Call to Order:  David Rainville called the meeting to order at 3:34 pm

Seating of Substitutes:  Hossein Najafi for Glenn Potts, Todd Savage for Michael Miller, David Trechter for Dennis Cooper

Recognition of Invited Guests:

Approval of Minutes of April 22, 2009:  Approval of the minutes was moved by David Furniss and seconded by Jennifer Willis-Rivera. The minutes passed by a vote of 20, 0 opposed, and 1 abstention.
Chair’s Report:
On Thursday, April 30, 2009, I attended a reception at Brittingham House, home of UWS President Kevin Reilly. The reception was hosted by President and Mrs. Reilly, and Rebecca Martin, Senior Vice President of Academic Affairs. The purpose of the reception was to acknowledge the work of governance representatives over the last year. The refreshments were light reflecting the austerity that most are currently experiencing.

On Friday, May 1, 2009, I attended a joint meeting of the UWS faculty representatives and academic staff representatives in Madison. I was a little disappointed at the meeting in that little was discussed in much detail.

The item that I was most concerned with was a discussion concerning the application of fees for retaking courses. Rebecca Martin had prepared a summary of practice about retaking courses System-wide. She noted that no UWS institution currently levies a special fee for retaking courses, but nothing prevents any one of the UWS institutions from doing so. The process would be the same as for any course fee that we would currently charge. This would not require System or Board of Regents approval. She also indicated that she felt that it was not a good idea politically and that it might be more appropriate to tighten up restrictions concerning retaking courses in order to reduce the numbers of students retaking courses.

She also did a survey of other systems nationally and found that very rarely are special fees assessed for retaking courses public institutions. With that said, she indicated that it is an individual campus decision that any one of the UWS campuses is at liberty to pursue.

We also discussed voting rights of academic staff on faculty and university senates across the system. Some faculty representatives indicated that they felt that faculty were giving up their responsibilities in doing so when nonteaching academic staff were permitted to vote on academic policy issues.

There was also a report on the UWS Task Force on Program Realignment. It was indicated that they would review data from various institutions to see if any trends were emerging. It was stressed that the task force will make no recommendations.

Steve Deckelman, Chair of the UW-Stout Faculty Senate, reported that it had approved a resolution concerning President Reilly’s lack of advocacy for UW faculty issues.

Later we discussed the developing pandemic flu situation. UWS had issued a policy statement, and it was indicated that UWRF was ahead of all the other institutions with its planning.

We had a brief discussion concerning the new HRS software for human resources. We were informed who on this campus was involved (Lisa Wheeler and Donna Robole). Additionally, there would be informational meetings on each campus.
Kevin Reilly briefly discussed the UWS Growth Agenda, the need for task force to argue for faculty salary solutions, the need for more transparency by UW institutions in the allocating of recruitment and retention funds, and the Madison Initiative (the tuition surcharge) and was then called out for a telephone call from the Governor. Before he left, I asked him what effect collective bargaining might have on the UW System. He indicated that he was neutral on the concept of collective bargaining and did not know exactly how it might impact the system.

Finally we discussed the two big items on the BOR meeting this Thursday and Friday, specifically the “Guidelines to Make Textbooks Affordable,” and the proposed changes to UWS Chapters 17 and 18 dealing with student misconduct.

I might also note that the program that we passed on Sustainable Management is on the agenda for approval. I will be attending the meeting.

The next meeting of Faculty Senate will be the seating of the 2009-10 Faculty Senate for the purpose of electing its officers and the executive committee. The meeting is at 1 p.m. on Friday, May 15, 2009, in the Willow River Room of the University Center.

I know that I have indicated before to some that I would like to continue in my role as the Faculty Senate chair for another year. I have not changed my desire to continue in this role for one more year. I feel that it is important that there be some continuity especially as we will be getting a new administration in the next few months. I might also add that as I served on the Search and Screen Committee that brought Dean Van Galen to our campus, I look forward to working with him and the new administration. I appreciate your support.

It has been a pleasure to serve this body over the last two years.

**Vice Chair’s Report:** Fourth Division special election ballots are due on Friday. Termination Committee ballots are due next Wednesday, and that will conclude Faculty Senate elections.

**Other Reports:**

**Unfinished Business**

1. A motion from the Assessment Committee (Joy Benson, Chair) to recommend the *Collegiate Assessment of Academic Proficiency* (CAAP) test assess general education for reporting with respect to UWRF's participation in *VSA* (Voluntary System of Accountability). The Assessment Committee further recommends that the process for administering the test be administered by the Provost's Office in a manner similar to that used for NSSE. This recommendation for use of CAAP is for one year only until the Committee can assess the use of the test.

