Minutes of the UWRF Faculty Senate for November 5, 2008  Vol. 33 No. 7.

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<th>Representation</th>
<th>Term Expires 2010</th>
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<td>Kris Hiney</td>
<td>Laine Vignona</td>
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<td>Wes Chapin**</td>
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<td>(Marshall Toman)</td>
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<td>Karl Peterson</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>
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<td>(Mike Harris)</td>
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<td><strong>CBE</strong></td>
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<td>Glenn Potts</td>
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<td><strong>At Large</strong></td>
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<td>Kristen Hendrickson</td>
<td>Valerie Malzacher</td>
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<td>Melissa Wilson (Jr)**</td>
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<td>Sarah Parks (Jr)</td>
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<td>Dennis Cooper (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**- Marshall Toman for Wes Chapin, Mike Harris for Hilary Pollack, Deb Allen for Mike Miller, Doug Johnson for Terry Brown, Donna Robole for Melissa Wilson.

**Recognition of Invited Guests:** Brad Mogen
**Approval of Minutes:** Approval of Minutes October 22, 2008: Approval of the minutes was moved by Dennis Cooper and seconded by David Furniss. The minutes were approved by a vote of 18 for, 0 opposed, and 0 abstentions.

**Chairs Report**
On Friday, October 31, 2008 I attended a meeting of the Faculty representatives of the UW System in Madison. The meeting was divided into three sessions with the faculty representatives meeting before to discuss issues which they put forward. This was followed by a joint meeting between academic staff representatives, faculty representatives, and UW System Administration. The final meeting was between faculty representatives and UW System Administration.

In the first session we discussed several items worth noting, but most of the time was spent discussing the faculty input at the Board of regents meeting to be held tomorrow in Madison. Specifically the issues of compensation and hiring were addressed. While faculty indicated that there are more failed searches and first choices are rarely finally hired, the main problem is that salaries are quickly compressed due to lack of adequate pay plans.

The most demoralizing aspect of the current compensation plan is the so-called "Star Fund." It was pointed out that it is rarely allocated as intended and tends to be more divisive instead of constructive.

I brought up the issue of administrative evaluations specifically asking campuses if they have a policy, how are they conducted, and how is the information/evaluations communicated and used.

Most campuses indicated that they have some form of evaluation including evaluation of chancellors and provosts. They indicated that it was typically done by a faculty senate committee or equivalent that had been formulated for that express purpose. The committees were typically made up of senior faculty who knew the institution well. The committees would evaluate administrators in key areas such as leadership, management, external funding, and other factors. The committee would prepare a report which was submitted to the administration with its findings. Some campuses kept these reports on file where faculty could access them; others made them available on a needs basis.

In addition to evaluations, we also discussed alternative scheduling and its effect on enrollment. Campuses which use the practice indicated that it had little effect.

At the joint meeting we discussed three items. They are Inclusive Excellence, Budget Update, and the November Board Presentation of Academic Workforce Recruitment and Retention Challenges.

Inclusive Excellence was presented by Vicki Washington and Rebecca Martin. They presented a framework to continue the process of advancing diversity within the UW System. This is intended to be a successor to Design for Diversity (1988-1998) and Plan...
2008: Educational Quality Through Racial and Ethnic Diversity (1998-2008). This plan is intended to help institutions:

1. integrate their diversity and quality efforts;
2. position the work so that it is central to the institutions' missions, core values, functions and operations; and
3. achieve equity and realize the educational benefits for students and their institutions.

The Inclusive Excellence Model is grounded in six core assumptions:

1. Political and legal dynamics, changing demographics, emergence of the knowledge-based economy, persistent inequalities create the imperative and strategic context for a diversity rationale.
2. Diversity is an important institutional resource that should be enhanced, institutionalized and leveraged toward the goal of institutional excellence.
3. Needs to focus on ensuring student intellectual and social development, and offering the best educational environment for all students, regardless of identity and background.
4. Organizational resources need to be used strategically to ensure that diverse student body achieves high levels of academic attainment and that those who contribute to this goal are acknowledged and rewarded.
5. Attention to the cultural differences that learners bring to the educational experiences, and that those differences contribute to learning for all students.
6. The intentional study of topics such as race, ethnicity, women's studies, sexual orientation, gender identity, power, privilege advance the academy and help higher education institutions work more effectively to address emerging challenges and dynamics in our evolving, ever-changing contexts.

