote cast. They should not be considered in any personnel decision. [FS 90/91 #20]

3.36 The head of the academic unit shall prepare and submit the unit's recommendation for the administrative review provided in RF 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.

3.37 The recommendation, including all documents referred to in RF 3.36, 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 RF 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.

3.38 Copies of the academic unit's recommendation, including all documents referred to in RF 3.36 and RF 3.37 and the individual signed ballots, shall be retained by the Dean/Director.

Disclosure of Recommendation to a Faculty Member

RF 3.4

3.41 At the same time that the recommendation is submitted for administrative review, the head of the academic unit shall give written notice to the faculty member of the recommendation adopted by the unit.

3.42 The probationary faculty member shall be notified in writing within 20 days after each decision at each reviewing level as outlined under "Dates of Implementation."
3.51 The recommendation of the academic unit shall be submitted to and reviewed by the administration in accordance with this section.

(a) The head of the academic unit shall submit the recommendation outlined in RF 3.36 and RF 3.37 to the Dean/Director. The Dean/Director shall make a decision, appending any comments, and forward the recommendation to the Provost/Vice Chancellor.

(b) The Provost/Vice Chancellor shall make a decision, appending any comments, and forward the recommendation to the Chancellor.

(c) The Chancellor has the responsibility and authority to make the decision for renewal and nonrenewal based on the criteria listed in 3.21 and shall inform the head of the academic unit of the decision.

(d) If the Chancellor disagrees with the recommendation of the academic unit and requests that the unit reconsider the matter, he must submit a statement of reasons for disagreement to the unit.

(e) The head shall call a meeting of those members of the academic unit who are eligible to vote on the question. After discussion of the reasons given by the Chancellor, a vote shall be taken to determine what the reconsidered recommendation shall be. Voting shall follow procedures given in RF 3.34 and RF 3.35.

(f) The head of the academic unit shall submit the unit's reconsidered recommendation to the Chancellor not less than three weekdays prior to the notification dates for reappointment. (RF 3.6)

(g) The decision of the Chancellor on the reconsidered recommendation shall be final.

3.52 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.

3.53 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.

(b) Reconsideration is not a hearing or an appeal, and shall be non-adversarial in nature.

(c) In the event that a reconsideration affirms the nonrenewal decision, the procedure outlined for appeal may be followed. (See Chapter 6)
Dates

3.61 The dates used in the implementation of the procedures of RF 3.3 are based upon the notice periods provided by UWS 3.09, Wisconsin Administrative Code, and are listed in the table below.

3.62 In case of an appointment terminating in the middle of an academic year, the time associated with the implementation dates shall be apportioned accordingly and precede the notification dates as given in UWS 3.09 of the Wisconsin Administrative Code.
<table>
<thead>
<tr>
<th>Action</th>
<th>First Year (for second year appointment)</th>
<th>Second year (for third &amp; fourth year appointments)</th>
<th>After two or more years</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Names of probationary faculty members forwarded to heads of academic units no later than (RF 3.31):</td>
<td>November 25</td>
<td>September 15</td>
<td>November 25</td>
</tr>
<tr>
<td>B. Head of academic unit notifies probationary faculty members and all eligible voters no later than (RF 3.32):</td>
<td>December 5</td>
<td>September 20</td>
<td>December 5</td>
</tr>
<tr>
<td>C. Professional file is made available to candidate and faculty members eligible to vote, for their consideration and additions (RF 3.32):</td>
<td>December 6-January 5</td>
<td>September 21-October 20</td>
<td>December 6-January 5</td>
</tr>
<tr>
<td>D. Amended file available for review only (RF 3.32):</td>
<td>be completed within 5 working days of the beginning of spring semester [FS 91/92 #20]</td>
<td>October 21-31</td>
<td>January 6-31</td>
</tr>
<tr>
<td>E. Vote no later than (RF 3.32-3.35):</td>
<td>January 26</td>
<td>November 10</td>
<td>February 6</td>
</tr>
<tr>
<td>F. Departmental recommendations and all supporting documents (as outlined in RF 3.36) shall be opened to inspection and comments for three weekdays prior to their submission to the Dean/Director but no later than (RF 3.37):</td>
<td>January 31*</td>
<td>November 15*</td>
<td>February 13*</td>
</tr>
<tr>
<td>G. Departmental recommendation with all supporting documents (as outlined in 3.36 and 3.37) forwarded to the Dean/Director no later than (RF 3.51):</td>
<td>February 1</td>
<td>November 16</td>
<td>February 14</td>
</tr>
<tr>
<td>H. Dean/Director forwards recommendations to Provost/Vice Chancellor no later than (RF 3.51):</td>
<td>February 8</td>
<td>November 23</td>
<td>February 21</td>
</tr>
<tr>
<td>I. Provost/Vice Chancellor forwards recommendation to Chancellor no later than (RF 3.51):</td>
<td>February 15</td>
<td>November 30</td>
<td>February 28</td>
</tr>
<tr>
<td>J. Chancellor informs head of academic unit of decision no later than (RF 3.51):</td>
<td>February 22</td>
<td>December 8</td>
<td>March 7</td>
</tr>
<tr>
<td>K. Chancellor notifies faculty member of decision no later than (RF 3.52 &amp; UWS 3.09):</td>
<td>March 1</td>
<td>December 15</td>
<td>March 14</td>
</tr>
</tbody>
</table>

** [FS 96-97#23]

* 5 days allotted to allow for weekends during some years

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The usual probationary period shall be seven years in a full-time or at least half-time position. Provisions shall be made at the time of hire for the appropriate counting of prior service at other institutions and at the institution. Tenure is not acquired solely because of years of service.

A tenure recommendation shall ordinarily be made during a probationary faculty member's sixth year of full-time or at least half-time employment. The notice of employment for the eighth year shall be given during the sixth year in accordance with the schedule set forth in RF 3.61. Except as provided in UWS 3.10 and UWRF 4.15, notice of appointment for the eighth year shall constitute the granting of tenure to the probationary faculty member.

A faculty member may be considered for tenure prior to the completion of the usual probationary period provided that at least one of the following criteria is met:

1) For extraordinary reasons, the faculty member has taught seven years at this institution without receiving tenure.

2) The faculty member possess teaching, administrative, and/or research expertise that makes possible an extraordinary contribution to the fulfillment of the goals of the institution.

A faculty member may be considered for tenure with a longer maximum probationary period (greater than 7 years as defined in 4.1) in a full-time or part-time position of at least half-time (see UWRF 4.14 and 4.15).

A leave of absence, sabbatical or a teacher improvement assignment does not constitute a break in continuous service and shall not be included in the 7 year period under sub (4.1)

Circumstances in addition to those identified under sub. (4.14) that do not constitute a break in continuous service and that shall not be included in the 7-year period include responsibilities with respect to childbirth and adoption, significant responsibilities with respect to elder or dependent care obligations, disability or chronic illness, or circumstances beyond the control of the faculty member, when those circumstances significantly impede the faculty member's progress toward achieving tenure. The request shall be made in writing. It shall be presumed that a request made under this section because of responsibilities with respect to childbirth or adoption shall be approved. A request for additional time should be made prior to the beginning of the sixth year.

a. A request for additional time because of responsibilities with respect to childbirth or adoption shall be initiated in writing by the probationary faculty member concerned and shall be submitted to the chair or academic unit head who will forward it with a recommendation to the Dean/Director who will forward it with a recommendation to the Provost/Vice Chancellor for approval. The Provost/Vice Chancellor shall specify the length of time for which the request is granted. The request should state the reason for
the exception, and state the beginning date and the ending date of the leave. Final approval and notification shall be made by the Chancellor.

b. Except for a request because of responsibilities with respect to childbirth or adoption, a written request made because of other circumstances under this section shall be submitted to the chair or academic unit head, who will forward it with a recommendation to the Dean/Director, who shall forward it with a recommendation to the Provost/Vice Chancellor for approval. The Provost/Vice Chancellor shall specify the length of time for which the request is granted. The request should state the reason for the exception and state the beginning date and the ending date of the leave. Final approval and notification shall be made by the Chancellor. A denial of a request shall be in writing by the Chancellor and shall be based on clear and convincing reasons.

c. More than one request may be granted because of responsibilities with respect to childbirth or adoption. More than one request may be granted to a probationary faculty member but the total, aggregated length of time of all requests, except for a request because of responsibilities with respect to childbirth or adoption, granted to one probationary faculty member ordinarily shall be no more than one year.

d. If additional time is needed, the approval process must be reinstituted.

e. The department chair shall notify the tenured faculty members that the leave has been approved and does not constitute a break in service. The chair does not need to notify the tenured faculty members as to the reason for the request.

f. If any faculty member has been in probationary status for more than 7 years because of one or more of the reasons set forth in 4.14 or 4.15, the faculty member shall be evaluated as if he or she had been on probationary status for 7 years. [FS 94/95 #28]

The procedure for granting tenure shall be the same as the procedure for the renewal or nonrenewal of a probationary appointment in RF 3.1 through RF 3.6, except for the following:

a. Voting members of the academic unit shall consist of all tenured faculty members of the unit.

b. A motion to grant tenure shall carry only if favored by at least two-thirds of those voting. Abstention votes of any form should be counted as no vote cast. They should not be considered in any personnel decision. [FS 90/91 #20]

c. When tenure is to be granted to a faculty member prior to the expiration of the normal probationary period, the decision may be made independently of the calendar dates in RF 3.51 (f) and RF 3.6. Nevertheless, the time periods and sequences associated with giving notice, scheduling meetings, and providing information shall be honored. When the Dean/Director forwards his or her recommendation to the Provost/Vice Chancellor, he or she shall,
at the same time, inform all academic unit heads and all other Deans/Directors about the recommendation. The purpose of providing this information is to give the various parts of the University an opportunity to express to the Provost/Vice Chancellor and/or Chancellor any concerns they have regarding the proposed action prior to a decision.

d. When tenure is to be granted simultaneously with initial appointment, the tenured faculty of the academic unit, upon two-thirds majority vote, shall initiate the recommendation for granting tenure. This recommendation shall accompany the recommendation for initial appointment in the process of administrative review provided in RF 2.4. When the Dean/Director forwards his or her recommendation to the Provost/Vice Chancellor, he or she shall, at the same time, inform all academic unit heads and all other Deans/Directors about the recommendation. The purpose of providing this information is to give the various parts of the University an opportunity to express to the Provost/Vice Chancellor and/or Chancellor any concerns they have regarding the proposed action prior to a decision. A denial of tenure under these circumstances does not require written reasons, a reconsideration, nor opportunity for an appeal under UWS 3.07 and UWS 3.08.

e. As noted in RF 1.5, a tenure appointment is granted by the Board upon the affirmative recommendation of the appropriate academic unit and the Chancellor or the University via the President of the System, unless a denial of tenure is found to be based on impermissible factors, in which case the provisions of RF 4.3 will apply.

[FS 92/93 #27]

Procedures for the Review and Rectification of Denial of Tenure on Basis of Impermissible Factors.

Recommendations for Tenure shall be based on the criteria established in RF 3.21 and on such extension of those criteria as are enacted by each academic unit and filed with the Provost/Vice Chancellor. Tenure shall not be denied on the basis of impermissible factors as defined in RF 6.4 of the Faculty Handbook (Seventeenth Edition). Faculty who appeal their denial of tenure on the basis of impermissible factors may follow the process and procedure of the appeal process described below. No member of the academic unit in which the appeal originated shall serve on any body involved in the appeal.

1. The faculty member denied tenure may appeal to the Faculty Hearing, Grievance and Appeals Committee to determine if impermissible factors were used in denying tenure.

   This committee will review the tenure documents and supporting materials and hold interviews and hearings as needed to establish the basis on which the decision was made. Academic Staff members of the Hearing, Grievance and Appeals Committee shall not participate in appeals of denial of tenure for impermissible factors.

2. Should the Hearing, Grievance and Appeals Committee find that the decision was not based on impermissible factors, the denial shall
3. Should the Hearing, Grievance and Appeals Committee find that the decision was based on impermissible factors, an Ad Hoc Committee shall be established to conduct an independent review of the grievant's credentials in relation to established criteria (RF 3.21).

4. The Faculty Senate shall be responsible for establishing the Ad Hoc Committee.

   a. The Chair of the Faculty Senate in consultation with the tenured members of the Executive Committee shall draft a list of potential Ad Hoc Committee members to be approved by the entire Faculty Senate. The Faculty Senate Chair shall be responsible for contacting nominees to the Ad Hoc Committee and obtaining their consent to serve.

   b. This Ad Hoc Committee shall be composed of five members who teach in the same academic field as the individual under review or in a substantially similar academic field and a non-voting chair selected by the tenured members of the Executive Committee of the River Falls Faculty Senate.

   c. Members of the Ad Hoc Committee may be UW-RF faculty or faculty from other campuses, but they must be tenured at an accredited four-year institution of higher learning. In selecting off-campus members of the Ad Hoc Committee, the Faculty Senate shall try to choose faculty from institutions whose philosophy and mission are similar to those on this campus. Members of this Ad Hoc Committee are expected to give a fair and impartial review and to be free of conflicts of interest which might bias them in favor of one of the parties to the appeal.

5. The Ad Hoc Committee shall function as follows:

   a. The administration shall provide a recording secretary who, in the event of an open meeting, will prepare a verbatim report;

   b. review documents on which the decision was based including, but not limited to, the grievant's personnel file, minutes of meetings at which the grievant's tenure was discussed, the chair's recommendation regarding tenure, and other supporting documents;

   c. hold a meeting to conduct an independent review of the grievant's credentials in relation to established criteria (RF 3.21). In accordance with s. 19.85(1)(b) Wisconsin Statutes and other statutory provisions, appropriate notice shall be given of this meeting and the grievant shall have the option to request that it be open;

   d. after due discussion and deliberation, vote by signed ballot to recommend granting or denying tenure; and

   e. convey to the Chancellor their conclusions, providing a report stating the rationale for their decision and indicating any
6. The Chancellor shall review the recommendation of the Ad Hoc Committee and make a recommendation following the criteria in RF 3.21 and any such extension of those criteria established by the academic unit and filed with the Provost/Vice Chancellor.

7. The following time limits shall govern this procedure:

a. Within 15 days after being notified in writing of the departmental vote denying tenure, the faculty member must forward an appeal to the Hearing, Grievance and Appeals Committee.

b. The Hearing, Grievance and Appeals Committee shall operate under the provisions of RF 10 except that in the event impermissible factors are found to operate, the Hearing, Grievance and Appeals Committee chair shall immediately notify the faculty member and the Chair of the Faculty Senate.

c. Faculty Senate action on establishing the Ad Hoc Committee shall proceed in a timely fashion, but no more than one month shall elapse between notification and the approval of the Ad Hoc Committee.

d. The Ad Hoc Committee shall have one month in which to conduct its review and to notify the Chancellor of its decision.

e. The Chancellor will act on the report within two weeks after its receipt and will immediately give written notice of the final decision to all parties involved.

Procedures

In promotion of faculty members, the following criteria will be considered: appropriate educational preparation, appropriate experience, and contribution to the University.

The educational preparation code assignment shall be based on the following minimal academic experience pertinent to the teaching assignment:

Code 1. Any of the following categories qualify for this rating:

- Ph.D.
- Ed.D.
- Earned doctor's degree equivalent to the Ph.D. and Ed.D. requiring the minimum equivalent of three full years of graduate study beyond the baccalaureate
- M.F.A. in performing arts (dance and theatre) or in studio arts
- M.S.W./M.S.S.W. with ACSW eligibility (limited to promotions to Associate Professor only)

Code 2.

- Earned degrees requiring a minimum of three years of work beyond the baccalaureate degree
• All requirements met for the doctorate except for the completion of the dissertation

Code 3.
• Master's degree plus one full year of graduate study as measured by the institution where graduate work is applicable in a degree program
• A specialist degree or its equivalent
• Two-year master's degree

Code 4. Master's degree

Code 5. Bachelor's degree

Code 6. No bachelor's degree

NOTE: In those academic areas where the terminal degree traditionally accepted in the discipline is other than code 1 or code 2 or in fields where faculty members with code 1 or code 2 credentials are not available, the faculty member may receive consideration for promotion upon recommendation of the academic department. Faculty who do not hold the terminal degree in the field must complete 4 years more of teaching experience than that required of a faculty member with the terminal degree to qualify for promotion to a given rank. Part-time faculty may be considered for promotion in rank when their actual teaching experience adds up to the number of years required for promotion to the rank in question. The Chancellor may waive the criteria and must provide the justification for the waiver. [FS 90/91 #23]

Having met the standard for minimal academic preparation as outlined in assignment of code, the faculty member who seeks advancement in rank must meet the following criteria:

• Instructor: To be eligible for consideration for appointment to Instructor, the applicant must hold the master's degree or its equivalent (minimal educational code 4.)

• Assistant Professor: To be eligible for consideration for promotion to the rank of Assistant Professor, the faculty member must meet minimal educational preparation code 3. An equivalent of four years of teaching or the equivalency in practical experience is required.* Those holding the doctorate are not required to have the teaching experience for this rank.
  * Neither the current year nor summer sessions will be considered in meeting this requirement.

• Associate Professor: To be eligible for consideration for promotion to the rank of Associate Professor, the faculty member must meet minimal educational preparation code 1. A minimum of six years of teaching or equivalency with a minimum of three academic years as an Assistant Professor at this University will be required.* An Assistant Professor who is granted tenure shall automatically be promoted to Associate Professor if minimal educational preparation code 1 is met and the rank of Assistant Professor has been held for at least three years. There shall be no promotion to Associate Professor prior to the granting of tenure. [FS 96/97 #4]**
Neither the current year nor summer sessions will be considered in meeting this requirement.

**Applies to tenure-track faculty hired after October 9, 1996 [FS 96/97 #5]**

- Professor: There shall be no promotion to Professor prior to the granting of tenure. [FS 96/97 #4] To be eligible for promotion to the rank of Professor, the faculty member must meet minimal educational preparation code 1. Ten years of full-time college/university teaching or equivalency is required.* A minimum of three of those years must be at the rank of Associate Professor at this University.

Neither the current year nor summer sessions will be considered in meeting this requirement.

**Applies to tenure-track faculty hired after October 9, 1996 [FS 96/97 #5]**

NOTE: The following guidelines will be considered in the assignment of number of years of experience:

(a) Teaching experience at the university level in an institution equivalent to this University will be honored on a 1-1 basis (one year equals one year);

(b) Teaching experience at the elementary or secondary level will be honored on a 2-1 basis, however, a maximum of five years will be granted;

(c) Industrial, governmental, business, or pre-professional experience directly related to the University teaching assignment will be honored on a 2-1 basis with a maximum of five years granted;

(d) Appropriate experience will be considered on an individual basis. The burden of proof is on the faculty member to show the cause and for the department chair to present evidence. This experience shall not exceed the 3-1 ratio, with a maximum of five years granted. [FS 95/96]

(e) Graduate assistantships may be considered in (d) of the above formula.

The faculty member who has met criteria Appropriate Educational Preparation and Appropriate Experience (above) may be considered for promotion using the criteria found under RF 3.21 c. 1, 2, and 3. [FS 93/94 #9]

NOTE: Evaluation of the foregoing criteria shall be based on the following sources of information:

- cumulative student evaluations;
- cumulative peer evaluations;
- cumulative department chair's evaluations;
- the professional performance record;
- the records for periodic review.
Probationary faculty members should be strongly encouraged to develop and maintain a faculty record for use in merit and tenure decisions. This professional record should consist of the following five segments:

1. Vita: Letter of appointment, education, position announcement, University rank and years of service, course responsibility, class load summary, advising responsibilities, non-curricular responsibilities.

2. Position performance: Student enrollment in major courses, summary of student evaluations listed by course, peer visitation reports, chair's periodic review.

3. University service: Committee involvement, club advising, cooperative research projects, extension responsibilities.

4. Industry/Community service: Producer or interest group presentations, community club membership, youth activities, church groups, etc.

5. Professional contributions: Professional society involvement, publications, etc.

A copy of the record should be kept by both the faculty member and his or her department chair as an integral part of the chair's current record system. The tenured faculty members should also strive to keep their records updated on a biennial basis.

Procedures

Recommendations for promotions shall be initiated during Fall semester at the departmental level with a majority vote of department members of the proposed rank or higher. Abstention votes of any form should be counted as no vote cast. They should not be considered in any personnel decision. The departmental procedures shall provide for the establishment and review of a promotion professional record containing such information and summary of data as are necessary to document the fulfillment of RF 3.21c. At the departmental level, the candidates recommended by the department shall be listed in order of preference within each of the academic ranks, and the professional records of those candidates shall be forwarded to the College/School Promotions Committee for review and action. Every faculty member who meets the minimum requirements for promotion but is not recommended for promotion by the department can request that his or her professional record be forwarded to the Dean/Director of the College/School. [FS 90/91 #23]

NOTES:

In those departments having fewer than five (5) faculty members, the
chair will consult directly with the Dean/Director rather than establishing a separate departmental review structure.