This motion was also considered by AP&P, which also approved it. This motion was postponed at the April 22, 2009 Faculty Senate meeting.
UWRF’s participation in VSA was agreed to by Chancellor Betz in the fall of 2007 as part of a request to UWS institutions by UWS Administration. All UWS institutions are participating.

Kathleen Hunzer moved to remove the item from the table which Terry Brown seconded.

General Education was silent as to which of the three possible tests they preferred. The test will be administered in the freshmen and senior years of college and will focus on critical thinking and writing. The test is administered by the same company that does the ACT test, which UWRF uses for admission. One senator asked if there were any negative consequences for poor performance on the exam. Potentially, but that is not what this test and VSA is designed to do. The results of the exam will be made public and all costs will be covered by the UW System.

The motion passed by a vote of 19 for, 2 opposed, and 0 abstentions.

**New Business Consent Agenda:**
1. Approval of Program Changes (from AP&P - Cecilia Bustamante, Chair):
   - **a.** Computer Science and Information Systems-Information Systems Option; Change in major/minor, Change in number of credits.
   - **b.** Computer Science and Information Systems-Computer Science Option; Change in major/minor, Change in number of credits.
   - **c.** Communications Studies major (BS and BA); Change in number of credits.
   - **d.** Economics; Change in major/minor, Change in number of credits.
   - **e.** Communicative Disorders; Change in course name, Change in major, Change in course content.
   - **f.** Geography Major - Liberal Arts; Change in course name, Change in major/minor, Change in course content.

2. Appointment of Ogden Rogers to the newly formed Pandemic Response Team. This appointment is for three years ending at the end of the 2011-2012 academic year.

Peter Johansson moved to take items a, b, and d from the consent agenda.

The consent agenda as amended passed by a unanimous vote.

**New Business:**
1. A motion from the Faculty Compensation Committee (Stephen Olsen - Chair) to apply AP 43 (revised – 7 May 2008) to J-term compensation:

In AP 43 (revised – 7 May 2008),
   - Replace: 3.2.1 with 3.2.1.1
   - Insert:

   3.2.1.2 The $1,430/credit for regular faculty will be constant at the following plateaus: 18-25 for undergraduate classes, 10-15 for graduate
classes. Above the plateau upper limit, the salary would go up $79.50/enrollment/credit undergraduate and $143.00/enrollment/credit graduate (see appendix for a salary calculations table).

Note:
1. It was always intended that J-term compensation would be based on the table in Appendix 6 of AP 43 (revised – 7 May 2008).
2. Although the instructions for computing J-term compensation and the table in Appendix 6 are juxtaposed in the document, the J-term compensation instructions do not explicitly mandate the use of that table.
3. As a result, there are some differences between how UWRF colleges apply AP 43 to J-term compensation.
4. This motion standardizes the payment method across all colleges.
5. A copy of the current AP 43 is appended to the end of the agenda.
6. A spreadsheet showing how colleges apply AP 43 to J-term compensation is also appended to the end of this agenda.

Approval of this item was moved by Jennifer Willis-Rivera and seconded by Dennis Cooper. Olsen said this has nothing to do with the summer school compensation model. He also said that none of these three items are new; they simply need to be done consistently.

The motion passed by a unanimous vote.

2. A motion from the Faculty Compensation Committee (Stephen Olsen - Chair) to standardize faculty compensation for overload classes.

Faculty teaching overload courses during Fall and Spring semesters will be compensated at the rate of $1,500 per course credit or the rate per course credit listed in AP 43 Revised 7 May (or its successor) for faculty teaching courses that meet the minimum class size – whichever is greater.

Note:
1. Colleges at UWRF currently compensate faculty teaching overload courses during fall and spring semesters at different rates per course credit. Some pay $1,300; others pay $1,500. This motion standardizes the compensation across the University.
2. Currently, AP 43 Revised 7 May compensates faculty teaching courses that meet the minimum class size at the rate of $1,430, so the overload rate paid now would be $1,500 per course credit. If the AP 43 pay rate were to increase by, say, 10% (which has happened before), the rate per course credit would increase to $1,573. In that case, overloads would be compensated at $1,573 rather than $1,500.
3. A copy of the current AP 43 is appended to the end of this agenda.

Approval of this motion was moved by Terry Ferriss and seconded by Peter Johansson. The motion passed by a vote of 17 for, 0 opposed, and 4 abstentions.
3. A **motion** from the Faculty Compensation Committee (Stephen Olsen - Chair) to pay faculty for supervising Independent Readings and Independent Studies.

