Minutes of the UWRF Faculty Senate for February 4, 2009 Vol. 33 No. 10.

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<th>Representation</th>
<th>Term Expires 2010</th>
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<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>
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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><strong>CBE</strong></td>
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<td>Glenn Potts</td>
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<td>4th Division</td>
<td>Kristie Feist</td>
<td>Valerie Malzacher** (Maureen Olle-LaJoie)</td>
<td>Jon Levendoski</td>
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<td>Kristen Hendrickson</td>
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<td>At Large</td>
<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* ** (Brad Caskey)</td>
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* Chancellor’s Designee
** Absent
() Substitute

Call to Order: David Rainville called the meeting to order at 3:31 pm

Seating of Substitutes- Brad Caskey for Terry Brown, Maureen Olle-LaJoie for Valerie Malzacher

Recognition of Invited Guests:

Seating of Substitutes:

Approval of Minutes of December 10, 2008: Approval of the minutes was moved by John Heppen and seconded by Peter Johansson. After further discussion, John Heppen
moved to postpone the approval of these minutes and was seconded by Karl Peterson. The motion passed by a vote of 20 for, 0 opposed, and 1 abstentions.

Reports:
Chair’s Report: On Friday, December 12, 2008 I attended a joint meeting of the UWS Faculty Representatives and Academic Staff Representatives in Madison. The meeting was relatively short and addressed several issues that had arisen from the BOR meeting the week before.

The issues discussed included a UWS initiative to pursue an accelerated (three-year) baccalaureate degree program. There should be a UWS report on this in the future and UWS campuses will have the opportunity to pursue this option.

There was a discussion about program closures system wide. It was indicated that a committee would be formulated with a request from the faculty representatives to have representation on this committee.

There was a discussion about clarifying the mission of the UWS comprehensives with respect to professional doctorates.

The pay plan for the next biennium was discussed with respect to the need to bring UWS averages in line with comparable institutions and the State's budget crisis. As most state agencies will be requesting no pay increases, System felt that it was in a poor position to ask for increases in the 7.58% range that had originally been discussed. Instead the BOR has approved a request for 2.5% for each year of the next biennium. Yesterday, the Governor indicated that he may delay release of his proposed budget pending finalization of a federal stimulus package. It may be some time before we have an idea what we can expect.

It was noted that we should expect the 2% we are anticipating in June. I was also assured that any freezes on bonuses would not affect individual campuses plans to deal with salary compression. This means that if it is within the budget this year, the Administration here can go forward with the $2000 base salary adjustment approved last year for full professors.

The UWS and State budget was discussed with respect to the structural deficit we are expecting. The UWS does not know what to expect, but it is likely that the lapses requested will be as Draconian as those experienced in the past.

Two other issues were brought to our attention. One involves the BOR concern about the escalating cost of textbook. As UWRF has a textbook library, we are not amongst those schools in the UWS that the BOR is concerned about.

Other issues about compensation involved a discussion about tuition remission for UWS faculty and staff and a proposal for domestic partnership benefits. Yesterday, Al Crist
released a report requested by the BOR that supports the UWS initiative to grants such benefits.

The Executive Committee met with senior leadership last Thursday. Many of the items discussed involved charges to specific committees and those charges have been sent to those committees. An important item involved the Web site redesign. Many faculty and staff have expressed their concerns about this issue. Lisa Wheeler will be giving a report later to address this issue and hopefully calm the concerns that many of you have.

Finally, I will be attending the BOR meeting in Madison tomorrow and Friday. I am planning on leaving after this meeting.

Chair David Rainville also called for volunteers for:
1. Faculty Senators to attend the luncheons for Provost Candidates
2. Volunteers (4) to serve on the Differential Tuition Committee
3. Volunteers (2) to attend a UW System Systemwide Summit on Entrepreneurship to be held on April 2, 2009 at UW-Stevens Point. A report would be expected from those attending.

Vice Chair’s Report: Vice Chair Kristen Hendrickson noted that she is starting the election process for next year’s senate. She hopes to have nomination petitions out February 16. There will be two seats added to the Senate - one in CBE and one additional seat for 4th Division.