Recommendations for promotion of department chairs may be made by the Dean/Director in consultation with the tenured members of the department.

The Dean/Director of each College/School shall establish a College/School Promotions Committee to evaluate the professional record of each candidate and to list, in order of preference, the candidates within each of the academic ranks in relation to the nominees from the rest of the College/School. This committee shall consist of at least seven members. Voting and ranking in the College/School Promotions Committee shall be governed by the principles that: (a) nominations to a given rank shall be voted only by members of the committee who hold rank equivalent to or higher than that under consideration; and (b) no member shall vote on his or her own nomination. A member's service on this committee shall be limited to three consecutive years and no more than two members of the same department shall serve on the committee at the same time. The College/School Promotions Committee shall consider the professional records of the following groups: (a) candidates recommended by the department, (b) persons who request consideration by appeal to the Dean/Director of the College/School, and (c) any others who the committee believes deserve consideration because of special circumstances.

A written report on the deliberations of the College/School Promotions Committee shall be forwarded to the Dean/Director or his or her equivalent. This report shall explain briefly the rationale for the rankings. Wherever feasible, this report shall include any information which may be of service to the faculty member who is not granted promotion and who wishes to improve his or her performance. The Dean/Director shall review the recommendations of the College/School Promotions Committee and shall then recommend candidates for promotion to the Provost/Vice Chancellor. If the Dean/Director chooses to recommend a candidate not recommended by the College/School Promotions Committee, he or she shall meet with the committee to inform them of the rationale of his or her decision. Upon timely request from an unsuccessful candidate, the Dean/Director shall meet with the candidate to review the professional promotion record and to advise the candidate of any actions that may be taken to strengthen his or her qualifications for promotion.

The Provost/Vice Chancellor shall review the recommendations of the Deans/Directors and shall send his or her recommendation concerning promotions to the Chancellor.

The Chancellor shall make his or her final decision regarding recommendations for promotion, shall forward this decision to the Board of Regents, and shall notify all candidates of the status of their nomination. Upon written request from an unsuccessful candidate, the Chancellor shall review the candidate's professional record, including recommendations of the various promotions committees, of the Dean/Director, and of the Provost/Vice Chancellor, and shall discuss
with the candidate the rationale for the action on his or her recommendation. The Chancellor may refer the candidate to the Provost/Vice Chancellor or to the appropriate Dean/Director or the department chair for a review of the candidate's standing relative to other candidates at the University, College/School, or department level.

A faculty member who is not recommended for promotion has the right to appeal that decision to the Faculty Hearing, Grievance, and Appeals Committee in accordance with the procedures of Chapter IV this faculty handbook Procedure for Handling Grievances: Faculty Personnel Rules-Chapter 10.

The Dean/Director of the College/School notifies the department chair of all faculty eligible for promotion consideration by September 15.

The chair notifies individual faculty members by October 1.

The departmental decision is made by November 1.

The departments send promotion recommendations to College/School Promotion Committees by November 15.

The College/School Promotion Committees send recommendations to Deans/Directors by February 1.

The College/School Deans/Directors send recommendations to the Provost/Vice Chancellor by February 15.

The Chancellor and Provost/Vice Chancellor inform Deans/Directors and the individual faculty of their recommendations by February 22 and send recommendations to the Board of Regents according to System guidelines.

Upon receipt of the final decision from the Board of Regents, the Chancellor shall inform the faculty members of their status.

[FS 94/95 #7]
Faculty Personnel Rules-Chapter 5

At least once every five years the professional activities of tenured faculty will be reviewed to inform each faculty member of his or her performance. The review may be conducted simultaneously with merit review or with promotion review.

For the purpose of this review the criteria used are those found in the Faculty Handbook under RF 3.21c and the appropriate department's statement applying these criteria to the department mission, such statement to be on file in the Provost/Vice Chancellor's office.

The academic unit will determine whether a committee of its tenured faculty or the chair will conduct the review. The reviewer(s) shall:

(a) Review the teaching portfolio and other pertinent data submitted by the faculty member. The faculty member has primary responsibility for assembling the data for review. The faculty member will include an inventory of the data submitted, and the chair will verify the inventory contents. The faculty member is responsible for promptly submitting the information for his or her review. The reviewer(s) will prepare a summary of their findings.

(b) Discuss with the faculty member his or her performance in continuing to meet the criteria under RF 3.21c. Following this discussion the reviewer(s) will prepare a final summary of findings and recommendations which will be signed by the chair and any other reviewers, and by the faculty member reviewed to acknowledge that the review was completed.

(c) Enter into the faculty member's departmental professional file the inventory, the final summary report, and any other pertinent information used in the review. The faculty member reviewed will be given a copy of the final summary report.

If the faculty member's performance is deemed outstanding, a copy of the report shall be entered into the peer merit file as evidence to support a high merit ranking, and the chair shall consider the faculty member in the recommendations to the Dean/Director for special merit awards.

If the faculty member's review reveals a need for significant improvement in performance, the chair will report such to the academic Dean/Director. The Dean/Director and the chair in consultation with the faculty member will recommend a retraining or redevelopment program to the Provost/Vice Chancellor, who shall assist the Dean/Director to find resources to fund such a program. This program may include, but is not limited to, additional coursework, referral to the Employee Assistance Program, participation in professional meetings in the discipline, and/or appointment of a peer mentor.

The faculty member may challenge the summary report before the
the Review

Subsequently, the faculty member may take the matter to the University Faculty Hearing, Grievance, and Appeals Committee. [FS 92/93 #18]

### Procedures: Post-tenure Review Timeline

<table>
<thead>
<tr>
<th>Step</th>
<th>Description</th>
<th>Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td>Names of faculty members subject to post-tenure review forwarded to heads of academic units no later than</td>
<td>May 1 of the academic year preceding review</td>
</tr>
<tr>
<td>b.</td>
<td>Head of academic unit notifies faculty member no later than</td>
<td>May 15 of the academic year preceding review</td>
</tr>
<tr>
<td>c.</td>
<td>Department sets post-tenure review dates and decides whether post-tenure review will be conducted by the chair or by committee no later than</td>
<td>September 30</td>
</tr>
<tr>
<td>d.</td>
<td>Selection of committee, if necessary, completed</td>
<td>October 15</td>
</tr>
<tr>
<td>e.</td>
<td>Head of academic unit notifies faculty member and post-tenure review committee (if committee option is in effect) of review dates by</td>
<td>October 30</td>
</tr>
<tr>
<td>f.</td>
<td>Faculty member compiles portfolio and other pertinent data of previous five years’ contributions no later than</td>
<td>January 30</td>
</tr>
<tr>
<td>g.</td>
<td>Chair or committee reviews portfolio during</td>
<td>One week review period between January 30 and April 15. (Post-tenure review dates set by department no later than September 30 - see (c) above.)</td>
</tr>
<tr>
<td>h.</td>
<td>Chair or committee meets with faculty member to discuss performance. Following this meeting, final summary of findings and recommendations is prepared and signed, with faculty member receiving copy of post-tenure review report no later than</td>
<td>Two weeks after post-tenure review period. (Post-tenure review dates set by department no later than September 30 - see (c) above.)</td>
</tr>
<tr>
<td>i.</td>
<td>Post-tenure review report is forwarded to Dean/Director by</td>
<td>One week after meeting with faculty member.</td>
</tr>
<tr>
<td>j.</td>
<td>Dean/Director forwards post-tenure review report and any response to the Provost/Vice Chancellor by</td>
<td>One week after post-tenure review report forwarded to Dean/Director</td>
</tr>
</tbody>
</table>

If significant improvement in performance is needed, the faculty member, the chair, the Dean/Director and the Provost/Vice Chancellor confer to draft an appropriate retraining or development program. Resources should not be removed from existing faculty development programs for programs to remedy deficiencies.

[FS 93/94 #17]
A folder containing the personal résumé of each staff member with
certified transcripts, academic record, experience, and professional
accomplishments is kept in the office of the Chancellor. It is the
responsibility of all faculty members to see that the record is kept up to
date. See the section on Promotion Criteria earlier in this chapter for a
listing of items which should be in the professional record. This record
is confidential and will be released only as deemed appropriate under
state and federal statutes.

**Procedures**

In general, student evaluation of classroom teaching produces two types
of information. One type of information can be used to help the
instructor identify the effectiveness of specific instructional practices and
can also identify areas for improvement or development. The second
type of information gained from uniform student evaluations is used to
arrive at broad comparisons of instructors and can be used for personnel
decisions.

The student survey of classroom teaching effectiveness conducted at
UW-RF is of the second type only. According to an interpretation by the
Wisconsin Attorney General, the results of uniform student evaluations
conducted by the University, College/School, or unit on a required basis
are PUBLIC information.

Student evaluations are but one means of assessing classroom teaching
effectiveness. A thorough review of teaching effectiveness includes
classroom observations by peers; a review of syllabi, tests, texts, and
required readings; a review of other teaching tools such as computer
simulations and videos; videos of a class period; self-evaluation
including statements of teaching goals, and the methods the teacher uses
to accomplish these goals; examples of the products of one's teaching
such as essays, papers, art and performances; examination of grading
patterns and how grades are determined in a department, and the results
of uniform student evaluations. The information used in assessing
teaching effectiveness for personnel decisions should augment the
information required in UW-RF 3.21 c.1 and 3.23.

In brief, uniform student evaluations should be used as supporting
evidence of classroom teaching effectiveness and not as the primary
evidence of it.
Uses of the Uniform Survey Results

a. The results of uniform evaluations of classroom teaching effectiveness can be used in personnel decisions. Personnel decisions are made in departments/units, by Deans/Directors, by the Provost/Vice Chancellor, by the Chancellor, by College/School promotion committees, and by those involved in grievance proceedings. Normally the personnel decisions made are for retention, promotion, tenure, and merit pay.

b. Every academic and administrative unit making personnel decisions must state in writing the relative importance of student evaluations in comparison to other means of evaluating teaching such as those discussed above. The statements must be approved by the appropriate Dean/Director, the Provost/Vice Chancellor and by the Chancellor.

Uniform Survey Instrument

a. The survey instrument will include only questions approved by the Faculty Senate, and will be administered by the Provost/Vice Chancellor.

b. Any statistical measures will be applied to the results of one question only, not to any combination of all the questions. Statistical measures applied to a question must be limited to the responses to that question in one class section only. There must not be any "composite" number derived from the results of the questions.

c. The frequency, standard deviation, mean or average of the results of each question must not be used explicitly to compute any department, College/School, or University-wide salary change including raises, merit pay or pay reductions.

d. The results of uniform student evaluations will be sent to the individual faculty member surveyed, to the department chair, to the Dean/Director, and will be available in the Library.

e. Uniform student evaluations will be conducted within the last three weeks of the semester. The results of the survey will not be available until after the final grade rosters are submitted to the Registrar. The Provost/Vice Chancellor will ensure that all grade rosters have been submitted.

f. Uniform student evaluations will be administered in all classes each semester for probationary faculty and instructional academic staff only, and evaluations will be administered each semester for one-third of tenured faculty. Tenured faculty to be evaluated will be selected alphabetically every third evaluation period. Faculty have the option to have evaluations done more frequently.

g. Individual faculty members may on their own volition conduct additional student surveys to help identify the effectiveness of specific instructional practices and areas for improvement or development. Individual students may decide whether to complete these surveys or not. The results of the surveys are confidential and are the property of the individual faculty member. At the discretion of the faculty member, a copy of the survey instrument, and any results obtained from them, may be included.
in the personnel file as a part of the teaching portfolio. [FS 94/95 #23]
Rules for Nonrenewal Appeals

Faculty Personnel Rules-Chapter 6

These rules are established to implement and augment the requirements of UWS 3.08.

The authority to review nonrenewal decisions concerning faculty members shall be vested in the Faculty Hearing, Grievance and Appeals Committee of the University of Wisconsin-River Falls (hereinafter, Committee). No person participating in the original decision to nonrenew a faculty member shall participate with the Committee in reviewing that decision.

The Committee shall review a nonrenewal decision in accordance with the following procedure:

(a) If the faculty member wishes to appeal his or her nonrenewal decision, he or she shall make a written appeal to the Committee within 20 days of official notice that the reconsideration has affirmed the nonrenewal decision (25 days if notice is by first class mail and publication).

(b) The Committee shall conduct a review of the nonrenewal decision not later than 20 days after receipt of the request from the faculty member concerned, except that this time limit may be extended by mutual consent of the parties or by order of the Committee.

(c) The faculty member concerned shall be given at least 10 days notice of such review.

The burden of proof before the Committee shall be on the faculty member concerned. This burden shall be satisfied upon a showing that the decision to nonrenew was based in any significant degree upon one or more of the factors set forth in RF 6.4 herein, with material prejudice to the individual [See UWS 3.08 (1)].

The Committee shall ascertain whether the decision was based in any significant degree upon one or more of the following factors, with material prejudice to the faculty member concerned.

(a) Conduct, expressions or beliefs which are constitutionally protected or protected by the principles of academic freedom, or

(b) Factors proscribed by applicable state or federal laws regarding fair employment practices, or

(c) Improper consideration of qualifications for reappointment or renewal:

(1) The procedures required by rules of the faculty or board related to renewal or nonrenewal of probationary appointments were not followed, or

(2) Available data bearing materially on the quality of performance were not considered, or
(3) Unfounded, arbitrary or irrelevant assumptions of fact were made about work or conduct.

The review of a nonrenewal decision shall be conducted by the Committee at a meeting held specifically for that purpose. Such meeting shall be closed unless the faculty member concerned requests an open meeting. The faculty member concerned and representatives of those making the nonrenewal decision shall be present at the review.

The Committee shall report on the validity of the appeal to the body or official making the nonrenewal decision and to the appropriate Dean/Director and the Chancellor. The report may include remedies which may, without limitation because of enumeration, take the form of:

(a) A reconsideration by the decision maker, or

(b) A reconsideration by the decision maker under instructions from the Committee, or

(c) Recommendations to the next higher appointing level.

Cases shall be remanded for reconsideration by the decision maker in all instances unless the Committee specifically finds that such a remand would serve no useful purpose.

The Committee shall retain jurisdiction during the pendency of any reconsideration.

The decision of the Chancellor will be final and shall be supported by the reasons for accepting or denying the recommendations of the Committee.

Faculty Personnel Rules-Chapter 7

The Termination Committee is designated as the standing faculty committee responsible for the duties assigned in UWS 4.03 and UWS 5.11. Organization and procedures of the Termination Committee are set forth in the Faculty By-Laws.
Faculty Personnel Rules-Chapter 8

The Faculty Senate shall serve as the Faculty Consultative Committee required by UWS 5.04.

Seniority is defined in response to the requirements of UWS 5.08. It shall be determined by total years of service to the institution, without regard to rank.

Faculty Personnel Rules-Chapter 9

In the following, the term "Committee" refers to the Faculty Hearing, Grievance, and Appeals Committee.

Complaints are allegations by the administration, students, academic staff members, other faculty members, classified staff members, or members of the public charging conduct by a faculty member that is not serious enough to warrant dismissal proceedings under UWS 4, but which does (a) violate University rules or policies or (b) adversely affect the faculty member's performance of his or her obligation to the University.

9.31 All complaints to receive formal attention under the provisions of this chapter shall be written, signed, and submitted to the Chancellor of the University within a reasonable time after the alleged misconduct.

9.32 The Chancellor shall first notify the faculty member concerned, in writing, regarding the nature of the complaint and give him or her an opportunity to explain his or her conduct. The Chancellor may make further investigation of the allegations and shall then:

(a) dismiss the complaint, or
(b) invoke the appropriate disciplinary action, or
(c) refer the complaint to the Committee.

The Chancellor shall notify the faculty member, in writing, of his or her decision and/or action.

9.33 If the Chancellor takes disciplinary action, the affected faculty member may request a hearing before the Committee. The request shall be made within 20 days after notice of the Chancellor's disciplinary action.
9.34 The Committee shall hold a hearing not more than 30 days after receiving a request from the faculty member or after having a complaint referred to it by the Chancellor, except that this time limit may be lengthened by mutual consent of the parties. The affected faculty member shall be given at least 10 days notice of the hearing.

9.35 The hearing shall be closed unless the faculty member concerned requests an open meeting in which case it shall be open (see Chapter 19, Subchapter IV, Wis. Statutes, Open Meeting Law).

9.36 The Committee shall consider all available information relevant to the complaint. Such information may be sought from students and members of the public. The Committee shall have the right to obtain information relevant to the complaint from University personnel.

9.37 The concerned faculty member may be present at those times when information is being presented to the Committee.

9.38 The faculty member charged shall be presumed innocent by the Committee until proven otherwise.

9.39 The findings and recommendation of the Committee shall be reported in writing to the Chancellor and to the faculty member concerned. The recommendation may be for:

(a) dismissal of the complaint, or

(b) appropriate disciplinary action, or

(c) referral of the complaint to the appropriate department or administrative officer.

RF 9.4 The decision of the Chancellor on the recommendation of the Committee, or on the complaint in the absence of a Committee recommendation, shall be final except that the Board of Regents at its option may grant a review on the record. The final decision of the Chancellor shall be supported by written reasons.

RF 9.5 After the hearing and recommendation of the Committee and the final decision of the Chancellor, the faculty member shall not again be called to account for the same alleged misconduct that was the subject of the complaint.
Faculty Personnel Rules-Chapter 10

This procedure is set up to deal with faculty grievances not specifically provided for in UWS 3, 4, 5, and 6.01.

In the following, the term "Committee" refers to the Faculty Hearing, Grievance, and Appeals Committee.

A faculty member who feels that he or she has a just cause for a professional grievance shall notify the chair of the Committee in writing, stating the nature of the grievance. A grievance may be withdrawn at any time upon the written request of the faculty member and no report will be made.

Within 20 days after receiving notice of the grievance, the Committee shall meet for the purpose of hearing the faculty member. The faculty member shall be given written notice of this meeting at least three days in advance. The purpose of the hearing shall be to consider whether the grievance should be dismissed or investigated further. The decision shall be communicated to the faculty member concerned.

If the Committee decides to dismiss the grievance, the faculty member concerned shall be so informed and no other report will be made.

If the Committee decides to investigate the grievance, it shall proceed with reasonable speed. In the investigation, the Committee shall have the right to obtain information relevant to the grievance from University personnel.

The Committee shall prepare a written report of its conclusions and recommendations which shall be submitted to the faculty member and the Chancellor. The report shall contain recommendations for either:

(a) dismissal of the grievance, or

(b) proposed solutions to the grievance.

Within 30 days of having received the Committee's recommendation, the Chancellor shall report his or her response and intended action to the Committee.

The Regents have the option to consider a faculty grievance on the record upon petition of a faculty grievant as well as upon the receipt of recommendations from Faculty Hearing, Grievance and Appeals Committee which has already considered the matter at the institutional level. [FS 89/90 #23]
It is the policy of the University of Wisconsin System to require a report from all faculty and academic staff who engage in remunerative outside activities in their field of professional interest and whose appointments are half time or more for the period under contract to the UW System. If an employee has a joint appointment, he or she must file a report for each department/unit. This report covers activities that occur during the full year, even if the employee was not under contract to the University for part of that time. The employee should discuss with his or her Dean or Director any activities that may present carryover questions of conflict with the employee’s responsibilities during his or her contract period.

For purposes of the reporting form:

A *remunerative relationship* is any relationship that results in payments, transfer of goods, or provisions of services to the reporting staff member.

*Net remuneration* includes the value of all payments, goods, and services received as compensation for an activity less expenses. Expenses deducted should not exceed those that could ordinarily be claimed from University administered funds.

An *organization* is any corporation, partnership, proprietorship, firm, enterprise, franchise, association, trust or the legal entity other than an individual or body politic (see UWS 8.02 (12), Wisconsin Administrative Code).

*Professionally related activities* are activities related to the staff members' field of academic interest or specialization.

*Ordinary professional activities* are those activities which extend a faculty or staff member's normal institutional responsibilities of teaching, research and service to serving other public institutions, organizations, and professional societies. Examples of such ordinary professional activities would be:

a. occasional lectures, colloquia, seminars, etc., given at colleges and universities and at meetings of professional societies.

b. Preparation of monographs, chapters, and editorial services for nonprofit educational organizations.

c. Service on advisory committees and evaluation panels for government funding agencies, non-profit foundations and educational organizations.

e. Leadership positions in professional societies.
Those activities which are reportable under UWS 8.025 include:

1. Professional related outside activities occurring while one is under contract to the University for which net remuneration is received, not including ordinary professional activities.

