Minutes of the UWRF Faculty Senate for September 24, 2008

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<th>Representation</th>
<th>Term Expires 2010</th>
<th>Term Expires 2011</th>
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<tr>
<td><strong>CAFES</strong></td>
<td>Kris Hiney</td>
<td>Laine Vignona</td>
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<td>Wes Chapin</td>
<td>Patricia Berg**</td>
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<td>Karl Peterson</td>
<td>John Heppen</td>
<td>Peter Johansson**</td>
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<td><strong>CAS</strong></td>
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<td>Jennifer Willis-Rivera</td>
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<td><strong>COEPS</strong></td>
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<td>Hilary Pollack</td>
<td>Michael Miller</td>
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<td><strong>CBE</strong></td>
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<td>Glenn Potts</td>
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<td><strong>4th Division</strong></td>
<td>Kristie Feist**</td>
<td>Valerie Malzacher</td>
<td>Jon Levendoski**</td>
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<td>Kristen Hendrickson</td>
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<td><strong>At Large</strong></td>
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<td>Kathleen Hunzer (Jr)</td>
<td>Melissa Wilson (Jr)</td>
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<td>Sarah Parks (Jr)</td>
<td>Dennis Cooper (Sr)</td>
<td>David Rainville (Sr)</td>
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<td>David Furniss (Sr)</td>
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<td>Terry Ferriss (Sr)</td>
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<td>Terry Brown*</td>
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* Chancellor’s Designee

** Absent

() Substitute

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

Seating of Substitutes- Tracey O’Connell for Pat Berg

Recognition of Invited Guests: Mary Halada, Stephen Olsen, Daniel Marchand

Approval of Minutes: Approval of the minutes of September 10 was moved by John Heppen and seconded by Sarah Parks. The minutes were approved unanimously.

Chairs Report
On Friday, September 19, 2008 I attended a meeting of the UW System Faculty Representatives in Madison. The meeting was divided into two sections with the Faculty Representatives meeting first to discuss specific issues that they wanted to raise as well as issues that were on the agenda prepared by UW System. The second portion followed the agenda prepared by UW System. Ron Singer presided over that portion.

The very first item of business was the introduction of Faculty Representatives. I remember last year, that I was one of few new faces. This year, I was one of few old faces. It felt good to have some seniority among these Faculty Representatives.

Among campus items that were discussed in the "pre meeting" was the role of shared governance, WSS Chapter 36 and individual colleges within a university. The question was introduced by the Faculty Representative from UW-Stout. It appears that they (and UWRF) are the only two comprehensive which do not have governance involved at the college level. There was concern raised about the appointment of search and screen committees being staked to favor certain candidates and the continual appointment to college committees of the same individuals with no input from governance groups. It was pointed out that in some instances committee membership had not changed in years. WSS Chapter 36 gives the faculty primary responsibility in curriculum matters yet that appears not to be the case at some UW System institutions. This is an item which Representatives felt very strongly about and I must admit, I had not given it a lot of thought here as it has been that way ever since I arrived 27 years ago. You will note that I have included a discussion concerning this matter under Miscellaneous New Business so we can gauge from this body how we should proceed with this matter.

The second major matter discussed in the pre meeting was compensation. It continues to be the major focus amongst governance groups across the UWS. It was noted that Al Crist, UWS Vice President of Human Resources will be the point person on this and will present the proposed biennial pay package to the BOR at the November meeting. Some Faculty Representatives expressed some concern that he would be charged with this assignment. It was also noted that Kevin Reilly had formed a task force on faculty salaries which should report back to the UWS, BOR, and Governor soon.

At the main portion of the meeting, Al Crist spoke about Recruitment and retention Challenges and the Aging of the Academic Workforce. While not commenting on specific remedies, he did make it clear that challenges are ahead for the UWS as the majority of the faculty is rapidly approaching retirement age. I will also note that this is on the agenda of the Provost’s meeting this Friday. He also discussed the Compensation Committee and compensation of UWS Faculty and Academic Staff. He indicated what I have already stated about the biennial pay package and how it would be presented with the aid of "Dave" Stella (Secretary of ETF) at the November BOR meeting. I have some concern about this as Secretary Stella has been anything but helpful in dealings concerning the Health Insurance Crisis that we face at UWRF.
Al Crist spoke specifically about compensation and what was needed to bring UWS salaries in line with our comparable institutions. While not giving details he did indicated that the pay plan to be presented would address the issues that we face.