Faculty supervising Independent Studies or Independent Readings during fall and spring semesters will be paid at the One-on-One Class Undergraduate rate listed in AP43 Revised 7 May 2008 or its successor.

This includes 490 courses (CAFES Independent Studies, CAS Readings, CEPS Readings) and 499 courses (CAS, CBE, and CEPS Independent Studies).

**Note:**
1. Under the provisions of AP43 Revised 7 May 2008, faculty supervising Independent Studies or Independent Readings are compensated per the table at the end of AP43 Revised if they supervise students during the summer term or J-term.
2. Faculty are not currently compensated for supervising these studies during fall or spring semesters.
3. A copy of the current AP 43 is appended to the end of this agenda.
4. A spreadsheet with Independent Studies and Reading Credits is included in a separate attachment.

Approval of this motion was moved by Laine Vignona and seconded by Terry Ferriss.

One senator asked how this would affect 495 or 295 research classes. Olsen said it would be appropriate to add them to this motion. One senator said she would be nervous passing this in the current budget situation, as it may shut down or reduce the number of independent studies. Another senator asked if this is an administrative policy, why is it not being used on this campus?

A senator added that sometimes classes are not offered that a student needs to graduate, so a professor will give them the class one-on-one, and that may fall under AP43.

At this point, Rainville passed the gavel to Hendrickson and noted that the administration will make the determination whether or not to approve it after looking at the budget. He then took the gavel back.

Wes Chapin moved to amend this motion to read “to pay faculty for supervising independent readings, independent studies, and undergraduate research if these are not part of the regular load. Faculty Supervising independent studies, independent readings, or undergraduate research, if they are not part of the regular load during fall and spring semesters will be paid at the one-on-one class undergraduate rate listed in AP43, revised May 7, 2008, and its successor.” and to delete the next two sentences. The amendment was seconded by David Furniss.

Terry Ferriss moved to include internships in this amendment, and was seconded by John Heppen. The amendment passed by a vote of 15 for, 0 opposed, and 4 abstentions.
The motion passed by a vote of 17 for, 0 opposed, and 3 abstentions.

4. A motion that each academic year, no later than November 1, UWRF will adjust the compensation rates for J-term, summer school, internship, independent reading, independent study, study-abroad, and overload courses. The increase will be equal to, or greater than, the percentage increase in tuition approved by the UW Board of Regents. This motion will take effect December 2009.

This item was moved by Wes Chapin and seconded by John Heppen. One senator noted that tuition increases may be unrelated, such as an increase in tuition due to increased heating costs. Another senator suggested using the pay plan as a benchmark instead.

Terry Ferriss moved to amend the motion by replacing the word “tuition” with the words “faculty pay plan.” Ferriss was seconded by Sarah Parks. The amendment passed by a vote of 11 for, 0 opposed, and 6 abstentions.

Hossein Najafi moved to amend the motion to include “undergraduate research” on the list and was seconded by Wes Chapin. The amendment passed by a vote of 13 for, 0 opposed, and 4 abstentions.

The original motion passed by a vote of 11 for, 0 opposed, and 6 abstentions.

5. A resolution from the Executive Committee to oppose the transfer of campus Auxiliary Funds as included in the Wisconsin FY 2009-2010 proposed State Budget.

Resolution Opposing the Use of University of Wisconsin – River Falls Campus

Auxiliary Account Funds as a Revenue Source for Student Financial Aid

Whereas, UW System Campus Auxiliary Fund accounts have specified objectives and planned uses, and

Whereas, UW Student Fees are the primary source of revenues for these Auxiliary Fund Accounts, and

Whereas, diminishing the amounts in these accounts would have an adverse affect on the objectives and planned uses of these funds, and

Whereas, the loss of any Auxiliary Funds could negatively impact classroom renovations, building repairs, technology improvements, and other academically related uses, and

Whereas, student fees would have to be increased to replace these transferred funds,
Therefore, be it resolved that the University of Wisconsin – River Falls Faculty Senate opposes the transfer of campus Auxiliary Funds as included in the Wisconsin FY 2009-2010 proposed State Budget.

Approval of this resolution was moved by Kristen Hendrickson and seconded by Peter Johansson. The resolution passed by a vote of 16 for, 0 opposed, and 1 abstention.