2. The names of organizations or businesses for which net remunerative outside activities were performed, the type of activity (consulting, teaching, research, writing, etc.) and the aggregate time spent (days) in that activity.

Royalties from writing and patents need be reported only in the year that they first appear.

3. The organization or source must be named and the aggregate amount of time in days spent in outside activities with that organization must be indicated. If $5,000.00 or more compensation per year from a single source is received, the last column of section A should be checked.

If the name of the organization should not be publicly identified Dean/Director's approval to withhold the name must be received (e.g., if revealing the name would be damaging to the organization's legitimate competitive interests.)

4. Any remunerative relationships with organizations which sponsor university research, teaching or training. If these relationships exist, the name of the organization must be reported.

5. Officerships, directorships, trusteeships held by faculty or members of immediate family in businesses or commercial organizations related to professional fields.

6. Ownership interests in organizations related to an academic area of specialization, provided that immediate family collectively owns more than 10% of the equity.

Those activities which need not be reported include:

1. Activities for which remuneration comes from University administered funds (e.g., teaching and innovation awards, etc.).

2. Remunerative ordinary professional activities (see definitions above).

3. Instruction at another nonprofit educational institution or research supported by a government agency if the instruction or research is performed during periods when the staff member is not in the University payroll, or in the case of part-time appointment, if the work is performed during time not contracted to the University.
Outside Activities

RF 11.1

Rules and procedures governing outside activities are intended to ensure devotion to teaching, research activities and all normal University responsibilities on the part of members of the faculty, while permitting their broad participation in public service or endeavors related to their fields of interest. (In addition to the provisions of this chapter, see Chapter UWS 8, Section 11.36 Wisconsin Statutes.)

University Responsibilities

RF 11.2

Full-time appointment to the faculty of the University implies that the University has first claim to the individual's professional services. The faculty member's professional duties include such activities as teaching, research, committee assignments, and making his or her services available to students and to the University as a whole. Absences from regular duties are justified when ocasioned by (1) the requirements of University assigned responsibilities, (2) efforts and activities that make specific, identifiable (as opposed to general) contributions to the individual's ability to fulfill the responsibilities of his or her position, and (3) the taking of time that is partially compensatory for unusually long hours devoted in service to the University. This compensatory time shall not entail absences from classes. Faculty members employed on a fractional time basis have similar responsibilities, but they shall be proportionate to the fractional time appointment.

Definitions

RF 11.3

11.31

In addition to the outside activities specified in Section 11.2, outside activities are those activities of a member of the faculty which are of an extensive, recurring, or continuing nature outside of his or her institutional responsibilities during any period of employment by UW-River Falls.

11.32

Substantial outside activities are any outside activities that do reduce or threaten to reduce the faculty member's effectiveness in the performance of teaching, research activities, and all normal University duties. All instances of the following activities are specifically recognized as substantial outside activities:

(a) Teaching for remuneration

(b) Service as an expert witness in legal proceedings

(c) Service as staff, advisor, or consultant to granting agencies.

Reporting

RF 11.4

It is the responsibility of each faculty member to submit a written report of all his or her substantial outside activities to the head of his or her academic unit. This shall be done before an activity is undertaken. If there is doubt as to whether or not the outside activity is "substantial," it is the responsibility of the faculty member to consult the academic unit head regarding the matter. Failure to report substantial outside activities may subject the faculty member to disciplinary action under either Chapter 9 (Complaints) of these rules or Chapter UWS 4 (Dismissal).

Review and Action

RF 11.5
11.51 Copies of reports of substantial outside activities shall be forwarded through normal administrative channels to the Dean/Director, Provost/Vice Chancellor, and Chancellor for the purpose of permitting reviews of the reports.

11.52 If it is determined, at any administrative level, that outside activities are excessive or otherwise improper, oral communication with the faculty member concerned may be used as a means of correcting the situation. However, (a) at the discretion of the administrative officer, (b) upon the request of the faculty member, or (c) if the improper activity persists after oral communication of disapproval and suggested corrections, the faculty member shall be notified of the impropriety in writing. The notice shall include reasons for judging the outside activity improper and recommendations for adjustments in those activities. If the notice does not originate with the head of the academic unit, it shall be transmitted by him or her to the faculty member concerned.

The faculty member may appeal a decision regarding the impropriety of his or her outside activities. The appeal shall be submitted to the Faculty Hearing, Grievance, and Appeals Committee in accordance with the procedures of Chapter 10 (Grievances).

No faculty member shall use University facilities, equipment, or services for purposes of private practice without first obtaining written approval from the department chair, Dean/Director, and the Vice Chancellor for Administration and Finance, and the payment of a reasonable fee for the privilege enjoyed.
May 13, 1999

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the May 12, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/47 was made. This motion is forwarded for your action.

Motion (Croonquist/Cooper)

To unanimously accept the following resolution:

WHEREAS
Gerald Nolte has served 25 of the last 26 years on Faculty Senate,

And WHEREAS
Gerald Nolte has been parliamentarian, disciplinarian, and conscience of the Senate for all these years,

And WHEREAS
Simply because he plans to retire at the end of the next academic year he has decided to serve no longer on Faculty Senate,

And WHEREAS
Faculty Senate thinks it can function without Gerald Nolte, though it is not sure how,

BE IT RESOLVED THAT
Faculty Senate extend its heartfelt thanks to Gerald Nolte for his tireless service,
And BE IT FURTHER RESOLVED THAT
Faculty Senate wish Gerald Nolte an outstanding final year at UW-RF and many happy years in retirement.

Motion 98-99/47 passed on May 12, 1999.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor

Date
May 13, 1999

TO:     Gary A. Thibodeau, Chancellor
        North Hall
        University of Wisconsin-River Falls

FROM:   Bob Baker, Chair
        Faculty Senate
        University of Wisconsin-River Falls

RE:     UW-RF Faculty Senate Motion

At the 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/46 was made. This motion is forwarded for your action.

Motion (Madsen/Seefeldt)

To accept the following policy regarding student absence for university sanctioned events proposed by the Academic Standards Committee and Athletic Committee:

Students will not be penalized for missing class in order to participate in university sanctioned events. If class attendance is a requirement, missing a class in order to participate in a university sanctioned event will not be counted as an absence. Such absences do not relieve the students of any of their class responsibilities (e.g., homework, exams, lecture notes, etc.). Students are responsible for completing course requirements that are due on the dates of university sanctioned events per prior agreement with instructor.

A university sanctioned event is defined to be any extracurricular event (e.g., educational field trips or conferences, theatrical performances, intercollegiate athletic contests, musical performance or tours, etc.) as approved by the Provost.

Departments sponsoring such events are responsible for obtaining the Provost’s approval prior to an event for it to be determined as sanctioned. Prior written notice of the student’s absence due to a university sanctioned event will be provided to the instructor by the sponsoring department.
Motion 98-99/46 passed on May 12, 1999.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor

5/25/99

Date
May 13, 1999

TO: Gary A. Thibodeau, Chancellor  
North Hall  
University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
Faculty Senate  
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the May 12, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/45 was made. This motion is forwarded for your action.

Motion (Borup/Madsen)

To approve the Earth Science Education submajor in the Geology Major in the Department of Plant and Earth Science.

Motion 98-99/45 passed on May 12, 1999.

Approved

Disapproved

G. A. Thibodeau, Chancellor  
Date 5/25/99
May 4, 1999

TO: Bob Baker, Chair  
    Faculty Senate

FROM: Brian Copp, Chair  
      AP&P Committee

RE: Earth Science Education submajor

At its meeting on April 29th the AP&P Committee approved the submajor in Earth Science Education. A description of the submajor is attached which includes the rationale for this program. Contact person for this program in the Department of Plant and Earth Science is Bob Baker.
LETTER OF TRANSMITTAL

I. Program Information

A. Title of Program: Earth Science Education Submajor in the Geology Major.
B. Department: Plant & Earth Science
C. College: Agriculture, Food and Environmental Sciences
D. University: UW-River Falls
E. Description of Request: The Department of Plant & Earth Science requests permission to add a Submajor in Earth Science Education to the Geology major.

II. Unit Approvals

<table>
<thead>
<tr>
<th>Unit</th>
<th>Approval</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Department Chair</td>
<td>Robert W. Schulz</td>
<td>3/23/99</td>
</tr>
<tr>
<td>B. College Curriculum Committee Chair</td>
<td>Gary E. Rohde</td>
<td>4/16/99</td>
</tr>
<tr>
<td>C. Dean of College</td>
<td>Gary E. Rohde</td>
<td>4/21/99</td>
</tr>
<tr>
<td>D. Academic Program and Policy Committee Chair</td>
<td>Brian E. Copp</td>
<td>4/29/99</td>
</tr>
<tr>
<td>E. Faculty Senate Chair</td>
<td>Bill Scher</td>
<td>5/12/99</td>
</tr>
<tr>
<td>F. Vice Chancellor</td>
<td>Gary E. Rohde</td>
<td>5/25/99</td>
</tr>
</tbody>
</table>
REQUEST TO ESTABLISH A SUBMAJOR IN EARTH SCIENCE EDUCATION
THE GEOLOGY MAJOR

1. EXACT DESCRIPTION OF THE REQUEST: The Department of Plant and Earth Science, geology Major, requests permission to add a submajor in Earth Science Education.

2. TITLE OF PROGRAM: Earth Science Education (teacher certification) submajor in the Geology Major.

3. RELATIONSHIP TO MISSION OF THE INSTITUTION: The Earth Science Education submajor is directly related to the select mission or the University of Wisconsin-River Falls. Statement C of the select mission states, "The University offers professional programs and degrees in teacher education with special emphases in early childhood, elementary and secondary education." Statement B states, "The University offers liberal arts programs and degrees to meet regional needs in the arts, humanities, mathematics, natural and physical sciences and social and behavioral sciences. The liberal arts also strengthen and broaden programs in the agricultural science, teacher education and business administration. Graduates will be certified and will provide qualified Earth Science teachers to meet regional and national teacher needs in the sciences.

4. PROPOSED SUBMAJOR: The course requirements for the submajor are attached. There are no new courses required to accomplish this request. The requirements for the existing Geology major are not changed. The submajor will require the 40-43 credit hours in professional education and a 38 credit hour block in the earth sciences. The earth science block includes 5 credit hours of chemistry; 5 credit hours of physics; 6 credit hours of biology; 18 credit hours of geology; 2 credit hours of oceanography and 2 credit hours of meteorology.

5. COST IMPLICATIONS: The implementation of the Earth Science Education submajor will not require additional new staff. No additional laboratory facilities will be needed to support this submajor.

6. RATIONALE: The various state departments of public instruction throughout the United States recognize Earth Science as the "certifiable" teacher education program. A student cannot be certified in geology! A submajor in Earth Science in a geology major is certifiable! This is what we intended when we gave up the Earth Science Education major. Our sister campuses with geology majors at UW-Milwaukee, Madison and Oshkosh provide certification within their geology programs. Earth Science certification is provided in Geography majors at Stevens Point and LaCrosse.

The Earth Science submajor is in place at UW-River Falls. There are no additional requirements for funding or staffing to provide students with a teacher certifiable submajor within the Geology major. In fact, the Department has lost several majors in the past few years because they are told by our registrars office that UW-River Falls cannot offer teacher certification in Earth Science! All other sciences at UW-River Falls and other System campuses provide teacher certification submajors within the major (Biology, Chemistry, Physics). Again, it should be pointed out that the Geology major is the traditional major in which teacher certification in Earth Science is housed. The problem is one of name. The Wisconsin Department of Public Instruction will only certify a teacher in "Earth Science".
# Plan Sheet for Earth Science Education Teacher Certification

## First Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>GEOL 101</td>
<td>3 CR</td>
</tr>
<tr>
<td>GEOL 102</td>
<td>1 CR</td>
</tr>
<tr>
<td>BIOL 100</td>
<td>3 CR</td>
</tr>
<tr>
<td>ENGL 111/115</td>
<td>3 CR</td>
</tr>
<tr>
<td>MATH 146 (OR HIGHER)</td>
<td>3 CR</td>
</tr>
<tr>
<td>SCTA 101</td>
<td>3 CR</td>
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**Total Credits:** 16 CR

- Take PPST

## Second Year

<table>
<thead>
<tr>
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<tr>
<td>CHEM 111</td>
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<tr>
<td>CHEM 116</td>
<td>1 CR</td>
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<tr>
<td>GEOL 230</td>
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<tr>
<td>POL SCI 114</td>
<td>3 CR</td>
</tr>
<tr>
<td>LIT (241-245)</td>
<td>3 CR</td>
</tr>
<tr>
<td>PE</td>
<td>1 CR</td>
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**Total Credits:** 16 CR

## Third Year

- Apply for admission to Teacher Education during spring semester

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<tr>
<td>TED 212</td>
<td>5 CR</td>
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<tr>
<td>GEOL 330</td>
<td>2 CR</td>
</tr>
<tr>
<td>GEOL 450</td>
<td>5 CR</td>
</tr>
<tr>
<td>HIST 130, 201 or PHIL 245</td>
<td>3 CR</td>
</tr>
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</table>

**Total Credits:** 15 CR

## Fourth Year

- Apply for student teaching

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<tr>
<th>Fall</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>TED 430</td>
<td>3 CR</td>
</tr>
<tr>
<td>PHYS 151, 156</td>
<td>5 CR</td>
</tr>
<tr>
<td>CAPSTONE 497</td>
<td>2 CR</td>
</tr>
<tr>
<td>TED 422</td>
<td>3 CR</td>
</tr>
<tr>
<td>TED 423</td>
<td>3 CR</td>
</tr>
<tr>
<td>UNRESTRICTED ELECTIVE</td>
<td>2-3 CR</td>
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</table>

**Total Credits:** 18-19 CR

<table>
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<tr>
<th>Spring</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>PSYC 330</td>
<td>3 CR</td>
</tr>
<tr>
<td>GEOL 327</td>
<td>4 CR</td>
</tr>
<tr>
<td>BIOL/GEOG/RES MGT 300</td>
<td>3 CR</td>
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<td>TED 420</td>
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<td>TED 414</td>
<td>3 CR</td>
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<tr>
<td>COUN 310 or 410</td>
<td>2-3 CR</td>
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</table>

**Total Credits:** 18-19 CR

- STUDENT TEACHING
  - TED 474  | 6 CR |
  - TED 473  | 6 CR |

**Total Credits:** 12 CR
May 13, 1999

TO:    Gary A. Thibodeau, Chancellor
       North Hall
       University of Wisconsin-River Falls

FROM:  Bob Baker, Chair
       Faculty Senate
       University of Wisconsin-River Falls

RE:    UW-RF Faculty Senate Motion

At the May 12, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/44 was made. This motion is forwarded for your action.

Motion (Caskey/Hendrickson)

To appoint the following faculty members to the Ad Hoc Committee on Governance:
Brian Schultz
David Trechter
Suzanne Hagen
Faye Perkins
Sandy Soares

Motion 98-99/44 passed on May 12, 1999.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor

Date
May 13, 1999

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the April 28, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/43 was made. This motion is forwarded for your action.

Motion (Soares/Borup)

To accept the resolution from the Executive Committee to add faculty representatives from the three colleges and the SBE to the Enrollment Management Committee.

Motion 98-99/43 passed on April 28, 1999.

Approved

Disapproved

G. A. Thibodeau, Chancellor

Date
May 13, 1999

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
    Faculty Senate
    University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the April 28, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/42 was made. This motion is forwarded for your action.

Motion (Borup/Harrad)

To accept the recommendation from AP&P to change the name of the Dance minor to “Dance Education.”

Motion 98-99/42 passed on April 28, 1999.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor

[Signature]

Date

5/25/99
April 18, 1999

TO:  Bob Baker, Chair  
     Faculty Senate

FROM: Brian Copp, Chair /Brian Copp/
     AP&P

At its meeting on April 15th the AP&P Committee approved a request for a name change to a minor in the Department of Health and Human Performance. The Department has requested that the minor formerly called "Dance" now be changed to "Dance Education." A letter of explanation is attached. The contact persons for this request are Karla Zhe or Faye Perkins.
TRANSMITTAL OF UNDERGRADUATE CURRICULUM PROPOSAL

Department/Course Number/Name: Dance minor change to Dance Education Minor

Nature of Proposal: The Department of Health & Human Performance is recommending to change the name of the Dance minor to Dance Education Minor. This minor has always been an education minor as compared to a performance minor. The name change will better reflect the mission of the minor.

Proposed Effective Date: Fall, 1999

Will course be taught with current staff? If not, what additions should be made? no changes to courses

Are library holdings adequate? yes

Individual(s) preparing this syllabus: Karla Zhe

Approved by the department of: Health & Human Performance on March 17, 1999 and submitted to the Curriculum Committee of the College of Education and Graduate Studies

__________________________
Signature of Chair

Reviewed and approved by the Curriculum Committee of the College of Educ. & Grad Studies on March 23, 1999.

__________________________
Signature of Chair

Comments:

__________________________
Approved by the Dean of the College of Education and Graduate Studies

__________________________
Signature of the Dean

Comments:

__________________________
Reviewed, received and recorded by the University Curriculum Committee on April 15, 1999

__________________________
Signature of Chair

Comments:

NOTIFICATION OF ACTION TO: Vice Chancellor
Dean of the College
Chairman of the College Curriculum Committee
Initiating Department(s)
March 25, 1999

To: APP Committee Members

From: Karla Zhe

Re: Dance Minor Change

I have proposed a name change to the dance minor at UW - River Falls from dance minor to dance education minor. The Health and Human Performance Department voted unanimously in favor of the name change at their March 17 department meeting. I am requesting that the dance minor be changed to dance education minor for the following reasons:

• The emphasis in the dance minor has always been on dance education and the name change would reflect the true nature of the minor

• Teacher preparation is an integral part of class content in 5 of the 24 credits within the dance minor

• UW-River Falls is the only campus in the UW-System that has a dance minor with an education emphasis

• Fellow dance educators in the state have expressed interest in the education emphasis within the dance program at River Falls

• The Department of Public Instruction in Madison has referred several students from across the state to the dance minor at River Falls because of its education emphasis

• Individuals who major in education and minor in dance at River Falls are able to student teach in the field of dance and obtain a Wisconsin state teacher certification in dance
March 25, 1999

To: APP Committee Members

From: Karla Zhe

Re: Dance Minor Change

I have proposed a name change to the dance minor at UW - River Falls from dance minor to dance education minor. The Health and Human Performance Department voted unanimously in favor of the name change at their March 17 department meeting. I am requesting that the dance minor be changed to dance education minor for the following reasons:

- The emphasis in the dance minor has always been on dance education and the name change would reflect the true nature of the minor
- Teacher preparation is an integral part of class content in 5 of the 24 credits within the dance minor
- UW-River Falls is the only campus in the UW-System that has a dance minor with an education emphasis
- Fellow dance educators in the state have expressed interest in the education emphasis within the dance program at River Falls
- The Department of Public Instruction in Madison has referred several students from across the state to the dance minor at River Falls because of its education emphasis
- Individuals who major in education and minor in dance at River Falls are able to student teach in the field of dance and obtain a Wisconsin state teacher certification in dance
May 13, 1999

TO: Gary A. Thibodeau, Chancellor
North Hall
University of Wisconsin-River Falls

FROM: Bob Baker, Chair
Faculty Senate
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the April 28, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/41 was made. This motion is forwarded for your action.

Motion (Trechter/Tabesh)

To accept the recommendation from AP&P to change the UWRF Program Approval Form to provide a place on the form to record consultation with library staff concerning the collection needs of the new program.

Motion 98-99/41 passed on April 28, 1999.

Approved

Disapproved

G. A. Thibodeau, Chancellor

Date: 5/25/99
April 18, 1999

TO: Bob Baker, Chair
    Faculty Senate

FROM: Brian Copp, Chair
      AP&P

At its meeting on April 15th the AP&P Committee approved a recommendation of the Library Committee to change a part of the UWRF Program Approval Form. This change would provide a place on the form to record consultation with Library staff concerning the collection needs of the new program. (See attached form, Section I. E-2)

In its discussion the AP&P Committee concurred with the Library Committee that there is a need to provide evidence that consultation with Library staff has occurred and that estimates of costs have been made. However, AP&P did not think that the Director of the Library’s signature was required for approval of a proposal (Under Section II of the form), or that approval of a program proposal be contingent on the provision of funds to provide for new Library resources. This should not be construed to mean that AP&P believes that new programs can go forth without financial/materials support. Rather, this addition to the form simply means that faculty, staff and administration will be fully aware of the library needs to support any new program.