More interestingly, he also talked about the overall compensation package including fringe benefits including health care. He had the insensitivity to state that we (UWS) had the "Cadillac" of health care plans amongst comparable institutions. I obviously was offended by his insensitive remarks and informed him that we have a 1962 Ford Falcon being towed behind a wrecker when it came to health care plans. He then stated that we had it no worse than other state employees living in this area. He left me with a total lack of confidence in his leadership. He certainly is no advocate for UWRF.

Grant Huber and Jess Tormey from UWS Communications and External Relations presented and overview of their operations and solicited comments/suggestions from Faculty Representatives concerning legislative Issues and Updates. They also made some comments about the excellent health care we enjoyed. It will be difficult to be heard when the plan available to state employees in Dane and Milwaukee Counties are enjoying "Cadillac" Plans.

Ron Singer, Associate Vice President of Academic Affairs spoke briefly about the need to make education affordable for UWS students and stressed the need to increase scholarship dollars based on need as tuition increases are implemented. It has been noted on other occasions that tuition dollars may be one of the few avenues for the UWS to raise revenues to address the compensation issues which we face.

Ron also indicated that there will be reorganization with UWS Academic Affairs as he departs next month.

Finally we discussed some aspects of the Growth Agenda with respect to two items: 1. Commit to a coherent set of learning outcomes for all UW baccalaureate graduates; 2. create the Student Engagement Portfolio. Both of these items have received considerable attention within the UWS already. A group of sixty plus faculty members met on May 22 to explore learning outcomes at the system level. I was amongst a group of five from UWRF that attended this meeting. An initial inventory of learning outcomes from UW Institutions indicated several common themes across the System. A subset of this faculty group is working on the next steps. I do not believe that this will have no real effect on any curricula matters but will simply result in a document indicating that our general education programs all support a common set of learning outcomes outlined in LEAP(Liberal Education and America's Promise) a report put out last year by National Leadership Council and the Association of American Colleges and Universities.

A System wide working group is reported developing a document that defines the nature and scope of the Student Engagement Portfolio Initiative (this is essentially the dual transcript initiative). A plan that they are supposed to forward will include: Identifying models in the UW System and nationally; Outlining operational implications and resource needs; Examining verifiable and non-verifiable options.
The Executive Committee will be meeting next Wednesday at 9:00 A.M. with senior leadership.

The Executive Committee itself will meet later that same day at 3:00 for its regular meeting in the North Hall Conference Room (114 NH).

I am planning on attending the October BOR meeting which will be held October 2-3, 2008 in Stevens Point.

**Vice Chair’s Report:** none

**Other Reports:**

1. **Mary Halada, Vice Chancellor of Administration and Finance on Health Insurance:**

   Open enrollment dates for 2009 are coming up in October. There will be an information day on October 13 in the University Center where vendors will be available to answer questions. The HR website will soon be updated with links to all of the health options.

   There is a significant change in coverage for this year is for Minnesota residents. If employees live in MN, and are not required to live there for their job, they will no longer have the option of the Standard Plan. However, they do have access to the State Maintainence Plan (SMP), which has quite an extensive list of providers in the Twin Cities. SMP however does not cover Hudson providers and there are no dental benefits. Humana has not changed since last February when they added specialists in the cities. The SMP has eye benefits and no deductible.

2. **Stephen Olsen on the activities of Faculty Compensation last year and the coming year:**

   Last year the committee was primarily involved with the health care issues. They also dealt with faculty compensation and salary compression. Part of this issue was addressed last year through a resolution passed by Faculty Senate May 7 (motion 67).

   The three priorities for the committee this year are to implement the second round of pay increases for full professors, creating a summer school compensation model, and compensation of faculty who oversee independent study and special projects.