Other Reports:
1. Marshall Toman - Provost's Search and Screen Committee Chair: Toman said he believes there is a good pool of candidates; it is numerous and varied. By February 16, the committee will finish reference checks. On February 17 the committee will meet to decide who will come to campus. There are six days blocked out for campus visits: February 25 and 27, and March 2-4 and 6.

2. Lisa Wheeler, Interim Vice Chancellor of Administration and Finance: Wheeler outlined the beginning of the campus website redesign process. She said the original plan for rolling out a new website was tied to UWRF’s integrated marketing communications efforts. Wheeler noted that the original design was very externally focused. Those involved in the redesign met today and considered a number of concerns.

Wheeler said the new approach is going to be a two-phase process. The first of which will be redoing solely the look of the webpage. The second phase will involve the organization of the webpage, which will be done with more internal user input for greater balance.

One senator asked if it is a goal to make some of what is available to users internally not available to those external to campus. Wheeler said that there are some specific items that will need to be addressed outside of the current plan, and that an intranet of sorts may come into play.
Another senator asked if the problem regarding some websites disappearing has been resolved. Wheeler said that she believes the problem is under control, and are going to contact authors of websites that appear abandoned before removing them.

A senator asked if programs and departments will have final say over that information without a filtering process. Wheeler said that this will be true in the first phase of the plan and she assumes that will be true in the second phase as well; a content management system may be used in phase two.

**Unfinished Business:**

1. **Second Reading** of a motion from the **Athletic Committee** (Brian Huffman, Chair) to redefine the membership and charge of the Athletic Committee. Below is the proposed (Recommended) Faculty and Academic Staff Handbook description (which represents a change in the bylaws) and the current Faculty and Academic Staff Handbook description.

**Section F — Athletic Committee – Recommended**

1. Membership: Four faculty (with equal representation of women and men), the Student Senate Athletic Representative and one additional student from the Student Athletic Advisory Committee (with equal representation of women and men), the Athletic Director, the Senior Woman Athletic Administrator, The Chair of Health and Human Performance, the women’s and men’s Faculty Athletic Representatives (FAR), and the Assistant to the Chancellor for Equity, Compliance, and Affirmative Action.

2. Term of Office: Three years for faculty with one-third being appointed each year. Students should be appointed on an annual basis

3. Duties:

a. to review and remain current on the policies prescribed by the NCAA and WIAC

b. to review budgeted funds, statements, gate receipts, and expenditures of the Athletic Department

c. to promote athletic programs

d. to recommend policies for the improvement of the athletic programs and facilities of the University

e. to recommend to the Faculty Senate candidates for appointment as Faculty Athletic Representatives (FARs)

f. to identify and recommend mitigation of equity issues involving men’s and women’s athletics. This is to include…
i. the allocation of resources  

ii. access to programs  

iii. faculty/staff composition (with respect to diversity)  

g. to review the current sports module

The Athletic Committee in its Nov. 12, 2008 meeting produced a motion to have the Faculty Senate change the section relating to this committee from:

Appendix I

Section F — Athletic Committee

FS 06-07 #46

1. Membership: Four faculty (with equal representation of women and men), the Student Senate Athletic Representative and one additional student from the Student Athletic Advisory Committee (with equal representation of women and men), the Athletic Director, the Senior Woman Athletic Administrator, The Chair of Health and Human Performance, the women’s and men’s Faculty Athletic Representatives (FAR), and the Assistant to the Chancellor for Equity, Compliance, and Affirmative Action.

2. Term of Office: Three years for faculty with one-third being appointed each year. Students should be appointed on an annual basis

3. Duties:

   a. to review and remain current on the policies prescribed by the NCAA and WIAC

   b. to approve the final recommendations regarding how the money received from the Student Senate is budgeted

   c. to review budgeted funds, statements, gate receipts, and expenditures of the Athletic Department and to review and audit report

   d. to promote athletic programs and develop relations with other institutions

   e. to recommend policies for the improvement of the athletic programs and facilities of the University. Increase involvement in the areas of responsibility in athletic programs

   f. to recommend to the Faculty Senate candidates for appointment as Faculty Athletic Representatives (FARs)
g. to notify all head coaches and the Recreation Leadership Coordinator of forthcoming athletic committee meetings and agenda items

h. to review equity issues involving men’s and women’s athletics

A motion to move this item along was made by Terry Ferriss and seconded by Jennifer Willis-Rivera. The motion passed by a vote of 20 for, 0 opposed, and 1 abstention.