Attached are the suggested new Program Approval Form, the form currently in use, and the rational provided to AP&P by the Library Committee. Contact persons for this issue are Laura Zlogar and Curt LeMay.
UW-RIVER FALLS
PROGRAM APPROVAL FORM

I. INFORMATION
   A. Exact Program Designation:

   B. Department:

   C. College:

   D. Degree Title:

   E. Financial Implications:
      1. General:

      2. Consultation with Collection Development Librarian
         Library-estimated three-year start up costs to purchase materials for the
         basic collection adequate to support this program:
         Year 1:________________________
         Year 2:________________________
         Year 3:__________________________

   Collection Development Librarian

II. UNIT APPROVALS

   A. Department Chair/Equivalent

   B. Dean of College

   C. Dean of Graduate School*

   D. Chair, Academic Programs
      and Policy Committee

   E. Chair, Faculty Senate

   F. Vice Chancellor/Provost

   G. Chancellor

*Only for Graduate Programs
To: Brian Copp, Chair, AP & P  
From: Laura Zlogar, Faculty Senate Library Committee  
Date: March 11, 1999  
RE: Reach for the Future Action Plan

The Reach for the Future Goal XII Implementation Plan Objective D, Action 2 (copy enclosed) identified a problem in funding library acquisitions for new academic programs. Currently, when a new minor or program is proposed, no money is obligated to the library to support this program because no financial commitment was made by the department(s) proposing the new program. While the library is consulted about holdings and needs for new majors, the same is not true for the academic programs noted above.

Last year when the committee began its discussion of this particular issue, I talked to Glenn Potts, then chair of AP & P, about our proposed action plan: changing the approval form so that departments, deans, and the chancellor would have to commit to funding new and continuing library acquisitions in supporting the new academic program. Glenn was in full agreement that such a commitment was needed. In fact, he said that he had never really thought about the financial implications of new programs for the library and saw the need for such a consideration in the approval process.

Coincidentally, Carole Gerster and I just had a discussion about this very issue yesterday. As you know, the university now has a film minor. With its approval came an initial $300 from the library's budget to buy new materials for the program. However, there is no source of funding to support that program now. The film minor has no allocated budget to purchase books, films, and periodicals. Even a $300 annual budget to support this minor would be woefully inadequate given the numbers of films alone the library needs to purchase to support this minor. But the minor doesn’t even have that minimal allotment because library budget is not part of the program approval process.

I am sending you the form that the Library Committee submitted to the Reach for the Future Steering Committee. The whole action plan was approved by that body. The next step seems to belong to AP & P. It needs to approve or disapprove this change in the approval process. And it needs to determine the sources to fund start-up and ongoing library budgets to support these academic programs. The Library Committee suggested that AP & P might want to consider departments for interdisciplinary programs (though many departments will be reluctant given their already modest library budgets) and the deans' budgets.

If you would like to discuss all of this in person or to come to an AP & P meeting, I would be happy to do so.
I. GOAL XII: The University will develop a long-range plan to determine the resource needs of the Library and identify funding necessary to provide the resources to maintain quality academic programs.

II. OBJECTIVE(S) TO BE ACHIEVED: D. To determine annually the level of print and electronic resources needed by faculty, staff, and students

III. BRIEF DESCRIPTION OF PROGRAM AND ACTION(S) OR TASKS TO BE COMPLETED: Action 2. Identify a process for funding library materials for new academic programs

IV. RATIONALE(S) FOR THE CHANGE: The Chalmer Davee Library and its resources undergird the vision and mission of our University for excellence in teaching and learning. Providing scholarly, self-enrichment and recreational materials, the Library affords students, faculty and staff access to virtually unlimited information sources both print and electronic. The cost of such access, however, is significant in terms of staffing, training, and print and electronic resources. Changing technologies for data access require continuous upgrading of hardware and software. The changing nature of libraries nationally challenges conventional thinking as to how libraries will need to function in the future. Questions of who has access to what resources, where the resources exist, and how one accesses the information need to be addressed in the long-range plan developed in Goal XII.

V. RESOURCES NEEDED (PROVIDE JUSTIFICATION):

A) STAFFING (FACULTY, ACADEMIC, CLASSIFIED):

None

B) INFORMATION OR RESEARCH (REQUIRED FOR DECISION MAKING AND SOURCES):

The Library Stakeholder Team has reviewed the current UWRF Program Approval Form, consulted with the Chair of the Academic Program and Policy Committee, and drafted a revision of the Program Approval Form. The Goal XII Stakeholder Team recommends that a new form be implemented that contains a separate section related to library acquisition funds needed to support the new program and a space for approval by the Library Director. (See Attachments A & B.)

Currently, when new programs are approved, funds for library acquisitions to support the new program are drawn from existing departmental allocations. Acquisitions to support existing programs suffer in order to support the new program; even worse, new materials may not be purchased at all. For example:

- A new Musical Theater minor was recently approved in the Speech Communication and Theater Arts Department. A number of new printed and recorded resources should be purchased to support this program, but no new funds have been allocated to purchase a start-up collection or for ongoing maintenance of the collection.
The Academic Programs and Policy Committee recently approved an interdisciplinary Film Minor (involving the English, Journalism, and Speech Communication and Theater Arts departments). A wide selection of books, journals, and videotapes must be purchased to support this minor, but no new funds have been provided.

The Library should acquire a number of new materials to support the new School of Business and Economics. The library provides a comprehensive business journal database. Other specialized databases (the F&S Index + Text database, for example, at an annual cost of $4,000) should be added to support business, marketing, and economics research.

Such library needs must be articulated before a new program is approved.

C) FINANCIAL (ESTIMATE EXPECTED COST, REVENUE OR SAVINGS):

Financial implications related to library acquisitions will be articulated by program planners prior to new program approval.

D) FACILITIES (SPACE, EQUIPMENT, ETC.):

None

E) OTHER RESOURCE NEEDS FOR THE TRANSITION:

None

VI. ASSIGNMENT OF DUTIES, RESPONSIBILITIES, BUDGET(S) & REPORTING LINES:

Chair of the Faculty Senate Library Committee will present plan to the Academic Programs and Policy Committee.

VII. SCHEDULE FOR COMPLETION OF ACTIONS:

February 1999: Present plan to Academic Programs and Policy Committee
March 1999: Academic Programs and Policy Committee will forward recommendations to the Faculty Senate.

VIII. DETERMINE HOW TO MONITOR AND RECEIVE FEEDBACK (WHO, WHEN, MEASUREMENT TECHNIQUES): Not applicable

IX. SPECIAL INSTRUCTIONS AND COMMENTS:

X. LIBRARY STAKEHOLDER TEAM 2:
Leader: Laura Zlogar
Facilitator: Chris Baum
Members: Fale, McKnelly, Malzacher, Mannerter, Nielsen, Nierengarten, E. Peterson, Tomlinson

LIBRARY STAKEHOLDER TEAM 1:
Leader: Laura Zlogar
Facilitator: Chris Baum
Members: Alvarez, Fale, McKnelly, Malzacher, Nierengarten, Nolte, E. Peterson, Tomlinson

Starting Date: 1-20-98
Implementation Plan Due to Steering Committee: 11-1-98
UW-RIVER FALLS PROGRAM APPROVAL FORM

I: INFORMATION

A. Exact Program Designation:

B. Department:

C. College:

D. Degree Title:

E. Financial Implications:

II: UNIT APPROVALS

A. Department Chair/Equivalent ____________________________

B. Dean of College ____________________________

C. Dean of Graduate School** ____________________________

D. Chair, Academic Policy & Planning Committee ____________________________

E. Chair, Faculty Senate ____________________________

F. Vice Chancellor ____________________________

G. Chancellor ____________________________

**Only for Graduate Programs
May 13, 1999

TO: Gary A. Thibodeau, Chancellor
North Hall
University of Wisconsin-River Falls

FROM: Bob Baker, Chair
Faculty Senate
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the April 28, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/40 was made. This motion is forwarded for your action.

Motion (Soares/Leake)

To accept the resolution form the Faculty Salary Committee to restrict the Chancellor's withholding of discretionary funds from the 1999-2001 Pay Plan to 9.6% of the total pay plan rather than a constant 0.5% of one of the percentage points.

Motion 98-99/40 passed on April 28, 1999.

Approved

Disapproved

G. A. Thibodeau, Chancellor

Date 6/1/99
Memorandum

To: Faculty Senate
From: Faculty Salary Committee
Subject: Chancellor's 0.5% Discretionary Option
Date: 4/16/99

Resolution from the Faculty Salary Committee Regarding the
Chancellor's Exercised Option of Withholding Discretionary
Funds From the 1999–01 Faculty Pay Plan

WHEREAS: A memorandum to all chancellors and vice-chancellors from George
Brooks, UW-System Associate Vice President, dated February 9, 1999 states that a new
provision has been added to the 1999–01 pay plan guidelines (Resolution 7842 (2)). This
new provision reads “the chancellor has the discretion to use one-half of one of the
percentage points of the pay plan to address other compensation needs.” The memo goes
on to read “the exercise of this additional discretion is dependent upon the value of the
final approved pay plan. If the 3.2% requested pay plan is approved by the Joint
Committee on Employment Relations and the chancellor elects to use the 0.3%
discretionary amount, 4.7% will be subject to the one-third merit/market, one-third solid
performance and one-third to either merit pool distribution standard” (italics added for
emphasis). In a memo to Bob Baker, Chair Faculty Senate, dated March 18, 1999,
Chancellor Thibodeau stated he is “electing to use the 0.5% discretionary amount.”

AND WHEREAS: System has given this discretionary power exclusively to the
chancellor to enact without consent of the faculty.

AND WHEREAS: Only approximately $53,800 would be freed up for redistribution
by the chancellor’s 0.5% election during the coming biennium.

AND WHEREAS: This one-time 0.5% redistribution taken from a faculty member
earning $40,000 per year (for example) would result in a cumulative decrease in earnings
of over $5,000 during the course of a 20 year career (assuming an initial, one-time 0.5%
loss of income and then 3% average annual pay raises on the resulting base salary for the
next 19 years).

AND WHEREAS: There is significant ambiguity in the wording of the memo from
George Brooks, particularly in reference to exactly how much discretionary money
should be withheld should the pay plan be less than 5.2%. (The example given in the
memo suggests that the 0.5% might only apply if we receive the full 5.2%).
In the absence of any clear indication as to what exactly does happen if the final pay plan does not meet the anticipated 5.2%, the salary committee offers the following for the chancellor’s consideration.

RESOLVED: that the chancellor elect to withhold no more than the original maximum of 9.6% of the total pay plan increase in lieu of making the withholding a constant 0.5% of one of the percentage points.

DISCUSSION:

The example provided in George Brooks’ memo would result in a salary reduction/redistribution of 9.6% (a total 5.2% initial salary increase less the 0.5% chancellor’s discretionary reduction). However, if the 0.5% discretionary figure remains constant and the compensation package turns out to be only 2%, the final salary reduction/redistribution would be 25% of a faculty member’s potential salary increase—an extraordinarily high absolute percentage of the pay plan. Since it is not clear at this time what the options are, we, the members of the faculty salary committee, recommend that the chancellor elect to withhold no more than the original maximum of 9.6% of the total pay plan in lieu of making it a constant 0.5% of one of the percentage points.

The faculty salary committee is also concerned that this “one-time” reallocation may become a permanent component of all future salary distribution plans. It is the firm belief of the faculty salary committee that meaningful adjustments to salary inequities can only be met through a significant infusion of outside funds and will not be met by the reallocation of already insufficient internal compensation funds.
May 13, 1999

TO: Gary A. Thibodeau, Chancellor  
    North Hall  
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
       Faculty Senate  
       University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the April 28, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/39 was made. This motion is forwarded for your action.

Motion (Seefeldt/Tabesh)

To accept the recommendation from the Advising Committee to initiate an Advisor of the Year Award.

An academic advisor of the year award will be presented annually. The method of selection and presentation is as follows:

1. The recipient will be selected by polling the current class, third year graduates and fifth year graduates.

2. The nomination materials will be sent out in the same package as those for the distinguished teacher award.

3. Each member of these classes is invited to make a nomination for the award. Space will be provided on the nomination materials to record the nominators' comments on their selection. The advising committee will collect the results.

4. The committee's selection will not solely be based on the number of nominations received but will also take into account students' and alumni comments in order to address the disparity in advising loads in different departments.
5. The committee's recommendation will be sent to the Chancellor. The committee will forward to the chancellor one name per year for an award.

6. Of the nominations, the only name to be announced will be that of the advisor selected for the award.

7. The award presentation will be made at the Senior-Alumni-Faculty Banquet. It is recommended that a monetary prize accompany the award.

8. An advisor may receive the award only once.

9. The Advising Committee will evaluate the comments made on the nomination materials to gain insight on what seniors and alumni consider to be criteria for outstanding advising. This will further allow the committee to focus on ways to improve advising on campus.


☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor

Date
May 13, 1999

TO: Gary A. Thibodeau, Chancellor
North Hall
University of Wisconsin-River Falls

FROM: Bob Baker, Chair
Faculty Senate
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the April 28, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/38 was made. This motion is forwarded for your action.

Motion (Borup/Reavill)

To revise the description of the duties of the Assessment Committee. The new description will be:

1. Membership: Provost/Vice Chancellor (or representative), two students (appointed by Student Senate), six Faculty/Staff (appointed by Faculty Senate; all five divisions represented), and one representative from each Dean's/Director's office [FS 98-99 #3] (ex-officio non-voting).

2. Term of Office: Three years for each faculty, one-third to be appointed each year; one year for students.

3. Duties:

a. Examine the University's assessment effort in light of the select mission and nature of UW-RF.

b. When necessary, propose changes in the assessment effort to the Faculty Senate.
c. Identify sources of necessary resources for assessment efforts.

d. Provide Faculty input into University reports on assessment.

e. To assess General Education every 10 years. The next assessment will begin in the 2002-2003 academic year. The Assessment Committee’s plan will be approved by AP&P.

Motion 98-99/38 passed on April 28, 1999.

☑ Approved

☐ Disapproved

[Signature]
G. A. Thibodeau, Chancellor

3/28/99
Date
May 13, 1999

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the April 28, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/37 was made. This motion is forwarded for your action.

Motion (Treichter/Madsen)

To revise the description of the duties of the Academic Programs and Policy Committee. The new description for this committee is:
1. Membership: Nine faculty, the Provost/Vice Chancellor or the Provost/Vice Chancellor's designee, and four students.

2. Term of Office: Three years for faculty, one-third to be appointed each year; one year for students.

3. Duties:

   a. To establish the goals and objectives of the University curriculum.

   b. To examine and evaluate the overall curriculum of the University for possible improvements, to recommend revisions, and to initiate suggestions for study and action.

   c. To examine and recommend to the Faculty Senate proposals for new minors, majors, general education diversity courses and any other new academic programs. [FS 93/94 #15]
d. To examine and promote the development of new, experimental, and innovative curricular programs and offerings.

e. Examine and recommend to the Faculty Senate proposals for substantial changes to current majors and sub-majors.

f. The Assessment Committee will assess General Education every 10 years. The next assessment will begin in the 2002-2003 academic year.

4. Procedure: The committee shall, in consultation with the Provost/Vice Chancellor, coordinate University-wide programs as specified under "Duties" above and require reports from faculty responsible for conducting such programs as requested.

5. Flow Chart for the Academic Policy and Program Committee (Academic policies and programs may be initiated at any level).

6. Recommendations dealing with general education, diversity, new programs and majors/minors are approved by Academic Programs and Policy, Faculty Senate, the Provost/Vice Chancellor, and the Chancellor, in that order. [FS 93/94 #14]

Motion 98-99/37 passed on April 28, 1999.

☑ Approved

☐ Disapproved

[Signature]
G. A. Thibodeau, Chancellor

5/26/99
Date
May 13, 1999

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the April 28, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/36 was made. This motion is forwarded for your action.

Motion (Harred/Luebke)

To combine the duties of the Affirmative Action Committee and those of Faculty Welfare and Personnel Policies Committee. The new description for this committee is:

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, Associate Professor, Professor: and two students. The Assistant to the Chancellor of Equity and Compliance is an ex-officio, non-voting member.

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. 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
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), (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 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 UWS8*.025

Motion 98-99/36 passed on April 28, 1999.

Approved

Disapproved

G. A. Thibodeau, Chancellor

Date
May 13, 1999

TO: Gary A. Thibodeau, Chancellor
North Hall
University of Wisconsin-River Falls

FROM: Bob Baker, Chair
Faculty Senate
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the April 28, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/35 was made. This motion is forwarded for your action.

Motion (Soares/Croonquist)

To amend the motion to accept the Resolution regarding Academic Staff and Faculty Senate to instead refer the resolution to an ad hoc committee consisting of the following members: five faculty appointed by the Faculty Senate, five academic staff members appointed by Academic Staff Council, and one administrative representative appointed by the Chancellor. This committee will study all possible governance structures and recommend an optimal governance structure for the campus. The committee should complete the majority of this work during the Fall 1999 semester. The Senate will act upon the committee’s recommendation. If this action requires a change to the Faculty Constitution, then steps outlined in the Article VII of the Constitution will be followed to ratify the Constitution.

Motion 98-99/35 passed on April 28, 1999.

Approved

Disapproved

G. A. Thibodeau, Chancellor

Date
May 10, 1999

TO:        Gary A. Thibodeau, Chancellor
            North Hall
            University of Wisconsin-River Falls

FROM:       Bob Baker, Chair
            Faculty Senate
            University of Wisconsin-River Falls

RE:        UW-RF Faculty Senate Motion 34

At the April 14, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/34 was made. This motion is forwarded for your action.

Motion (Borup/Soares)

To require that any Senate agenda item to be included as a new business action item must be forwarded to the Senate chairperson and secretary at least 48 hours before the Senate meeting.

Motion 98-99/34 passed on April 14, 1999.

    X    Approved

    ___ Disapproved

G. A. Thibodeau, Chancellor

5/13/99

Date
May 10, 1999

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion 33

At the April 14, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/33 was made. This motion is forwarded for your action.

Motion (Soares/Madsen)

To endorse the following recommendation from the Instructional and Learning Technology Committee: To meet the need for broader access to Permanent Technology Enhanced Classrooms, campus policy should give top priority to the development of permanent medium-sized TECs that seat from 25 to 40 persons for the next three years, and reevaluate the needs at the end of that period.

Motion 98-99/33 passed on April 14, 1999.

☑ Approved
☐ Disapproved

G. A. Thibodeau, Chancellor

5/1/99

Date
April 28, 1999

TO: Gary A. Thibodeau, Chancellor  
    North Hall  
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
      Faculty Senate  
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the April 14, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/32 was made. This motion is forwarded for your action.

Motion (Luebke/Madsen)

To accept the following pay plan distribution guidelines as proposed by the Faculty Salary Committee: pay plan allocations for the 1999-01 biennium be distributed according to the following guidelines: one-third for merit/market considerations, and two-thirds for solid performance.

Motion 98-99/32 passed on April 14, 1999.

☐ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor  
4/29/99  
Date
May 10, 1999

TO:  Gary A. Thibodeau, Chancellor  
North Hall  
University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
Faculty Senate  
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion 31

At the April 14, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/31 was made. This motion is forwarded for your action.

Motion (Harred/Hendrickson)

To accept the revised description for the Instructional Improvement Committee. The new description is:

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, 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 duty a., such as helping to plan the programs for fall and spring faculty development days.

Motion 98-99/31 passed on April 14, 1999.

☑ Approved

☐ Disapproved

[Signature]

G. A. Thibodeau, Chancellor

[Date]

5/1/99

Date
April 26, 1999

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the March 24, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/30 was made. This motion is forwarded for your action.

Motion (Tabesh/Borup)

To offer the Marketing Communication major in the School of Business and Economics.

Motion 98-99/30 passed on March 24, 1999.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor
Date 4/27/99
April 26, 1999

TO:  Gary A. Thibodeau, Chancellor  
     North Hall  
     University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
       Faculty Senate  
       University of Wisconsin-River Falls

RE:  UW-RF Faculty Senate Motion

At the March 24, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/29 was made. This motion is forwarded for your action.

Motion (Reavill/Borup)

To make amendment 4 related to the modified committee structure to eliminate the Honors Committee.

Motion 98-99/29 passed on March 24, 1999.

_X_ Approved

_ _ Disapproved

[Signature]
G. A. Thibodeau, Chancellor  
4/27/99  
Date
April 26, 1999

TO: Gary A. Thibodeau, Chancellor  
North Hall  
University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
Faculty Senate  
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the March 24, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/28 was made. This motion is forwarded for your action.

Motion (Perkins/Foust)

To make amendment 3 related to the modified committee structure to eliminate the Campus Planning Committee as a Senate Committee and to recommend to the Chancellor to establish a faculty/administrative committee for Campus Planning.