   Several associate professors inquired as to when their salaries would be increased, as well as demanding compensation for summer activities. It was also noted that department chair’s responsibilities do include summer duties as outlined in the Faculty Senate Handbook, and month salaries do include the full 12 month appointment, despite being paid over nine months time period.
3. Daniel Marchand on the activities of External Relations last year and the coming year:

The committee focuses on three areas:

Public Affairs: the committee was involved with the Board of Regents on campus, the Health Care initiative/options, and accreditation. Marchand credited Mark Kinders with having a very pro-active stance on public affairs. However, Mark Kinders will be rejoining former Chancellor Betz in Oklahoma.

University Advancement/Foundation: a major part of the committee’s activities is considering awards that the university gives such as Distinguished Alumni, honorary doctorate, etc.

Faculty Senate members discussed the capital campaign with regards to this committee. It was asked that a conversation about the capital campaign with regards to the Strategic Plan take place at Marchand’s next meeting with Dan McGinty.

Publications Office: this part of the committee’s responsibilities deals with Goal 6 of the Strategic Plan, promoting the university. Marchand discussed the marketing firm that was hired to create a “brand name” for the university. Their integrated marketing plan may be ready in January.

Unfinished Business:

New Business Consent Agenda:

New Business:

1. A motion from the Executive Committee to appoint eight faculty to the Search and Screen Committee for the New Provost. The committee will be composed of eight faculty with two from each college, four administrative appointees, one community member, and two students.

The Following faculty members are to be appointed to the Search and Screen Committee for the New Provost:

Dawn Hukai
Sylvia Kehoe
Eileen Korenic
Odgen Rogers
Nate Splett
Hamid Tabesh
Marshall Toman, Chair
Mary Wright

A motion to approve was made by David Furniss and seconded by John Heppen.
Discussion: A discussion was held about the process of selecting potential committee members and how it may have differed in the past. Others objected to a member of the committee who also serves jointly as an administrator. It was noted that this search required an amount of urgency and the list was developed partially from the former Chancellor S&S list, and partially from a discussion from the Executive Committee. The goal was to spread faculty across discipline, between junior and senior faculty and across genders.

The motion passed with a vote of 16 in favor, 2 opposed, and 1 abstention.

2. A motion from the Executive Committee to replace Laura Zlogar as chair of Instructional and Learning Technologies Committee (sub committee of the Instructional and Learning technologies Council) with Marina Onken. Laura will remain on the committee. Marina is currently on the committee.

A motion to approve was made by Sarah Parks and seconded by Kristen Hendrickson. There was no discussion. The motion passed with a vote of 18 for, 0 opposed, and 0 abstentions.

3. A motion from the Executive Committee to appoint James Zimmerman (CSTA), Sandy Ellis (Journalism), and Charlie Corcoran (Faculty member from any discipline except one in CAS) to the Video Services Advisory Group.

A motion to approve was made by Kristen Hendrickson and seconded by David Furniss.

Discussion: Terry Brown discussed the changes that need to be made over at TV Services (now to be called Video Services) due to changes in technology.

It was asked if the committee was going to be permanent or ad hoc. Brown replied that she hoped it will be ad hoc, but has the potential to turn into permanent.

Wes Chapin moved to amend the motion to include “ad hoc” before “Video Services Advisory Group” and was seconded by John Heppen.

The motion to amend passed with a vote of 18 for, 0 opposed, and 0 abstentions.

The motion as amended passed with a vote of 18 for, 0 opposed, and 0 abstentions.

4. A motion from the Executive Committee: Faculty Senate nominates Rick Bowen and Ryan Bench to the UW System Committee on Veterans Issues (SCOVI).

A motion to approve was made by Terry Ferriss and seconded by Melissa Wilson. The motion passed with a vote of 18 for, 0 opposed, and 0 abstentions.
**Miscellaneous New Business:**

1. A discussion about the Role of Shared Governance, WSS Chapter 36, and the colleges within UWRF.

Rainville noted that this item came up during the Faculty Reps meeting last Friday and it was a concern from other institutions. At some institutions, all committees are approved by Faculty Senate, even if they are at a college level. In the history of governance at UWRF, Faculty Senate voted to delegate that responsibility to the colleges. Senators are encouraged to examine what is in the Constitution regarding this issue.

Rainville will refer this issue to AP&P and Faculty Welfare.

**Meeting adjourned at 5:14 p.m.**