New Business Consent Agenda:

1. Approval of sixteen courses which will be part of a Sustainable Management degree, which is a collaborative effort among five UW campuses (UWRF, UW-Stout, UW-Eau Claire, UW-Superior, and UW-Parkside) and UW-Extension. This is essentially an online program with students paying tuition to the campus which they have enrolled. There are an additional five courses which have been prepared here at UWRF and they have been approved by the University Curriculum Committee. The proposal for the degree program has been submitted to AP&P. Approval of these courses is contingent on approval at the UW Institutions where they were prepared. The courses can be found at: http://www.uwrf.edu/faculty_senate/SMGT%20Files.htm

Rainville passed out a course listing. It was noted that UW-Eau Claire has withdrawn from the program. Most of the courses have been approved at their own institutions.

2. Approval of the Chemical Hygiene Plan prepared by the ad hoc Faculty Senate Committee we created last September. The plan can be found at:

http://www.uwrf.edu/faculty_senate/links.htm

Dennis Cooper made a motion to move the consent agenda forward and was seconded by David Furniss. Discussion: A senator asked how many credits it would take to obtain a Sustainable Management degree. Robert Baker said that there were 21 courses, and each are 3 credits. The consent agenda passed by a vote of 18 for, 0 opposed, and 3 abstentions.

New Business:

1. A resolution from the Diversity Committee (Kristin Underwood, Chair, Craig Morris representing the committee) to approve the following resolution regarding the “I pledge to speak up” form that we would like to disseminate to faculty, staff, and students to help dissolve hate incidents on campus and create an environment of tolerance and acceptance.

WHEREAS hate speech and bigotry continue to be visible issues facing colleges and universities throughout the nation; AND
WHEREAS evidence exists that hate incidents are frequent occurrences on the UW-River Falls campus; AND

WHEREAS system and institution wide diversity initiatives address institutional policies and services, but often lack the ability to ask for action at an individual level; AND

WHEREAS signed pledges asking individuals to speak out against hate incidents have proven to be effective instruments of change;

THEREFORE BE IT RESOLVED that the Faculty Senate of the University of Wisconsin-River Falls supports the distribution of the accompanying “I Pledge to Speak Up” document to all faculty, staff, and students of the University of Wisconsin-River Falls during the spring 2009 semester.

The form is on the next page in its entirety.

Melissa Wilson made a motion to move this item forward and was seconded by Jennifer Willis-Rivera.

Wes Chapin thanked the committee for bringing this important issue to Faculty Senate, and moved to have the fourth paragraph of the resolution read “WHEREAS voluntarily signed pledges asking individuals to speak out against hate incidents have proven to be effective instruments of change.”

The motion to amend was seconded by Laine Vignona. The amendment passed by a vote of 21 for, 0 opposed, and 0 abstentions.

A senator asked how the pledge form will be distributed. Craig Morris noted that there would be a number of opportunities to do that, both in electronic and hard-copy. Morris said he intends to put it up on the AA/EEO website as well. The motion passed as amended by a vote of 21 for, 0 opposed, and 0 abstentions.

A motion to adjourn was made by John Heppen and seconded by Dennis Cooper. There was no objection.

Adjournment at 4:13 p.m.
I PLEDGE TO
SPEAK UP!

Commit to respond to everyday bias and prejudice. Sign this pledge and place it in your book bag, purse, or desk drawer. Post it on your wall for all to see. Share the pledge with friends and family, classmates, co-workers and others. Make as many photocopies as you need. Post the pledge in public places, encouraging others to join.

because what we say matters.

In pledging to respond to everyday intolerance, I will:

♦ SPEAK UP whenever I hear or see discrimination;
♦ QUESTION and identify bias when I see it;
♦ BE MINDFUL of my own behaviors;
♦ PROMOTE and appeal to higher principles;
♦ SET LIMITS on what is said or done around me;
♦ SEEK HELP and help others to work against prejudiced behavior;
♦ REMAIN VIGILANT and persistent

Name

Signature

Date

E. Craig Morris
Assistant to the Chancellor for Equity, Compliance, and Affirmative Action
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Phone: 715/425-3833 Fax: 715/425-0662 Email: craig.morris@uwrf.edu