X Approved

___ Disapproved

G. A. Thibodeau, Chancellor  
Date 4/27/99
April 26, 1999

TO:  Gary A. Thibodeau, Chancellor
     North Hall
     University of Wisconsin-River Falls

FROM:  Bob Baker, Chair
        Faculty Senate
        University of Wisconsin-River Falls

RE:  UW-RF Faculty Senate Motion

At the March 24, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/27 was made. This motion is forwarded for your action.

Motion (Borup/Luebke)

To make amendment 2 related to the modified committee structure to change the name of the International Studies Committee to International Programs Committee and Change its membership, duties, and terms of office. The description is as follows:

Membership: The International Coordinator from each college/school, one faculty member from each college/school, a representative from the Study Abroad Program from each college/school, the Director of International Programs, the Director of the International Studies Minor, the Coordinator of the International Program Services, and two students. All members have voting rights.

Term of Office: Four years for faculty with one-fourth being appointed each year; two years for students with one-half being appointed each year.

Duties:
a. Periodically review the UW-RF academic standards for students participating in international study programs.
b. Periodically review the UW-RF standards for faculty leadership and student selection in international study
c. Periodically review existing study abroad/international programs to ensure that they are consistent with the committee's, university's, state's and federal standards.
d. Periodically review and make recommendations pertinent to brochures and the materials which describe international study opportunities available to UW-RF students.
e. Periodically review, recommend, and encourage internationalization of the curriculum.
f. Periodically review standardized student and faculty training, orientation, and information to include issues related to study abroad legal liability, insurance coverage, emergency situations, personal expense responsibilities, and other concerns.


Approved

Disapproved

G. A. Thibodeau, Chancellor

Date
March 25, 1999

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the March 10, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/26 was made. This motion is forwarded for your action.

Motion (Perkins/Foust)

To approve the Decision Sciences Minor in the School of Business and Economics.

Motion 98-99/26 passed on March 10, 1999.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor

Date 4/1/99
February 26, 1999

TO: Robert Baker, Chair
    Faculty Senate

FROM: Brian Copp, Chair
    AP&P

RE: Decision Sciences Minor

At its meeting on February 18th the AP&P Committee approved the Decision Sciences Minor in the School of Business and Economics. As the attached document explains this is a revision and re-naming of the Quantitative Analysis Minor. Contact persons for this program are Steve Brady and/or Jacque Foust in Business Administration.

You may note that this is a 21 credit minor. Research by the Vice Chancellor’s Office was unable to produce a record of policy with respect to a minimum number of credits for a minor. Using the 2/3 rule, which was applied during conversion from quarters to semesters, yields a number of 22 credits for an inferred minimum for a minor (2/3 of 33). However, as the Quantitative Analysis Minor was accepted during conversion as a 21 credit minor in the semester system, and as such is “grandfathered in”, and because 22 is not conveniently divided by three, the Committee approved this as a 21 credit minor. (The question of whether there should be a credit minimum for a minor is left to a later decision.)
Decision Sciences Minor

Introduction

Stephen Brady, Brian Schultz, and I met on January 20, to specify the new Decision Sciences Minor. The following is the description of that minor the way we think it should go in the new catalog. After the description you will find descriptions of the 2 new courses and justification for the changes we made to the minor.

The Catalog Entry

Note: We should list the minor in several places, including Economics, Management, and in the "Interdisciplinary Programs" listing (currently on page 66).

Minor in Decision Sciences (Interdisciplinary)
Coordinator: Decision Sciences Professor in SBE, Stephen Brady

The interdisciplinary minor in Decision Sciences exposes students from virtually any major degree program to methods of decision making through the application of sophisticated analytical tools. The curriculum includes topics from the fields of mathematics, computer science, economics, industrial engineering, probability and statistics, and systems engineering. The techniques may be applied to all areas of business, as well as to biology, chemistry, physics, engineering, medicine, and computer operations, design, and networking. Coursework is comprised of quantitative requirements from economics and management, supplemented by electives from those departments, mathematics, and computer science. Preparation for the minor includes mathematics and probability at the level outlined in the prerequisites for the required courses below.

Required Courses

   MNGT 265, 435, 438, ECON/MNGT 316, 318  
   15 cr. Hrs.

Electives

   Students may select any 2 courses from:
   CTPS 346, 347, 402, 451;
   MATH 236, 256, 331, 356, 357;
   ECON 426;
   Additional courses with permission of the
   coordinator of the minor.
   6 cr. Hrs.
The New Course Descriptions

**MNGT 435 Network Flows and Integer Programming** 3 cr. hrs.
This course addresses optimization methods for problems in which solutions must be nonfractional or discrete. Such problems are prevalent in decision-making contexts, so the methods learned can be much more robust than those encountered in linear programming. Special network-related cases are studied for their importance in many real-world settings and for their especially-useful solution methods. Computer solution techniques and software will be utilized. Topics include general problem formulations, basic graph concepts, shortest paths, maximum flow, minimum-cost and multicommodity flow, computational complexity, cutting-plane methods, branch-and-bound, and special-purpose algorithms and heuristics. Prerequisites: ECON 318/MNGT 318. (F)

**MNGT 438 Simulation of Systems for Decision Making** 3 cr. hrs.
This course examines the applicability of system simulation methods to numerous decision-making situations—including those related to manufacturing, supply-chain management, telecommunications, engineering and computer system design, and many others. Probabilistic conditions required of valid simulations will be outlined, and methods of computer solution will be explored—including highly-graphical, PC-based continuous and discrete-event simulation modeling systems. Prerequisites: ECON 226 or MATH 226 or MATH 357, ECON 318/MNGT 318. (Sp)

**Justification for Changes in the Minor**

1. The name of the minor was changed from Quantitative Analysis to Decision Sciences to be in line with the name that is in common parlance elsewhere.
2. There is no longer a separate list of electives for different majors. This change was made for simplicity and since the minor is now focusing exclusively on analytical tools rather than analytical tools and business.
3. The two new required courses MNGT 435 and 438 are intended to broaden the background of students who have taken MNGT 316 and 318. That is, rather than have undergraduate students go even deeper into linear programming (for example), it was thought that it would be better to expose them to more analytical methods.
4. Computer science courses that involve programming were eliminated and courses that involve analytical tools were added. Upon graduation, our Decision Sciences minors will probably not be in the business of developing tools so a programming background is unnecessary. The students will, however, be users of analytical tools such as the techniques covered in Numerical Analysis I and II (CPTS 346 and 347), Algorithms (CPTS 402), and Artificial Intelligence (CPTS 451).
5. All courses that are intended to introduce the nonbusiness student to business have been eliminated. It was felt that that background was a dilution of the minor in the same way that programming was a dilution.
Department: SBE - Business Administration

Nature of Proposal: New Minor - "Decision Sciences"

Proposed Effective Date: Fall 1999/2000

Approved by the Curriculum Committee of the School of Business and Economics.

[Signatures and dates]

School of Business & Economics

AP & P Committee

Faculty Senate

Provost

[Signatures]
March 25, 1999

TO: Gary A. Thibodeau, Chancellor
North Hall
University of Wisconsin-River Falls

FROM: Bob Baker, Chair
Faculty Senate
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the March 10, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/25 was made. This motion is forwarded for your action.

Motion (Perkins/Borup)

To accept the proposed changes to the International Studies Minor.


☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor

Date: 3/31/99
February 26, 1999

TO: Robert Baker, Chair
    Faculty Senate

FROM: Brian Copp, Chair
       AP&P

RE: Revisions to International Studies Minor

    At the March 25th meeting of AP&P changes in the International Studies Minor were approved as presented. The contact person for the minor is Wes Chapin, Department of Political Science. Details and rationale for the changes are included in the attached cover letter from Wes Chapin to me.
February 24, 1999

Brian Copp, Chair
Academic Programs and Policy Committee
Department of Sociology and Anthropology

Dear Brian and Committee Members:

Enclosed please find a copy of the international studies minor curriculum. Based on recommendations by the international studies minor advisory committee, several changes to the minor have been made. This correspondence is intended to notify the Academic Programs and Policy Committee of the changes.

The first change the international studies advisory committee recommended was to eliminate the capstone course for the minor, INTS 480. This was a one-credit course. The committee believed that it would be much more productive, in terms of staffing and scheduling, to offer a three-credit introductory course. Thus, INTS 200, the introduction to international studies course, was expanded from a two to three credits (this course, as amended, has already been approved by the curriculum committee).

The second change was to eliminate courses from the directed electives if they no longer fit within the minor's international focus. We also added several courses that were not previously offered but have an international focus. These changes were made after obtaining input from department chairs, consulting the official syllabi, and talking with numerous faculty who teach the courses that were under consideration.

The third change was to add a section (AREA G under the directed electives) to allow students to take one additional lower level introductory or "tools" course.

I believe these changes retain the interdisciplinary focus of the minor, and ensure that students enroll in a group of core courses that form a unifying basis for their studies. If you have any questions, please do not hesitate to contact me. Thank you for your attention to this matter.

Sincerely,

Wesley Chapin
Program Coordinator, International Studies Minor

Wes.Chapin@uwrf.edu
International Studies (INTS) – Minor
124 South Hall, 715-425-3798
Wes Chapin, Program Coordinator – Political Science Department

The International Studies Minor is designed to complement a student’s major. Given the global economy that is rapidly evolving, training in international studies will likely increase the employment potential of almost any student. Students completing the minor will acquire a firm understanding of the critical international issues confronting our global society including, but not limited to, armed conflict; economic interdependence; world food, environmental, and population issues; political change; and human rights. They will be able to critically evaluate these problems, and proposed solutions to them, from an interdisciplinary perspective—the minor draws on expertise from all of the colleges and schools on campus. Students completing the minor will also obtain a greater appreciation for and understanding of the key cultural differences that exist around the world. They will develop basic linguistic skills and can participate in overseas study programs as an optional part of the minor’s curriculum. This minor should be particularly attractive to students who wish to learn more about international issues and/or want to pursue careers with an international emphasis. It can be completed readily as either a first or second minor. For more information, contact the Program Coordinator.

1. Foreign language requirement.
   0-8 credits
   This requirement may be satisfied in one of the following ways:
   A. Completing the first two semesters of any language offered at UW-RF (French, Spanish, German, Chinese).
   B. Testing out of the first semester and completing the second. (A student may take the testout based on either high school language classes or study undertaken independently.)
   C. Testing out of the entire year. (The student is encouraged to complete the first semester of the second year, thereby receiving credits for the testout; otherwise, the language requirement will be considered fulfilled, but no credit will appear on the transcript.)
   D. Transferring the equivalent of a first-year language sequence in any foreign language from another university.

2. Required Courses: INTS 200, AGEC 250, GEOG 120, POLS 260
   12 credits

3. Directed Electives (Consult the course title list below and the full descriptions provided under departmental listings for more information about specific courses.
   Students must complete 12 credits of directed electives, spread over at least three of the seven categories listed below. No more than six credits may come from any one of categories A-E. Up to three credits from category F and three credits from category G may be applied towards the minor.
   12 credits

   A. ART 314, 318; ENGL 227, 341, 428, 441; HUM 256, 261; MUS 300; SCTA 313
   B. HIST 305, 309, 328, 330, 331, 349, 359, 367, 436; PHIL 245, 309; POLS 309, 331, 344, 346, 348, 349, 360, 365, 367, 369, 377
   C. ANTH/SOCI 338, 348, 435; SOCI 221, 340; GEOG 220, 242, 340, 342, 343, 344
   D. ACCT 311; AGRN 462; ECON 328, 329, 340, 342, 344, 354 356; FINC 342; JOUR 460; MKTG 355; MNGT 310, 355, 380
   E. FREN 342, 352; GER 342, 352; SPAN 342, 346, 352, 356
   F. International Experience Courses: ART 373, 374, 375, 376; ENGL 376; GEOG 376; HIST 371, 372, 373, 374, 375; HUM 374; INTS 377; MODL 376, 377; SCTA 374; Internships in various colleges; Overseas teaching practice; and 378 courses in various departments.
Total credit hours: 24-32 credits

**Required courses:**

**INTS 200 Introduction to International Studies** 3 cr. hrs.
This interdisciplinary course introduces students to the importance of international studies and global issues. General themes that the course examines may include, but are not limited to, global geography, inequality, population, culture, the environment, economics, food, interdependence, political systems, gender issues, and conflict resolution. (F)

**AGEC 250 World Food and Population** 3 cr. hrs.
A survey course including the study of population growth trends and determinants, food production practices as influenced by environmental, institutional and cultural factors. Agricultural resource availabilities and the projected development of these resources as well as international efforts in agricultural development and trade. (Sp)

**GEOG 120 Human Geography** 3 cr. hrs.
This course introduces the student to the description and analysis of world patterns of population, race, religion, language, agriculture, industry, levels of economic development, urbanization, and human environmental impact. (F, Sp)

**POLS 260 Introduction to International Relations** 3 cr. hrs.
This course introduces basic concepts and methods for the study of international relations. It also surveys the evolution of the current international system and examines such major international political instruments as war, diplomacy, trade, intelligence, international organization and law. (Sp)

**Course titles – directed electives:**

**ACCT 311 International Accounting**, 3 cr.
**AGRN 462 Agricultural Ecology**, 2 cr.
**ANTH/SOC 338 Global Perspectives on Health and Disease**, 3 cr.; **348 Faces of Culture**, 3 cr.; **435 Social and Cultural Change**, 3 cr.

**ART 314 Art of China, India, and Japan**, 2 cr.; **318 Latin American Art**, 2 cr.; **373 Study Tour of Italy (cross-listed as HIST 373)**, 1-3 cr.; **374 Art and Theatre Tour of London (cross-listed as HIST 374, HUM 374 and SCTA 374)**, 1 cr.; **375 Study Tour of Northern France and the Lowlands (cross-listed as HIST 375)**, 1-3 cr.; **376 Experience Greece (cross-listed as ENGL 376 and GEOG 376)** 1-3 cr.

**DANC 100 History/Appreciation of Dance**, 3 cr.


**ENGL 227 20th Century Russian Literature**, 3 cr.; **341 European Literature**, 3 cr.; **376 Experience Greece (cross-listed as ART 376 and GEOG 376)** 1-3 cr.; **428 Modern British Literature**, 3 cr.; **ENGL 441 Contemporary International Fiction**, 3 cr.

**ESM 105 Intro to Environmental Studies**, 3 cr.

**FINC 342 International Finance (cross-listed as ECON 342)**, 3 cr.


**GEOG 212 Weather and Climate**, 3 cr.; **214 World Patterns of Plants and Animals**, 3 cr.; **220 Economic Geography**, 3 cr.; **242 Canada**, 3 cr.; **340 Europe**, 3 cr.; **342 Latin America**, 3 cr.; **343 Africa**, 3 cr.; **344 Asia and Oceania**, 3 cr.; **376 Experience Greece (cross-listed as ART 376 and ENGL 376)** 1-3 cr.

**GEOL 202 Oceanography**, 2 cr.; **269 Environmental Geology**, 2 cr.
GERM 342 Modern German-Speaking Cultures, 3 cr.; 352 Survey of German Literature from Classicism (1800) to the Present, 3 cr.

HIST 102 Intro to Europe, 3 cr.; 130 Intro to Russia, 3 cr.; 145 Intro to Islamic Middle East, 3 cr.; 160 Intro to Latin America, 3 cr.; 201 Intro to Asian Civilization 3 cr.; 305 Women in History, 3 cr.; 309 Western Political Thought: Nietzsche to the 20th Century (cross-listed as PHIL 309 and POLS 309), 3 cr.; 328 World War II and the Cold War, 3 cr.; 330 Revolutions in Modern History, 3 cr.; 331 Russian History: Peter I to present (cross-listed as POLS 331), 3 cr.; 349 Middle East History and Politics (cross-listed as POLS 349), 3 cr.; 359 U.S. History from 1945, 3 cr.; 367 History of US Foreign Policy (cross-listed as POLS 367), 3 cr.; 371 Study Tour Research, 1-3 cr.; 372 Study Tour of France, 1-3 cr.; 373 Study Tour of Italy (cross-listed as ART 373), 1-3 cr.; 374 Art and Theatre Tour of London (cross-listed as ART 374, HUM 374, and SCTA 374), 1 cr.; 375 Study Tour of Northern France and the Lowlands (cross-listed as ART 375), 1-3 cr.; 436 History of Imperialism and Colonialism, 3 cr.

HUM 256 Arts and Ideas II, 4 cr.; 261 World Arts, 1 cr.; 374 Art and Theatre Tour of London (cross-listed as ART 374, HIST 374, and SCTA 374), 1 cr.

INTS 200 Introduction to International Studies, 3 cr.; 377 Semester Abroad (See Semester Abroad Program), 6 cr.;

JOUR 460 International Communication, 3 cr.

MKTG 355 International Marketing (cross-listed as ECON 356), 3 cr.

MNGT 310 Culture and Business, 3 cr.; 355 International Business (cross-listed as ECON 354), 3 cr.; 380 International Business Seminar, 3 cr.

MODL 376 Mexico: A Cultural Experience, 3 cr.; 377 Foreign Study, 6 cr.

MUS 300 World Music, 3 cr.

PHIL 245 Oriental and Islamic Religious Philosophy, 3 cr.; 309 Western Political Thought: Nietzsche to the 20th Century (cross-listed as HIST 309 and POLS 309), 3 cr.

POLS 245 Intro to Comparative Politics, 3 cr.; 309 Western Political Thought: Nietzsche to the 20th Century (cross-listed as HIST 309 and PHIL 309), 3 cr.; 331 Russian History: Peter I to present (cross-listed as HIST 331), 3 cr.; 344 Politics of the Developing World, 346 Politics of Western Europe, 3 cr.; 3 cr.; 348 Politics of East Asia, 3 cr.; 349 Middle East History and Politics (cross-listed as HIST 349), 3 cr.; 360 International Relations Theory, 3 cr.; 365 American Foreign Policy, 3 cr.; 367 History of US Foreign Relations (cross-listed as HIST 367), 3 cr.; 369 International Political Economy, 3 cr.; 377 United Nations, 1 cr. (may be taken 3 times)

SOCI 221 Global Perspectives on Women, 3 cr.; 340 Sociology of Rural Life, 3 cr.

SCTA 313 Intercultural Communication, 3 cr.; 374 Art and Theatre Tour of London (cross-listed as ART 374, HIST 374, and HUM 374), 1 cr.

SPAN 342 Spanish Civilization, 3 cr.; 346 Latin American Civilization, 3 cr.; 352 Survey of Spanish Literature – Generation of 1898 to Present, 3 cr.; 356 Survey of Latin American Literature – Independence to Present, 3 cr.

International Experiences Abroad

HIST 371/571 Study Tour Research 1-3 cr. hrs.
A course designed to provide cr. hrs. for students involved in international or domestic study tours. The course involves directed readings, the study tour itself and the writing of a paper or papers. The study tour itself need not be offered by the History Department. (F,Sp)

ART/HIST 372 Study Tour of France 1-3 cr. hrs.
This two-week study tour course is designed to acquaint participants with the geography and history, architecture and art, culture and life of France by direct involvement in visiting the country under the leadership of an experienced professor. Prerequisite(s): sophomore standing or higher. (offered SS, alternate years)

ART/HIST 373 Study Tour of Italy 1-3 cr. hrs.
A two-week study tour course designed to acquaint participants with the geography and history, architecture and art, culture and life of Italy by direct involvement in visiting the country under the guidance of an experienced professor. Tour cost is priced separately. Prerequisite(s): sophomore standing or higher. (offered SS, alternate years)
ART/HIST/HUM/SCTA 374  Art and Theater Tour of London  1 cr. hrs.
An eight-day study tour of London offers students the opportunity to learn first hand the history of the city and England, and to visit museums housing collections of historical artifacts and artistic treasures, under the leadership of an experienced London, including one at the National Theater. (offered Winter Interim, January)

ART/HIST 375  Study Tour of Northern France and The Lowlands  1-3 cr. hrs.
A two-week study tour course designed to acquaint participants with the geography and history, architecture and art, culture and life of France by direct involvement in visiting the country under the guidance of an experienced professor. Tour cost is priced separately. (offered SS, alternate years)

ART/ENGL/GEOG 376  Experience Greece: Culture Past and Present  1-3 cr. hrs.
Students participating in the Greece Tour receive one to three credits of general elective credits in either English, Art or Geography. Participation in the Greece Tour Orientation Seminar (10 hours) offered during the spring semester is required. (Sp, SS)

MODL 376  Mexico: A Cultural Experience  3 cr. hrs.
This course provides three hours of unspecified electives for student's participation in the interim program Mexico: A Cultural Experience. It is based on general performance in Mexico and participating in a Mexican Study Seminar during the fall semester preceding the Mexican experience. Prerequisite(s): Junior standing, minimum 2.56 GPA. (offered Winter Break, register for Spring)

MODL 377  Foreign Study  6 cr. hrs.
This program allows a student to take advantage of cooperative agreements between UW-RF and institutions of higher education in other parts of the world. The student will enroll in language or other courses at institutions in Japan, Korea, Mexico, Poland, Taiwan or China. Students will receive credit based on evidence of success at the cooperative institution. See the International Studies director or chair of Modern Language Department for further information. (offered upon student request)

INTS 377/577  Semester Abroad  6 cr. hrs.
This program combines the most significant aspects of foreign travel and research into a meaningful educational experience. The program is organized in the belief that contact with other cultures or societies is an important part of a liberal education and that this contact is more likely to be successful when careful preparation and study precede travel. Basic to the program is a research project which gives the student the opportunity to gain information and knowledge about a particular academic interest through visits and contacts with primary sources. This spring orientation period is followed by a period of directed independent travel (Semester Abroad 378/578). Six hours of credit may be taken in a subject area and six hours are elective credits. Prerequisite(s): participation in Semester Abroad Spring Foreign Study Seminar meetings, junior standing and 2.25 grade point average. (Sp)

Internships
The College of Agriculture, Food and Environmental Sciences offers internships through its various departments (course number are 270 in each department), and these internships can be taken as summer abroad internships.