The Inclusive Excellence model envisions that diversity, equity and inclusion are central to any discussion related to quality and educational excellence. Essential it is intended to help aid UW institutions advance inclusivity through a sustained effort. The plan has a timeline of three years which starts with a process to create a team and writing a diversity plan. It would be implemented in the second year, refined and continued implementation would occur in the third with a review of progress.

The budget update was not useful in that there were little in the way of specifics. It was indicated that we might expect a 10% reduction in the UW System administrative line. This would be in response to a projected 3 billion dollar structural deficit in the Wisconsin budget over the next biennium. This would mean a 10% reduction of about 15.1 million dollars per year over the biennium. Better information will be available after the November 20th revenue report for the state and the subsequent report to be issued in January.

The BOR Presentation and Discussion of Academic Workforce Recruitment and Retention Challenge was presented by Al Christ. It essentially highlights the plight of an aging workforce with the UW and the challenges present in the replacement of it as it rapidly approaches retirement. Data for fall 2003 indicates that 39% of full-time faculty
members in the United States were 55 or older. That compares with 24.2% in 1987. It has gotten worse since 2003. The report highlights the inequities in compensation for academic staff and faculty within the UW. It basically concluded that for faculty a 7.78% increase in faculty salaries each year over the next biennium will help close the 15.58% gap existing between UW institutions and peer institutions. It does not recommend this however, but offers it as a discussion item.

I have several copies of the Report that people can examine.

Finally in the last session, we examined a report concerning Making Opportunity Affordable. This is essentially the cornerstone of "Advantage Wisconsin." and the UW Plan for growth. It has a goal of increasing the percentage of working age adults with a college degree (2 year of greater) to 55%. It is felt that progress toward this goal is critical to remaining competitive in a global economy. It was indicated that the US has fallen from second in the world in college participation in 1991 to 15th in 2001. Data projects a severe shortage of associate and bachelor degree prepared employees by the year 2012.

This report essentially outlines a framework starting with a planning grant to obtain funding for a MOA initiative. I have a copy of the planning grant proposal and report if anyone would like to look at it.

Finally, I will be attending the BOR meeting tomorrow in Madison.

**Vice Chair’s Report:** none

**Other Reports:**
Brad Mogen – Chair of Faculty Welfare

Faculty Welfare Overview: This group was charged with Goal 7 of the Strategic Plan, and they have accomplished most jobs/items previously assigned to them. The next step is implementation of these items. Faculty Welfare will be working on sabbatical issues and has been asked to be part of the Data Quality Management Team. They will also be addressing administrative evaluations, time on campus and the mission of summer session.

Information and Instructional Technology Council: A new CIO, Steve Reed, is in place and should be an excellent addition. This committee is charged with Goal 8 of the Strategic Plan and Reed offers expertise. One additional goal for this year is to simplify the structure of this committee.

**Unfinished Business:**

**New Business Consent Agenda:**
New Business Consent Agenda:

1. Program Change (Substantial Major Content Change) in Business Administration (Broad Area): Marketing Option:

2. Program Change in Counseling (Course number change only):

3. Appointment of Gretchen Link to replace Mark Kinders on the ad hoc Faculty Senate Committee on Instructional Academic Staff Issues both as a member and as Co-chair:

The consent agenda was moved by Peter Johansson and seconded by Marshall Toman. This item was passed by a vote of 21 for, 0 opposed, 0 abstentions.

New Business:

Miscellaneous New Business:

1. Faculty Senate Luncheons with Chancellor Finalists - Sign Up Sheets: These were passed around to those present.

2. Information Gathering Session with Enrollment Planning Group, Thursday, November 6, 2008 from 3:30 to 5 p.m.: Dennis Cooper said he is also willing to volunteer.

3. An item from John Heppen: F lot was closed on Election Day. Heppen was asked to bring this item to Senate as to why people pay money for permits and then are not always allowed to use the space. Rainville said the Executive Committee will discuss this issue as its next meeting.

Dennis Cooper moved to adjourn and was seconded by Jennifer Willis-Rivera. There were none opposed.

Adjournment at 4:11 p.m.