Overseas Practice Teaching
When education students do their practice teaching overseas, they may count 3 of their 12 practice teaching credits in category F of the directed electives.
March 25, 1999

TO:     Gary A. Thibodeau, Chancellor  
        North Hall  
        University of Wisconsin-River Falls

FROM:  Bob Baker, Chair  
        Faculty Senate  
        University of Wisconsin-River Falls

RE:     UW-RF Faculty Senate Motion

At the March 10, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/24 was made. This motion is forwarded for your action.

Motion (Trechter/Reavill)

To make amendment 1 related to the modified committee structure to combine the Legislative Advisory, Public Relations, and Alumni Relations Committees into one committee named the External Relations Committee. This committee shall have the following structure and duties:

Membership: Six faculty members with at least one representative of the three colleges, the School of Business and Economics, and the Fourth Division; the Chancellor's designee; the News Bureau Director (ex officio, non voting); the Director of Publications (ex officio, non voting); the Director of Development and Alumni Relations (ex officio, non voting), and a representative from Student Senate.

Term of Office: 3 year staggered terms for faculty; two years for the Student Senate representative.

Duties:

a. To increase Faculty and Staff awareness of important actions being proposed at the state level.
b. To assist with Faculty and Staff contact with appropriate state officials.

c. To improve the state Government's knowledge of the effects of their actions on the students and staff at UW-RF.

d. To actively evaluate current public relations efforts.

e. To initiate activities and publications which enhance the public relations of the university.

f. To maintain communications and the exchange of information between the university's and college's public relation's committees and the administration.

g. To seek out public relations ideas from members of the university community to promote a total effort in maximizing effective positive image.

h. The committee shall be responsible for recommending and inviting the speakers for the Fall and Spring Commencement exercises and shall coordinate this effort with the offices of the Registrar and the Chancellor.

i. To function as the Honorary Degree Committee.

j. To advise the Director of Alumni and Development on activities relating to alumni concerns and events such as homecoming, Alumni Weekend, and chapter meetings.

k. To seek nominations for the Distinguished Alumnus Award based on outstanding professional achievement and contributions to society. To forward a recommendation for this award to the Chancellor for final approval.

l. To seek nominations for the Outstanding Service Award and to forward recommendations for this award to the Chancellor for final approval. Those eligible are persons outside of the university community who have made exemplary contributions to UW-River Falls through their support of our goals and their volunteer efforts on our behalf.
Motion 98-99/24 passed on March 10, 1999.

☑ Approved

☐ Disapproved

G. A. T. D. Thibodeau, Chancellor

3/11/99

Date
March 25, 1999

TO: Gary A. Thibodeau, Chancellor  
North Hall  
University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
Faculty Senate  
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the March 10, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/23 was made. This motion is forwarded for your action.

Motion (Nolte/Caskey)

To modify the Senate Committee Structure.

Motion 98-99/23 passed on March 10, 1999.

X Approved

Disapproved

G. A. Thibodeau, Chancellor  
Date 5/3/99
March 11, 1999

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
    Faculty Senate
    University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the February 24, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/22 was made. This motion is forwarded for your action.

Motion (Madsen/Perkins)

To approve the following resolution:

The University of Wisconsin at River Falls is dedicated to a high quality undergraduate education. The delivery of such an education depends upon the retention of a high quality faculty. The Faculty Senate at the University of River Falls resolves that:

1) because the proportion of the University's budget currently used to support salaries is lower than all but one of the comprehensive universities in the UW-System,

2) because the productivity of the faculty and staff at UW-River Falls as measured by student contact hours per full time equivalent and other indicators is about average when compared to other comprehensive universities in the UW-System,

3) because University of Wisconsin at River Falls is currently negotiating with System for an increase to our base budget to reflect the higher enrollments we are experiencing, which would reduce the percentage of our budget going to support salaries even further, and
4) because one of the primary prospective uses for additional funding reallocated from salaries would be to support the library and UW-System currently has an initiative to increase library funding, which could result in more than $300,000 of additional funding for our library.

therefore, be it resolved that Chancellor Thibodeau halt the anticipated continued reallocation of salary line funds to the S & E fund line. The need for additional reallocations can be considered, in consultation with the Deans and the Faculty, when points 3 and 4 are resolved.

22

Motion 98-99/2Y passed on February 24, 1999.

Approved

Disapproved

G. A. Thibodeau, Chancellor

Date 8/9/99
March 11, 1999

TO: Gary A. Thibodeau, Chancellor  
    North Hall  
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
      Faculty Senate  
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the February 24, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/21 was made. This motion is forwarded for your action.

Motion (Perkins/Borup)

To accept the following definition of sub-major as proposed by the Academic Programs and Policy Committee: Sub-majors shall include a minimum of nine credits of courses from the entitled major with additional credits based on curricular need. All currently approved sub-majors remain as they are.

Motion 98-99/21 passed on February 24, 1999.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor  
3/11/99  
Date
March 11, 1999

TO: Gary A. Thibodeau, Chancellor  
North Hall  
University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
Faculty Senate  
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the February 24, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/20 was made. This motion is forwarded for your action.

Motion (Borup/Luebke)

To accept the following undergraduate transfer policy as proposed by the Academic Programs and Policy Committee: A maximum of 72 semester credits earned at the UW Colleges or other accredited junior college or other two-year college will be accepted as degree credits at UW-River Falls. All students must meet the degree requirements of their degree program and the 30 credit UW-River Falls residency requirement.

Motion 98-99/20 passed on February 24, 1999.

☑ Approved
☐ Disapproved

G. A. Thibodeau, Chancellor  
Date
March 11, 1999

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the February 24, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/19 was made. This motion is forwarded for your action.

Motion (Perkins/Caskey)

To accept the two proposed options for the Economics Major, Option A: College of Arts and Sciences and Option B: School of Business and Economics.

Motion 98-99/19 passed on February 24, 1999.

✓ Approved

Disapproved

G. A. Thibodeau, Chancellor

Date 3/8/99
February 4, 1999

TO: Robert Baker, Chair
    Faculty Senate

FROM: Brian Copp, Chair

RE: Options for Economics Majors

Attached are the Options for Economics Majors which were reviewed and approved by APP at its last meeting in December. No changes were recommended. Please let me know if I need to attend the Senate meeting at which these will be discussed. Glenn Potts is the contact person for the Dept. of Economics.
New Option in Economics Major

Department Approval:

[Signature]

12/1/98

Signature of dept chair
date

School of Business and Economics Approval:

[Signature]

12-9-98

Signature of interim Director
date

Academic Program and Policy Approval:

[Signature]

12-10-98

Signature of AP&P chair
date

Faculty Senate Approval:

[Signature]

2/24/99

Signature of chair
date

Provost Approval:

[Signature]

3/8/99

Signature of Provost
date
Proposed Options for Economics Major

Option A: College of Arts & Sciences

Required Courses: 20 credits
Economics 201  3 credits  Microeconomic Principles
Economics 202  3 credits  Macroeconomic Principles
Economics 205  3 credits  Quantitative Analysis for Economics and Business
Economics 301  3 credits  Intermediate Microeconomics
Economics 302  3 credits  Intermediate Macroeconomics
Economics 326  3 credits  Statistical Methods for Economics and Business
Economics 480  2 credits  Senior Seminar

Elective Courses: 15 Credits
Select 15 credits from Economics courses at 300 level or above

Required Supporting Courses:
Introductory Statistics

Option B: School of Business and Economics

Required Courses: 20 credits
Economics 201  3 credits  Microeconomic Principles
Economics 202  3 credits  Macroeconomic Principles
Economics 205  3 credits  Quantitative Analysis for Economics and Business
Economics 301  3 credits  Intermediate Microeconomics
Economics 302  3 credits  Intermediate Macroeconomics
Economics 326  3 credits  Statistical Methods for Economics and Business
Economics 480  2 credits  Senior Seminar

Elective Courses: 15 Credits
Select 15 credits from Economics courses at 300 level or above

Required Supporting Courses:
- Introductory Statistics
- MNGT 265  3 credits  The Computer in Business
March 11, 1999

TO:  Gary A. Thibodeau, Chancellor  
     North Hall  
     University of Wisconsin-River Falls

FROM:  Bob Baker, Chair  
        Faculty Senate  
        University of Wisconsin-River Falls

RE:  UW-RF Faculty Senate Motion

At the February 24, 1999 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/18 was made. This motion is forwarded for your action.

Motion (Borup/Madsen)

To accept proposed changes to the Athletic Coaching Minor.

Motion 98-99/18 passed on February 24, 1999.

Approved

Disapproved

G. A. Thibodeau, Chancellor  
3/18/99 Date
February 5, 1999

TO: Bob Baker, Chair
   Faculty Senate

FROM: Brian Copp, Chair
       APP

RE: Changes in Athletic Coaching Minor

At its’ meeting on December 8th the APP Committee approved changes to the Athletic Coaching Minor proposed by the Dept. of Health and Human Performance. Attached are the letter from the department detailing the changes and copies of the old and the new programs. The Committee approved the changes as proposed.

The contact person for this proposal is Connie Foster in HHP.
TRANSMITTAL OF UNDERGRADUATE CURRICULUM PROPOSAL

Department/Course Number/Name: Athletic Coaching Minor/Dept. of Health & Human Performance

Nature of Proposal: Changes to the Athletic Coaching Minor (addition of one class, elimination of directed electives, replace PE 153 with PE 354).

Proposed Effective Date: Fall, 1999

Will course be taught with current staff? If not, what additions should be made?

Are library holdings adequate? Yes

Individual(s) preparing this syllabus: Connie Foster

Approved by the department of: Health & Human Performance on November 11, 1998 and submitted to the Curriculum Committee of the College of Education and Graduate Studies

[Signature of Chair]

Reviewed and approved by the Curriculum Committee of the College of Education and Graduate Studies on November 25, 1998.

[Signature of Chair]

Comments:

Approved by the Dean of the College of Education and Graduate Studies

[Signature of the Dean]

Comments:

Reviewed, received and recorded by the University Curriculum Committee on Dec. 5, 1999.

[Signature of Chair]

Comments:

NOTIFICATION OF ACTION TO: Vice Chancellor
Dean of the College
Chairman of the College Curriculum Committee
Initiating Department(s)
November 17, 1998

TO: Faye Perkins, Chair of COEGS Curriculum Committee
FR: Connie Foster
RE: Changes to the Minor in Athletic Coaching

The Department of Health & Human Performance has approved changes to the minor in Athletic Coaching. I am now submitting the proposed modifications to the College of Education and Graduate Studies Curriculum Committee. I have included a copy of the current requirements for a minor in Athletic Coaching as well as the proposed course requirements.

Changes to the proposed minor include:

1. Addition of PE 465, Scientific Principles of Conditioning. This course is already on the books—it is not a new course and will be taught by existing staff. This course will allow a more thorough study of the application of scientific theory and in designing dietary and physical training programs.

2. Replace PE 153, Sports Kinesiology with PE 354, Biomechanics.

3. Removal of the Directed Electives B. Under the current minor, students were allowed several options under the directed electives B. The proposed minor streamlines the program and eliminates the directed elective B category. Students are encouraged to concentrate in three coaching areas rather than two but still have the option to choose from officiating classes and/or the Coaching Young Athletes class to complete their 6-credit requirement.

If you have any questions, please don’t hesitate to contact me.
UNIVERSITY OF WISCONSIN-RIVER FALLS
DEPARTMENT OF HEALTH AND HUMAN PERFORMANCE
ADVISING FORM

MINOR IN ATHLETIC COACHING ................................................................. 24 credits
Must have 2 areas of coaching emphasis under directed electives a:

1. 2.

1. REQUIRED COURSES ............................................................................ 15 credits
   — SE 200 First Aid & Basic Life Support ........................................ 3 cr.
   — * HE 262 Human Anatomy & Physiology .............................. 3 cr. or HE 263 & 366
   — PE 153 Sport Kinesiology ....................................................... 2 cr. or PE 354
   — * PE 213 Care & Prevention of Athletic Injury. .................... 2 cr.
   — PE 363 Psychology of Coaching. .......................................... 2 cr.
   — * PE 472 Coaching Practicum. .............................................. 3 cr.

2. DIRECTED ELECTIVES - A ................................................................. 4 credits
   Required to take at least 2 coaching classes.
   (Select a minimum of 2 courses from the following):
   — * PE 352 Coaching Women's Gymnastics .............................. 2 cr.
   — PE 358 Track Coaching ....................................................... 2 cr.
   — * PE 359 Volleyball Coaching & Officiating ......................... 2 cr.
   — * PE 364 Wrestling Coaching ............................................. 2 cr.
   — * PE 365 Football Coaching ................................................. 2 cr.
   — * PE 366 Swimming Coaching ........................................... 2 cr.
   — * PE 367 Basketball Coaching ............................................ 2 cr.
   — * PE 368 Ice Hockey Coaching & Officiating ...................... 2 cr.
   — PE 369 Baseball Coaching ................................................... 2 cr.

3. DIRECTED ELECTIVES - B ................................................................. 5 credits
   — PE 133 Advanced Wrestling ................................................... 1 cr.
   — * PE 147 Water Safety Instructor ........................................ 2 cr.
   — * PE 149 Gymnastics II ........................................................ 1 cr.
   — PE 166 Football Officiating .................................................. 1 cr.
   — PE 167 Basketball Officiating .............................................. 1 cr.
   — * PE 168 Officiating Women's Gymnastics ............................ 1 cr.
   — * DE 221 Modern Dance II .................................................. 1 cr.
   — * DE 226 Ballet II ............................................................... 1 cr.
   — PE 251 Field Sports ............................................................. 2 cr.
   — PE 252 Racquet Sports ........................................................ 2 cr.
   — PE 253 Lifetime Sports ........................................................ 2 cr.
   — PE 258 Basketball Skills ...................................................... 2 cr.
   — PE 268 Beginning Football ................................................. 1 cr.
   — * PE 351 Coaching Young Athletes ...................................... 2 cr.
   — HE 315 Nutrition ................................................................. 3 cr.
   May take ONE of the following 3 courses under directed electives B:
   — PSYC 260 Behavior Modification ........................................ 3 cr.
   — SOC 230 Soc. of Sport & Leisure ........................................ 3 cr.
   — SOC 310 Racial & Cultural Minorities ................................. 3 cr.

* There are prerequisites for this class.

** Note: Non-education majors will be required to take TED 115 and 212 or PSY 236 and 336.
This is not an official prescription of courses. Course requirements are subject to change.
Various advising meetings will be held to update you on modifications.

01/22/98
MINOR IN ATHLETIC COACHING .................................................................................. 24 credits

1. REQUIRED COURSES .......................................................................................... 18 credits
   __________ SE 200 First Aid & Basic Life Support ........................................... 3 cr.
   __________ * HE 262 Human Anatomy & Physiology ......................... 3 cr. or HE 263 & 366
   __________ * PE 213 Care & Prevention of Athletic Injury ...................... 2 cr.
   __________ * PE 354 Biomechanics ............................................................... 3 cr.
   __________ PE 363 Psychology of Coaching ................................................ 2 cr.
   __________ * PE 465 Scientific Principles of Conditioning ..................... 2 cr.
   __________ * PE 472 Coaching Practicum ....................................................... 3 cr.

2. COACHING THEORY CLASSES ......................................................................... 6 credits
   Required to take at least two coaching theory classes.
   __________ * PE 356 Tennis Coaching (Prerequisite PE 124) ..................... 2 cr.
   __________ * PE 359 Volleyball Coaching & Officiating (Perquisite PE 258 or PE 136) 2 cr.
   __________ * PE 364 Wrestling Coaching (Prerequisite PE 133) .............. 2 cr.
   __________ * PE 365 Football Coaching (Prerequisite PE 268) .................. 2 cr.
   __________ * PE 367 Basketball Coaching (PE 258) ................................. 2 cr.
   __________ * PE 352 Coaching Women’s Gymnastics (Prerequisite PE 149) .. 2 cr.
   __________ * PE 358 Track Coaching (Prerequisite PE 254) ...................... 2 cr.
   __________ * PE 366 Swimming Coaching (Prerequisite: Current lifeguard training certification) 2 cr.
   __________ PE 368 Ice Hockey Coaching & Officiating ............................... 2 cr.
   __________ PE 369 Baseball/Softball Coaching ............................................ 2 cr.

Students may satisfy this 6 credit requirement by choosing a maximum of two credits from the following courses or by taking an additional coaching theory class.
   __________ PE 166 Football Officiating ............................................................. 1 cr.
   __________ PE 167 Basketball Officiating ......................................................... 1 cr.
   __________ PE 168 Officiating Women’s Gymnastics ................................... 1 cr.
   __________ PE 351 Coaching Young Athletes ................................................. 2 cr.

* There are prerequisites for this class.

NOTE: Non-education majors will be required to take TED 115 and 211/212 or PSY 236 and 336. This is not an official prescription of courses. Course requirements are subject to change. Various advising meetings will be held to update you on modifications.
1 Calendar requirements:
1. 150 class days (There are 151 in this schedule.)
2. 170 contact days (There are 171 in this schedule including instruction days,
   advising/registration days, final exam periods, and graduation days.)
3. 39 contract weeks for faculty (Contract weeks would likely be the period Aug. 28, 2000
   to May 25, 2001 which is 40 weeks).
4. 34 weeks for students (?)

2 Fall notes
Total instruction days: 72
Number of class days for the week: Mon. = 14, Tues. = 15, Wed. = 15, Thurs. = 14, Fri. = 14

3 Spring notes
April 13 recess is on Good Friday.
Total class days: 79
Number of class days for the week: Mon. = 16, Tues. = 16, Wed. = 16, Thurs. = 16, Fri. = 15

4 In order to have Spring Graduation on May 19, we would need a Senate Faculty Motion to
   waive the requirement that Spring Semester Graduation must follow Final Exam week. The
   rationale being that we would rather not have Graduation on Memorial Day weekend.

5 Summer notes
Each of the summer sessions include 15 instruction days.
February 18, 1999

TO:    Gary A. Thibodeau, Chancellor  
       North Hall  
       University of Wisconsin-River Falls

FROM:  Bob Baker, Chair  
       Faculty Senate  
       University of Wisconsin-River Falls

RE:    UW-RF Faculty Senate Motion

At the January 27, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/17 was made. This motion is forwarded for your action.

Motion (Swanson/Jermal)

To accept the 2000-2001 calendar as proposed by the Calendar Committee.


☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor

Date 2/28/99
November 30, 1998

To: Robert Baker, Chair  
    UW - River Falls Faculty Senate

From: Don Taylor, Chair  
       Calendar Committee

Re: Proposed calendar for 2000-2001

Attached please find the proposed calendar for the year 2000-2001 as approved by the calendar committee. I understand the provost - vice chancellor would like the calendar in his office by January 11, 1999.
## Proposed Calendar for 2000-2001

### Fall 2000

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advising/registration</td>
<td>August 29 - September 1 (T-F)</td>
</tr>
<tr>
<td>Labor day</td>
<td>September 4 (M)</td>
</tr>
<tr>
<td>First day of classes</td>
<td>September 5 (Tues.)</td>
</tr>
<tr>
<td>Thanksgiving recess</td>
<td>November 23-24 (Th-F)</td>
</tr>
<tr>
<td>Last day of classes</td>
<td>December 15 (Fri.)</td>
</tr>
<tr>
<td>Final exam period</td>
<td>December 18-22 (M-F)</td>
</tr>
<tr>
<td>Graduation</td>
<td>December 16 (Sat.)</td>
</tr>
</tbody>
</table>

### Spring 2001

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Martin Luther King Jr. Day</td>
<td>January 15 (Mon.)</td>
</tr>
<tr>
<td>Advising/registration</td>
<td>January 16-19 (T-F)</td>
</tr>
<tr>
<td>First day of classes</td>
<td>January 22 (Mon.)</td>
</tr>
<tr>
<td>Spring recess</td>
<td>March 19-23 (26-30 only if RF school district indicates they need their break then)</td>
</tr>
<tr>
<td>Recess</td>
<td>April 13 (Fri.)</td>
</tr>
<tr>
<td>Last day of classes</td>
<td>May 18 (Fri.)</td>
</tr>
<tr>
<td>Final exam period</td>
<td>May 21-25 (M-F)</td>
</tr>
<tr>
<td>Graduation</td>
<td>May 19 (Sat.)</td>
</tr>
</tbody>
</table>

### January Term

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classes begin</td>
<td>January 2 (Tue.)</td>
</tr>
<tr>
<td>Classes end</td>
<td>January 19 (Fri.)</td>
</tr>
</tbody>
</table>

### Summer Term 2001

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Memorial Day</td>
<td>May 28 (Mon.)</td>
</tr>
<tr>
<td>Session 1 classes begin</td>
<td>May 29 (Tues.)</td>
</tr>
<tr>
<td>Additional class day</td>
<td>June 2 (Sat.)</td>
</tr>
<tr>
<td>Session 1 classes end</td>
<td>June 15 (Fri.)</td>
</tr>
<tr>
<td>Session 2 classes begin</td>
<td>June 18 (Mon.)</td>
</tr>
<tr>
<td>Independence Day recess</td>
<td>July 4 (Wed.)</td>
</tr>
<tr>
<td>Session 2 classes end</td>
<td>July 7 (Sat.)</td>
</tr>
<tr>
<td>Session 3 classes begin</td>
<td>July 9 (Mon.)</td>
</tr>
<tr>
<td>Session 3 classes end</td>
<td>July 27 (Fri.)</td>
</tr>
<tr>
<td>Session 4 classes begin</td>
<td>July 30 (Mon.)</td>
</tr>
<tr>
<td>Session 4 classes end</td>
<td>August 17 (Fri.)</td>
</tr>
</tbody>
</table>
1/28/1999

TO: Gary A. Thibodeau, Chancellor
North Hall
University of Wisconsin-River Falls

FROM: Bob Baker, Chair
Faculty Senate
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the December 9, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/16 was made. This motion is forwarded for your action.

Motion (Luebke/Tabesh)
To approve the change in name of the Sociology Department to the Department of Sociology, Anthropology, and Criminal Justice.

Motion 98-99/16 passed on December 9, 1998.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor
5/6/99
Date
October 26, 1998

TO: Gorden Hedahl, Dean
    Nick Karolides, Assoc. Dean

FROM: Brian Copp, Chair

RE: Request to change the Department's name

The Sociology Department is requesting that its' name be changed to the Department of Sociology, Anthropology and Criminal Justice. We are making this request for the following reasons.

1. Our department has two "free-standing" minors. That is, much of the course work in the Anthropology and Criminal Justice minors is not shared in common with the Sociology major or minor.

2. Adding Anthropology and Criminal Justice to the department's name will increase the visibility of these two minors.

I believe that the process for this name change is to proceed through the College's Curriculum Committee and then to the University's Academic Policies and Programs Committee which will forward its' recommendation to the Faculty Senate. Assuming approvals at each step, UW System would then be informed.

We would hope that this change can be made in time to be included in the catalogue revision. Thank you very much.
1/28/1999

TO: Gary A. Thibodeau, Chancellor
North Hall
University of Wisconsin-River Falls

FROM: Bob Baker, Chair
Faculty Senate
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the December 9, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/15 was made. This motion is forwarded for your action.

Motion (Perkins/Trechter)

To approve a new option (sub-major) within the Agricultural Engineering Technology major to be called "Mechanized Systems Management Option."

Motion 98-99/15 passed on December 9, 1998.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor

Date 3/1/99
LETTER OF TRANSMITTAL

I. Program Information

A. Title of Program: Mechanized Systems Management Option in the Agricultural Engineering Technology Major

B. Department: Agricultural Engineering Technology

C. College: Agriculture, Food and Environmental Sciences

D. University: UW-River Falls

E. Description of Request: The Department of Agricultural Engineering Technology requests permission to add an option in Mechanized Systems Management to the Agricultural Engineering Technology major.

II. Unit Approvals

<table>
<thead>
<tr>
<th>Approval</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Department Chair</td>
<td>10/27/98</td>
</tr>
<tr>
<td>B. College Curriculum Committee Chair</td>
<td>11/4/98</td>
</tr>
<tr>
<td>C. Dean of College</td>
<td>11/9/98</td>
</tr>
<tr>
<td>D. Academic Program and Policy Committee Chair</td>
<td>11/24/98</td>
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<tr>
<td>E. Faculty Senate Chair</td>
<td>1/27/99</td>
</tr>
<tr>
<td>F. Vice Chancellor</td>
<td>2/1/99</td>
</tr>
<tr>
<td>G. Chancellor</td>
<td>2/1/99</td>
</tr>
</tbody>
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REQUEST TO ESTABLISH A MECHANIZED SYSTEMS MANAGEMENT OPTION IN THE AGRICULTURAL ENGINEERING TECHNOLOGY MAJOR

1. **Exact Description of Request:** The Department of Agricultural Engineering Technology requests permission to add an option in Mechanized Systems Management to the Agricultural Engineering Technology major.

2. **Title of Program:** Mechanized Systems Management option in the Agricultural Engineering Technology major.

3. **Relationship to Mission of the Institution:** The Mechanized Systems Management option is directly related to the select mission of the University Wisconsin-River Falls. Statement B of the select mission states, "The University offers liberal arts programs and degrees to meet regional needs in the arts, humanities, mathematics, natural and physical sciences, and social and behavioral sciences." Statement D of the select mission states "The University offers programs and degrees in the agricultural sciences, agribusiness, and agricultural teacher education." Graduates will provide the agricultural industry with professionals that can develop and apply technology to manage soil and water resources, and develop and manage food production and processing systems that are environmentally sound and efficient.

4. **Proposed Option:** The course requirements for the option are attached. There are no new courses required to accomplish this request. The requirements for the existing Agricultural Engineering Technology and Environmental Engineering Technology options are not changed. The proposed option contains a core of 23 credits that will be common to all three of the options in the Agricultural Engineering Technology major. The Management option will have 25-27 credits, 7-9 of these are in the Agricultural Engineering Department and 18 are in the Agricultural Economics Department.

5. **Cost Implications:** The implementation of the Mechanized Systems Management option will not require addition of new faculty or staff. No additional laboratory facilities will be needed to support the option.

6. **Rationale:** There are more jobs available than we have graduates from the department. Some of our graduates tell us that they would like to have had more of a business management foundation. This new option will help address both of these issues. It will attract more students into engineering technology and may better prepare engineering technology majors to manage the technical side of business. The proposed program will provide students with an option of completing a program with increased depth in the management aspect of agribusiness while maintaining a strong foundation in engineering technology.

The Agricultural Engineering Technology major has recently completed a UW-River Falls Audit and Program Review. The outside reviewer recommended the department study the possibility of developing an option in the major with a focus on technology management.
This proposal requests that the department be allowed to add an option in Mechanized Systems Management to the Agricultural Engineering Technology major.

The objective of the major, to prepare students to solve problems and manage systems that involve the interaction of mechanical and biological systems, will remain unchanged. Graduates will be prepared to be members of the engineering and technical staffs of businesses and government agencies working in Agricultural Production; Food Processing; Soil and Water Resources; Structural Design, Construction and Operation; and Electronics and Electrical Systems.
Agricultural Engineering Technology
Mechanized Systems Management Option

General Ed 41-43
Bio 100 or Geol 101
Chem 111, 116
Phys 151
Math 156 or 166
Speech 116

Foundation in Agriculture 12
AgEn 150
AnSci 111 or FdSc 112 or Agrn 161
AgEc 230
Soil 210

Major 52-54
Agricultural Engineering Technology core 24
Gen Eng (11 credits)
245 Materials Design
265 Engineering Graphics
368 Computer Drafting
450 Engineering Project Management
Phys 156 General Physics
Select 4 courses from:
Ag Eng (12 credits)
240 Structures
320 Internal Combustion Engines
350 Applied Electricity
352 Food and Process Engineering
355 Irrigation and drainage

Management Option 28-30
Gen Eng 201 Industrial Safety
Select one course from Ag Eng:
425 Environmental Engineering
443 Controlled Environmental Systems
451 Agricultural Instrumentation and Electronics
455 Advanced Food Process Engineering
465 Fluid Power Systems
Select one course from Ag Eng:
322 Analysis of Internal Combustion Engines
325 Alternative Energy Systems
361 Machinery and Power Mechanics
365 Waste Management Systems
Engl 367 Technical Writing
AgEc 305 Farm Accounting
AgEc 320 Statistical Methods
AgEc 360 Farm Management
AgEc 368 Professional Selling
AgEc 442 Production Economics
AgEc 468 AgriBusiness Management

Electives 11-15
120
1/28/1999

TO: Gary A. Thibodeau, Chancellor  
North Hall  
University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
Faculty Senate  
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion

At the December 9, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/14 was made. This motion is forwarded for your action.

Motion (Madsen/Perkins)
To accept the following revisions to the Long Range Plan:
  Goal IV, Objective A, revise due date to 1/1/99
  Goal IV, Objective A, Action 1- drop from plan
  Goal IV, Objective A, Action 2- change "each class week" to "as appropriate"
  Goal X, Objective C, Action 5- drop from plan
  Goal X, Objective D, Action 4- drop from plan
  Goal X, Objective D, Action 9- drop from plan

Motion 98-99/14 passed on December 9, 1998.

☒ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor

Date 2/6/99
December 10, 1998

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
       Faculty Senate
       University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion 13

At the November 18, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/13 was made. This motion is forwarded for your action.

Motion (Caskey/Madsen )

To accept the Academic Programs and Policy Committee's revised criteria for diversity courses.

Motion 98-99/13 passed on November 18, 1998.

X Approved

Disapproved

G. A. Thibodeau, Chancellor

Date 12/17/98
November 3, 1998

TO: Bob Baker, Chair
Faculty Senate

FROM: Brian Copp, Chair
AP&P

RE: Diversity course criteria

Attached for consideration by the Faculty Senate is a revised set of criteria for considering courses to meet the diversity courses. This set was approved by AP&P at its meeting of November 3, 1998. It is based on the new UW System Plan 2008. After item 6 of the criteria I have added a brief explanation and quoted from the Plan 2008 Guidelines #7.

For your information I have also attached the old criteria adopted by AP&P in 1994 (we believe) for your comparison.

Please call me if there are questions or concerns.
Evaluation Criteria for Reviewing
Courses to Meet the Diversity Requirement
University of Wisconsin-River Falls

1. The course proposal should clearly delineate how the course will meet the 3-credit diversity requirement. (See p. 6 of the 1997-99 catalog).

2. The course should include objectives related to diversity which are concrete, informative, and closely tied to the course outline.

3. Course content should focus on one or more of the following racial/ethnic groups: (a) African American; (b) Hispanic/Latino; (c) Asian American; (d) American Indian.

4. Course content should focus on the experience of one or more of the above four groups in the United States.

5. The course should be discipline-based, or may be interdisciplinary, and should be approached from a thematic or conceptual basis, linked to the particular groups. Some examples of a thematic or conceptual base may include: (a) social class differences; (b) equity and equality; (c) justice; (d) politics; (e) public policy; (f) demographics; (g) attitudes; (h) bilingualism; (i) creativity; (j) environment; (k) multiculturalism.

6. The course proposal should include a 1-2 page annotated bibliography.

Individuals preparing proposals should be aware of the following language in the UW System Administrative Guidelines for Creating a Five-Year Plan (1998-2003) related to Plan 2008: Educational Quality Through Racial/Ethnic Diversity, p.4-#7, which reaffirmed the intent of the diversity course requirement in the earlier Design for Diversity plan (1987-97). The Guidelines state:

“7. The three-credit graduation or general education requirement for coursework in African American, Hispanic/Latino, Asian American and American Indian topics continues unchanged. Courses on international issues, or on topics related to women, or to gay, bi-sexual, lesbian, trans-gender groups, or the economically disadvantaged complement this ethnic studies requirement. They are not a substitute for it. Additional institutional course requirements may also be developed to complement this requirement, thereby enhancing the educational experience for students.”

Evaluation Instrument for
Reviewing Courses to Meet the Diversity Requirement

1. The course proposal should clearly delineate how the course will meet the 3 credit
diversity requirement (see Design for Diversity on page 6 of the 1994-97 catalog).

2. The course should include objectives related to diversity which are concrete,
informative, and closely tied to the course outline.

3. Course content should focus on one or more of the following racial/ethnic groups
and/or women: (a) African-Americans; (b) Native Americans; (c) Hispanics; (d)
Asian/South Pacific Islander; (e) Women.

4. The course should be discipline-based, or may be interdisciplinary, and should be
approached from a thematic or conceptual basis, linked to the particular groups.
Examples of a thematic or conceptual base are as follows: (a) social class
differences; (b) equity and equality; (c) justice; (d) politics; (e) public policy; (f)
demographics; (g) attitudes; (h) bilingualism; (i) creativity; (j) environment; (k)
multiculturalism.

5. The course proposal should include a 1-2 page annotated bibliography.

10/22/93

Note: The new UW-System "Plan 2008" does not include the
category "Women" (3(e) above). Approved courses are
grandfathered in, but any new courses must address
only categories 3-a, b, c, d. B.Copp - APP

1994?
(Nissen, Chair)
December 10, 1998

TO:        Gary A. Thibodeau, Chancellor
           North Hall
           University of Wisconsin-River Falls

FROM:      Bob Baker, Chair
           Faculty Senate
           University of Wisconsin-River Falls

RE:        UW-RF Faculty Senate Motion 12

At the November 10, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/12 was made. This motion is forwarded for your action.

Motion (Perkins/Tabesh)

To accept revisions to the Outdoor Education Minor.

Motion 98-99/12 passed on November 10, 1998.

Approved

Disapproved

G. A. Thibodeau, Chancellor

12/11/98 Date
November 3, 1998

TO: Bob Baker, Chair
Faculty Senate

FROM: Brian Copp, Chair
AP&P

RE: Outdoor Ed. minor, revision

At its' meeting on November 3, 1998 the AP&P Committee approved revisions to the Outdoor Education minor. Attached is the revision as well as a copy of the former minor for comparison. The contact person for this revision is Larry Albertson of HHP.

Please note that I am forwarding this to you and not on to the University Curriculum Committee, even though the transmittal form indicates that the Curriculum Committee is the final destination before Faculty Senate. I believe the decision to bring it to APP was made because it was a proposal to change the minor program rather than change specific courses. If it has to also go to the CC then send it their way.
TRANSMITTAL OF UNDERGRADUATE CURRICULUM PROPOSAL

Department/Course Number/Name: Revision of Minor- Outdoor Education

Nature of Proposal: Revision of minor to streamline courses and update content.

Proposed Effective Date: May 1999

Will course be taught with current staff? If not, what additions should be made? Yes

Are library holdings adequate? Yes

Individual(s) preparing this syllabus: Larry Albertson with Kelly Cain

Approved by the department of: Health & Human Performance on April 29, 1998 and submitted to the Curriculum Committee of the College of Education

Approved by: 5-22-98

Signature of Chair

Reviewed and approved by the Curriculum Committee of the College of Education & Graduate Studies on October 15, 1998.

(date)

Signature of Chair

Comments:

Approved by the Dean of the College of Education & Graduate Studies:

(date)

Signature of the Dean

Comments:

Approved by PPP Committee:

Brian E. Copp, Chair, 11/3/98

Faculty Senate

Reviewed, received and recorded by the University Curriculum Committee on 11/18/98

(date)

Signature of Chair

Comments:

NOTIFICATION OF ACTION TO: Vice Chancellor

Dean of the College

Chairman of the College Curriculum Committee

Initiating Department(s)
DATE: October 10, 1998

TO: AP&P

FROM: Larry Albertson

RE: Proposed Changes In Outdoor Education Minor Requirements

The proposed changes in the Outdoor Education Minor were developed to achieve the following goals.

Update program content.

Assure a consistent depth and breadth of outdoor education knowledge and skill by students completing the minor.

Reduce the content duplication needed for individual activity courses.

Increase the number and quality of applied field experiences.

Simplify the structure of the minor.

Focus the minor more specifically toward outdoor education.

Attached is a list of competencies that was developed and used as a guide in revising the program, the existing program requirements and the proposed program requirements.

Thank you for considering this proposal.
Competencies for Outdoor Education Minor

Students completing the Outdoor Education Minor will have demonstrated the following competencies:

(Each course in the program has a responsibility for covering each area as specific to the course content.)

An awareness, sensitivity, acceptance and responsibility for others.

An awareness, sensitivity and responsibility for the environment.

Essential skills for safely and effectively leading individuals and groups in outdoor recreational/educational settings and activities.

An awareness, sensitivity, and acceptance of why people recreate and what they want from their outdoor recreational experiences.

A broad knowledge base of recreation activities and skills that span the field of outdoor recreation/education.

The ability to make wise decisions in the selection and use of outdoor recreation services, equipment and facilities.

The ability to use outdoor recreational activities to achieve educational goals.

The ability and skills needed to react calmly and competently to unexpected situations that may occur in outdoor settings and activities.

Specific outdoor skills that are needed for successful leadership of most outdoor education programs.

The ability to use specific initiative activities for developing camaraderie, cooperation, trust, and teamwork.

The ability to work in outdoor recreational/educational settings with persons having a diversity of values, interests, abilities, limitations, cultural backgrounds, and experiences.

The ability to lead outdoor educational experiences in the wilderness that are of an extended duration.

Specific safety and first aid skills needed for participation and leadership in outdoor education activities and programs.
### MINOR IN OUTDOOR EDUCATION

**REQUIRED COURSES**
- PE 300 Adapted PE  
- PE 330 Recreation Leadership  
- *PE 371 Recreation Field Study  
- SE 200 First Aid & Basic Life  
- **RM 100 Intro. to Rec. & Park Management**  
- **-OR-**  
- **RM 300 Environmental Education**  
- **RM 200 Found. of Outdoor Leadership**  

* You may select either Option A or Option B:

**DIRECTED ELECTIVES - Option A**
- PE 105 Backpacking/Wilderness Awareness  
- *PE 106 Canoeing & Camping  
- *PE 145 Lifeguard Training  
- *PE 147 Water Safety Instructor  
- PE 150 Winter Camping  
- *PE 255 Techniques in Sport Fishing  
- PE 333 Adventure Physical Education  
- PE 334 Outdoor Ed Adventures & Skills  
- HE 340 Wellness: A Personal Choice  
- **MUSIC 102 Basic Guitar Technique**  

May Choose two courses from the following:
- PE 109 Recreational Climbing  
- PE 111 Archery  
- *PE 118 Scuba  
- PE 121 Cross Country Skiing  
- PE 127 Comprehensive Bicycling  
- *PE 132 Cross Country Skiing II  

**DIRECTED ELECTIVES - Option B**

Select two credits from the following:
- PE 105 Backpacking/Wilderness Awareness  
- *PE 106 Canoeing & Camping  
- PE 150 Winter Camping  
- PE 333 Adventure Physical Education  
- PE 334 Outdoor Ed Adventures & Skills  

Must take two of the three following courses:
- RM 220 Protection of Natural Resources  
- RM 365 Interpretive Services  
- RM 411 Rec. Facilities Planning  

* There are prerequisites for this class.

This is **not** an official prescription of courses. Course requirements are subject to change.
Various advising meetings will be held to update you on modifications.

10/13/95
# Proposed Revision of Outdoor Education Minor

**October 10, 1998**

## Required classes (13-16 hours)

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<tr>
<th>Course Code</th>
<th>Course Title and Details</th>
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<tr>
<td>SFED 200</td>
<td>First Aid &amp; Basic Life Support</td>
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<tr>
<td>PED 201</td>
<td>Outdoor Education Concepts and Skills-Summer Activities (was PE 334-2 hr and PE 330-2 hrs) (Initiatives, Canoeing, Backpacking, Orienteering, Climbing)</td>
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<tr>
<td>PED 202</td>
<td>Outdoor Education Concepts and Skills-Winter Activities (was PE 148-1 hr, PE 330-2 hr, and PE 132-.5 hr) (Winter Initiatives, XC Skiing, DH Skiing, Snowshoeing, Winter Camping)</td>
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<tr>
<td>ESM/PED 301</td>
<td>Foundations of Outdoor Leadership</td>
</tr>
<tr>
<td>(Was ESM 200-2 hrs and PE 333-1 hr--now cross-listed) (Outdoor education evolution, leadership approaches, decision making, ropes course and other wilderness lab experiences)</td>
<td></td>
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<tr>
<td>PED 371</td>
<td>Outdoor Recreation Field Study (pre-approval required)</td>
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## Select From (8-11 hours)

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<th>Course Code</th>
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<tr>
<td><strong>ESM</strong> 300</td>
<td>Environmental Education</td>
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<tr>
<td>BIOL/GEOG</td>
<td><strong>ESM</strong> 307</td>
</tr>
<tr>
<td>ESM 365</td>
<td><strong>GEOL</strong> 269</td>
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<td><em>ESM</em>* 303</td>
<td>Environmental Geology</td>
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<tr>
<td>PHIL 303</td>
<td>Environmental Ethics</td>
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<tr>
<td>PED 118</td>
<td>Scuba</td>
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<tr>
<td>PED 119</td>
<td>Techniques of Custom Rod Building</td>
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<tr>
<td>PED 127</td>
<td>Comprehensive Bicycling</td>
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<tr>
<td>PED 128</td>
<td>Fundamentals of Ice Skating</td>
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<tr>
<td>PED 145</td>
<td>Lifeguard Training</td>
</tr>
<tr>
<td>PED 147</td>
<td>Water Safety Instructor</td>
</tr>
<tr>
<td>PED 255</td>
<td>Techniques in Sport Fishing</td>
</tr>
<tr>
<td>PED 300</td>
<td>Adapted PE and Recreation</td>
</tr>
<tr>
<td>PED 389</td>
<td>Special Topics in PE (pre-approval required)</td>
</tr>
<tr>
<td>PED 450</td>
<td>Organization and Administration of Physical Education</td>
</tr>
<tr>
<td><em>POLS</em>* 355</td>
<td>Environmental Law</td>
</tr>
<tr>
<td><em>SOCI</em>* 230</td>
<td>Sociology of Sport &amp; Leisure</td>
</tr>
<tr>
<td><em>TED</em>* 312</td>
<td>Elem. Tech. Science Education (Elem. Ed. majors only)</td>
</tr>
</tbody>
</table>

Other outdoor education related courses (pre-approval by Outdoor Education Program Coordinator required)

## Total Required Hours

24

* Prerequisite course or permission needed

- Cross-listed course
November 19, 1998

TO: Gary A. Thibodeau, Chancellor  
    North Hall  
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
       Faculty Senate  
       University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion 11

At the November 4, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/11 was made. This motion is forwarded for your action.

Motion (Perkins/Borup)

To change the name of the Cartography Minor to "Geographic Information System (GIS) and Cartography Minor."

Motion 98-99/11 passed on November 4, 1998.

Approved
Disapproved

G. A. Thibodeau, Chancellor

Date 11/25/98
November 5, 1998

TO:      Gary A. Thibodeau, Chancellor
         North Hall
         University of Wisconsin-River Falls

FROM:    Bob Baker, Chair
         Faculty Senate
         University of Wisconsin-River Falls

RE:       UW-RF Faculty Senate Motion 10

At the October 21, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/10 was made. This motion is forwarded for your action.

Motion (Seefeldt/George)

To accept by acclamation the following resolution prepared by the GLBT Committee:

Whereas Matthew Shepherd, a student from the University of Wyoming, lost his life through what appears to be an act of bigotry and hatred,

Whereas silence in response to acts of bigotry encourages other acts of bigotry and hatred,

Be it resolved that:

The Faculty Senate of UW-River Falls affirms its commitment to UW-River Falls being an inclusive community where every person, regardless of sexual orientation, is free to learn and live in a safe environment free of hatred and intolerance.

Motion 98-99/10 passed on October 21, 1998.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor

Date

11/2/98
November 5, 1998

TO: Gary A. Thibodeau, Chancellor
   North Hall
   University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion 10

At the October 21, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/10 was made. This motion is forwarded for your action.

Motion (Seefeldt/George)

To accept by acclamation the following resolution prepared by the GLBT Committee:

Whereas Matthew Shepherd, a student from the University of Wyoming, lost his life through what appears to be an act of bigotry and hatred,

Whereas silence in response to acts of bigotry encourages other acts of bigotry and hatred,

Be it resolved that:

The Faculty Senate of UW-River Falls affirms its commitment to UW-River Falls being an inclusive community where every person, regardless of sexual orientation, is free to learn and live in a safe environment free of hatred and intolerance.

Motion 98-99/10 passed on October 21, 1998.

____ Approved

____ Disapproved

G. A. Thibodeau, Chancellor

Date

11/11/98
November 12, 1998

TO: Dr. Robert Baker
Chair, Faculty Senate

FR: Gary A. Thibodeau
Chancellor

RE: UW-River Falls Faculty Senate Motions 7, 8, 9 and 10

I have approved Faculty Senate Motions 7, 8 and 10. I am returning Faculty Senate Motion 9 without my approval.

As you know, the intent of the Instructional Academic Staff Employment Policy is to both clearly define the rights and terms and conditions of employment of Instructional Academic Staff and to support the important institutional goals of maintaining staffing flexibility, stability, and quality. The policy will enable the University to vigorously defend our tenure policy, faculty work load expectations and unique development opportunities for faculty while at the same time ensuring fair and professional treatment of our colleagues serving in teaching academic staff positions.

The policy is critically important for both faculty and teaching academic staff and I welcome the opportunity to engage in continuing dialogue to address questions and concerns.

When passed by the Senate, Motion 9 specifically asked that four individuals currently serving in teaching academic staff positions be allowed to remain in hiring pools for employment next year. In each case, continued employment was not an available option given the length of employment provisions permitted in the Instructional Academic Staff Employment Policy. However, on November 4, 1998 the Academic Staff Council passed a motion requesting a change in the Academic Staff Personnel Policies and Procedures (UWRF 3.11 D) that would permit individuals teaching seven credits or less a year to be exempt from the rolling horizon provisions thus allowing ongoing employment on a year-to-year basis if the department faculty would so authorize. I have accepted the recommendation and will advance the change for approval. As a result, Professor Tamia Trulson in the Agricultural Education Department will be eligible for rehire on a year-to-year basis if she teaches seven credits or less and receives a favorable rehire recommendation from the faculty in that department annually.
Each of the other three individuals mentioned in Senate Motion 9 is a teaching academic staff member in a department that has an open probationary faculty line for which a search is currently underway. The Instructional Academic Staff Employment Policy and UWS 3.01 (1) (c) stipulates that “academic staff appointments may be converted to faculty appointments by the action of the board upon the recommendation of the appropriate faculty body and the Chancellor of the institution.” If the faculty in the academic departments involved wish to convert any of the three remaining full-time teaching academic staff members mentioned in the faculty senate motion to probationary faculty members, I would support and advance that recommendation to the board. Further, if the faculty in the departments involved wish to designate the academic staff member identified in Senate Motion 9 who is currently serving on a fixed term contract in their department as a “lead candidate” for hire in the open probationary faculty line, I would fully support that recommendation as well. Obviously, all three individuals are free to apply for the open probationary faculty positions. I do want to stress that the authority to recommend a direct conversion of an academic staff member to probationary faculty or the decision to designate a currently serving teaching academic staff member as a “lead candidate” for hire into an open probationary faculty line rests with the faculty in the designated department.

If you have questions, please feel free to contact me.

cc: Dr. Milam
November 5, 1998

TO:       Gary A. Thibodeau, Chancellor  
          North Hall  
          University of Wisconsin-River Falls

FROM:    Bob Baker, Chair  
          Faculty Senate  
          University of Wisconsin-River Falls

RE:       UW-RF Faculty Senate Motion 9

At the October 21, 1998 meeting of the University of Wisconsin-River Falls Faculty Senate, the Senate voted to send you the following letter:

To:       Chancellor Thibodeau and Vice Chancellor Milam

From:     The Faculty Senate

Subject:  Academic Staff on Terminal Contracts

As you both may already know, the Faculty Senate has expressed its concern with the new Instructional Academic Staff Policy (issued 8/26/98). The Faculty Senate has asked the Faculty Welfare and Personnel Policy Committee to look further into the matter and report back to them as soon as possible.

At present, the Faculty Welfare Committee is formulating a response to this new policy. However, this effort will take time and in the meantime some long-serving and hard working academic staff are working under fixed-term contracts. Obviously those people cannot wait for us to come up with our response and they will have no choice but to begin looking for employment elsewhere.

We trust that, in support of Wisconsin's faculty governance Statute 36.09, the administration will agree to suspend implementation of this policy until Faculty Senate and the Faculty Welfare Committee have time to respond to the August 26 policy statement.
In regard to the matter mentioned in paragraph two, we are asking that the four people listed below, who have been here five years, may remain in the academic staff hiring pool. The affected academic staff are:

Tamia Trulson - Ag. Education  
Grace Thornhill - Biology  
Lydia Schultz - English  
Karen Boettge - Math and C.S.

We ask that you respond to the Faculty Senate regarding this request by November 13, 1998. The Faculty Welfare Committee will finish its work on this issue this year.
December 1, 1998

Chancellor Gary Thibodeau  
Room 116 North Hall  
410 South 3rd Street  
River Falls, 54022

Chancellor Thibodeau,

The Academic Staff Council of the University of Wisconsin-River Falls met and passed the following resolution concerning [Instructional Academic Staff].

Please modify the policy in the Faculty Senate Handbook Appendix C, Section 3.11 paragraph C by adding the sentence "Instructional Academic Staff teaching seven (7) credits or less are exempt from these requirements." at the end of the paragraph.

Section 3.11 C will now read:

... After completion of seven (7) contractual years of continuous service to the institution, additional fixed term appointments shall not be less than three (3) year rolling horizon appointments. After ten (10) contractual years of continuous service to the institution, a review is to be initiated by the administration to consider the appropriateness of either (1) an indefinite appointment or (2) extending the contract to a five (5) year rolling horizon appointment. Instructional Academic Staff teaching seven (7) credits or less are exempt from these requirements.

Thank you for your consideration of this matter

Sincerely,

Thomas J. Weiss  
Chair, Academic Staff Council

Approved

Disapproved

G. A. Thibodeau, Chancellor  
12/3/98  
Date
November 5, 1998

TO: Gary A. Thibodeau, Chancellor  
    North Hall  
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
       Faculty Senate  
       University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion 8

At the October 21, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/8 was made. This motion is forwarded for your action.

Motion (Swanson/Perkins)

To approve the new interdisciplinary minor in film studies.

Motion 98-99/8 passed on October 21, 1998.

X Approved  
___ Disapproved

G. A. Thibodeau, Chancellor  
Date  
11/2/98
November 5, 1998

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion 8

At the October 21, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/8 was made. This motion is forwarded for your action.

Motion (Swanson/Perkins)

To approve the new interdisciplinary minor in film studies.

Motion 98-99/8 passed on October 21, 1998.

Approved
Disapproved

G. A. Thibodeau, Chancellor

Date

11/10/98
November 5, 1998

TO:     Gary A. Thibodeau, Chancellor
North Hall
University of Wisconsin-River Falls

FROM:   Bob Baker, Chair
Faculty Senate
University of Wisconsin-River Falls

RE:     UW-RF Faculty Senate Motion 7

At the October 21, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/7 was made. This motion is forwarded for your action.

Motion (Borup/Leubke)

To approve the new drop/add policy that is part of the new web based registration procedures.

Motion 98-99/7 passed on October 21, 1998.

Approved

Disapproved

G. A. Thibodeau, Chancellor
Date
November 5, 1998

TO: Gary A. Thibodeau, Chancellor  
North Hall  
University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
Faculty Senate  
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motion 7

At the October 21, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/7 was made. This motion is forwarded for your action.

Motion (Borup/Leubke)

To approve the new drop/add policy that is part of the new web based registration procedures.

Motion 98-99/7 passed on October 21, 1998.

Approved

Disapproved

G. A. Thibodeau, Chancellor

Date

11/11/98
October 23, 1998

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motions 98-99/5 and 98-99/6

At the October 7, 1998 meeting of the University of Wisconsin-River Falls Faculty, motions 98-99/5 and 98-99/6 were made. These motions are forwarded for your action.

Motion (Caskey/Croonquist)

To have the Academic Programs and Policy Committee review and make recommendations concerning redundancy of Faculty Senate committees, Reach for the Future Committees, and administrative committees.

Motion (Treichler/Mulvey)

To amend the motion to have the Faculty Senate Executive Committee first review the Faculty Senate committee structure and then work with upper level administrators to review redundancy and make recommendations concerning Faculty Senate, Reach for the Future, and administrative committees.


Approved

Disapproved

G. A. Thibodeau, Chancellor

Date
September 8, 1998

TO: Gary A. Thibodeau, Chancellor
    North Hall
    University of Wisconsin-River Falls

FROM: Bob Baker, Chair
      Faculty Senate
      University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Constitutional Changes

At the August 28, 1998 meeting of the University of Wisconsin-River Falls Faculty, vote totals were reported for two changes to the Faculty Constitution. The two changes had been put to a written vote of the entire Faculty and Academic Staff. These constitutional changes are forwarded for your action.

Constitutional amendment #1 adds the School of Business and Economics to the organizational structure of the Faculty for purposes of election of senators (affecting Article VI, Section B(1) of the Faculty Constitution).
Yes=90
No=26

Article VI, Section B(1) will read "The faculty, for purposes of organization, shall be partitioned as follows: the College of Agriculture, Food and Environmental Sciences; the College of Education and Graduate Studies; the College of Arts and Sciences; the School of Business and Economics; the remaining division is composed of faculty within Student Personnel, University Services and the Library. Each of the five divisions shall elect one (1) senator for each thirty (3) staff members or major portion thereof. An additional seven (7) senators shall be elected from and by the faculty-at-large."

Constitutional amendment #2 clarifies and makes consistent the reporting of Faculty Senate election results for both the division election and the at-large election (affecting Article VI, Section C(3e) and Article VI, Section C(4d) of the Faculty Constitution).
Yes=105
No=11
Article VI, Section C(3e) will read "The names of 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." Article VI, Section C(4d) will read "The names of 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."

Approved

Disapproved

G. A. Thibodeau, Chancellor

Date 9/28/78
September 8, 1998

TO: Gary A. Thibodeau, Chancellor  
North Hall  
University of Wisconsin-River Falls

FROM: Bob Baker, Chair  
Faculty Senate  
University of Wisconsin-River Falls

RE: UW-RF Faculty Senate Motions 98-99/1, 98-99/2, 98-99/3, 98-99/4

Faculty Senate motions 98-99/1 through 98-99/4 represent a number of changes that were made to the Faculty By-laws, and are being forwarded for your action.

At the August 28, 1998 meeting of the University of Wisconsin-River Falls Faculty, motion 98-99/1 was made.

Motion (Perkins/Soares)

To accept changes #1 through #20 to the faculty by-laws as a group, with amendments to these 20 changes if necessary.

By-laws changes #1 through #20 are outlined in Attachment 1, including the page and section of the 16th edition of the Faculty Handbook where the changes occur.

Motion 98-99/1 passed on August 28, 1998.

Approved

Disapproved

G. A. Thibodeau, Chancellor

Date
<table>
<thead>
<tr>
<th>motion #</th>
<th>draft page #</th>
<th>original page #</th>
<th>amendment or motion</th>
</tr>
</thead>
<tbody>
<tr>
<td>amd. 1</td>
<td>8</td>
<td>33 B1</td>
<td>adds SBE to divisions of University for election of senators</td>
</tr>
<tr>
<td>amd. 2</td>
<td>10, 11</td>
<td>34b 3e, 4d</td>
<td>clarifies and makes consistent reporting of election results</td>
</tr>
<tr>
<td>1</td>
<td>14</td>
<td>38 C1</td>
<td>specifies that committee minutes will be on file in the Faculty Senate office; adds moving them to Archives after three years</td>
</tr>
<tr>
<td>2</td>
<td>15</td>
<td>39 E1</td>
<td>removes “Committee on Committees;” specifies that committee appointments are made by the Senate with final approval by the Chancellor</td>
</tr>
<tr>
<td>3</td>
<td>17</td>
<td>40 B1</td>
<td>adds SBE to Academic Standards Committee</td>
</tr>
<tr>
<td>4</td>
<td>18</td>
<td>41 C1</td>
<td>adds SBE to Advising Committee; takes away one member from A&amp;S; removes obsolete titles from membership; adds members from Academic Success Center; changes appointing student board</td>
</tr>
<tr>
<td>5</td>
<td>19</td>
<td>41 D1</td>
<td>adds SBE to Affirmative Action Committee</td>
</tr>
<tr>
<td>6</td>
<td>20</td>
<td>42 E1</td>
<td>adds SBE to Alumni Relations Committee</td>
</tr>
<tr>
<td>7</td>
<td>20</td>
<td>43 F1</td>
<td>Assessment Committee clarifies Deans’ office representation; adds representation from the office of the Director of SBE</td>
</tr>
<tr>
<td>8</td>
<td>21</td>
<td>43 G1, 3a, 3g</td>
<td>Athletic Committee: removes “an effort to strive to have;” updates titles of committee members and names of athletic associations</td>
</tr>
<tr>
<td>9</td>
<td>22</td>
<td>44a H1</td>
<td>makes the representative from the Art Department one of the six faculty members on the Campus Planning Committee</td>
</tr>
<tr>
<td>10</td>
<td>22</td>
<td>44b, 45 J</td>
<td>Curriculum Committee: changes College to College/School throughout section J</td>
</tr>
<tr>
<td>11</td>
<td>24</td>
<td>46 K1</td>
<td>adds SBE to representation on Faculty Hearing, Greivance and Appeal Committee</td>
</tr>
</tbody>
</table>
### Faculty Handbook Revisions
#### Chapter III

<table>
<thead>
<tr>
<th>motion #</th>
<th>draft page #</th>
<th>original page #</th>
<th>amendment or motion</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>26,27</td>
<td>48 N1</td>
<td>adds SBE to Honors Committee; includes Director of SBE on rotating Deans’ representation</td>
</tr>
<tr>
<td>13</td>
<td>27</td>
<td>44a I1</td>
<td>adds SBE to Instructional and Learning Tech Committee (committee description has been moved to put it into alphabetical order)</td>
</tr>
<tr>
<td>14</td>
<td>29</td>
<td>49 Q1</td>
<td>adds SBE to International Studies Committee</td>
</tr>
<tr>
<td>15</td>
<td>30</td>
<td>55 R1</td>
<td>adds SBE to Legislative Advisory Committee; removes stipulation that Exec. Committee member be chair</td>
</tr>
<tr>
<td>16</td>
<td>31,32</td>
<td>51 U1, 3c</td>
<td>adds SBE to Public Relations Committee; clarifies language in 3c</td>
</tr>
<tr>
<td>17</td>
<td>34</td>
<td>53 X1</td>
<td>adds SBE to Visiting Professor Committee</td>
</tr>
<tr>
<td>18</td>
<td>35</td>
<td>53</td>
<td>adds SBE to Audit and Review Committee</td>
</tr>
<tr>
<td>19</td>
<td>39</td>
<td>54d</td>
<td>adds SBE to Long Range Planning Committee</td>
</tr>
<tr>
<td>20</td>
<td>40</td>
<td>55</td>
<td>removes at-large member from University Budget Committee</td>
</tr>
<tr>
<td>21</td>
<td>41</td>
<td>56</td>
<td>adds SBE to Concerts &amp; Lectures (will have to be approved by Student Senate?)</td>
</tr>
</tbody>
</table>
Motion 98-99/2 was made on July 28, 1998 to amend by-laws change #4.

Motion (Seefeldt/Caskey)

To amend by-laws change #4 to keep two faculty from the college of Arts and Sciences as members of the Advising Committee and to add one faculty member from the School of Business and Economics.

Motion 98-99/2 passed on August 28, 1998.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor 9/28/98
Date

Motion 98-99/3 was made on August 28, 1998 to amend by-laws change #15.

Motion (Leake/Borup)

To amend by-laws change #15 to keep a member of the Faculty Senate Executive Committee on the Legislative Advisory Committee, but to strike the requirement that this person be the chair of the Committee.

Motion 98-99/3 passed on August 28, 1998.

☑ Approved

☐ Disapproved

G. A. Thibodeau, Chancellor 9/28/98
Date
Motion 98-99/4 was made on August 28, 1998.

Motion (Nolte/Perkins)

To separate by-laws changes #18, #19, and #20 from the deliberations of the total group of by-laws changes because they are Administrative Committees. Changes to the make-up of these committees require administrative input.


☑ Approved

☐ Disapproved

[Signature]
G. A. Thibodeau, Chancellor

9/28/98
Date