6. A motion from the Executive Committee to include the following in Chapter 2 of the Faculty and Academic Staff Handbook under section 2.6.8 University Planning Group:

2.6.8 University Planning Group  *(reformatted for Handbook; content changes in small caps)*

2.6.8.1 Charge to the committee
- to review progress of the Strategic Plan
- to communicate progress
- to monitor progress
- to facilitate the Strategic Plan

2.6.8.2 Membership

2.6.8.2.1 Administration
- Provost and Vice Chancellor for Academic Affairs
- Associate Vice Chancellor for Student Affairs OR DESIGNEE
- Associate Vice Chancellor for Enrollment Services OR DESIGNEE
- Budget Officer
- CAMPUS PLANNER
- DEANS COUNCIL REPRESENTATIVE

2.6.8.2.2 Faculty Senate Representatives, Academic Staff Representatives, Student Senate Representatives (Excluding the Chair of the University Planning Group, 50 per cent of membership of the UPG will be appointed by the Faculty Senate. [FS 06/07 #91]):
- FACULTY SENATE APPOINTEES
- ACADEMIC STAFF COUNCIL APPOINTEE
- Student Senate President

2.6.8.3 Steering Committee: Functions
- to determine the agenda for the UPG
- to determine how and in what ways the UPG should focus its attention
- to determine how and in what ways to move the Strategic Plan forward

2.6.8.4 Steering Committee: Membership
- three members appointed by Faculty Senate
three members appointed by the Provost with recommendations from the administrative membership.

Members serve a one-year term that can be extended without limit.

Kristen Hendrickson moved to move this item forward, and was seconded by Terry Brown. The motion passed by a vote of 16 for, 0 opposed, and 1 abstention.

7. A motion from the Executive Committee to add an Initiative (7.4) to Goal 7: Invest in Human Resources. The proposed initiative with its tasks appear below in the proposed Goal 7. The new initiative with its tasks (7.4.1-7.4.5) are in bold print.

Proposed Goal 7

Goal 7: Invest in Human Resources; UWRF will invest in the present and future quality of the University

Initiative 7.1.1: Strive to enhance compensation and benefits plans for all UW-River Falls employees.

Tasks 7.1.1 - Act to reduce salary compression
  7.1.2 - Act to reduce benefits inequalities.
  7.1.3 - Develop and implement a new summer and J-Term session salary schedule/model.

Initiative 7.2: Review and/or clarify the performance expectations of all UW-River Falls employees.

Tasks 7.2.1 - Evaluate the workload model currently used to evaluate all teaching and non-teaching staff at UW-River Falls.
  7.2.2 - Evaluate and recommend changes in the lab/lecture equivalency model.
  7.2.3 - Define workload expectations in light of the UW System growth agenda.

Initiative 7.3: Increase financial support and expand opportunities for continuing faculty and staff professional development.

Tasks 7.3.1 - Double the number of sabbaticals awarded on the UWRF campus within five years and review/redefine the criteria for granting the awards.
  7.3.2 - Expand the opportunities for faculty and staff to attend professional conferences.
  7.3.3 - Increase support for those faculty supervising research, independent study, and internships for students.

Initiative 7.4: Address the various issues surrounding the hiring, compensation, evaluation, and governance role of Instructional Academic Staff (IAS) at UWRF.
Tasks 7.4.1 - Create a consistent and timely hiring process; explore the use of renewable contracts.

7.4.2 - Establish a consistent and appropriate titling and promotion process for IAS.

7.4.3 - Develop a consistent evaluation process based on contract and title.

7.4.4 - Develop a compensation scale based on contract and title.

7.4.5 - Address the role of IAS in departmental and university governance.

This is an expansion of a motion at a previous Faculty Senate meeting. This item was moved by Kathleen Hunzer and seconded by David Furniss.

Furniss worked on creation of the new task language with Kristen Hendrickson, as the previous motion was deemed too vague. The language is reflective of what the ad hoc committee on instructional academic staff is already addressing. The motion passed by a vote of 18 for, 0 opposed, and 0 abstentions.

8. A motion from the Executive Committee to appoint Sandra Ellis to a new Administrative Committee on Veterans. This appointment is for three years concluding at the end of the 2011-2012 academic year. Materials for Chapter 2 are not yet available, but a description appears below:

Veterans Committee

Purpose
The Veterans Committee is established to regularly review veterans’ services and issues on campus.

Membership
The committee shall include representation from each of the following areas:

- Financial Assistance
- Registrar’s Office
- Student Health and Counseling
- Faculty (appointed by Faculty Senate)
- Academic Success Center
- Residence Life

Duties
- to be an advocate for veterans’ issues on campus
- to provide a forum for campus communication regarding veterans’ issues
- to help coordinate information and services for veterans
- to provide an annual report to the Chancellor regarding the status of veterans and any related issues
- to increase faculty and staff awareness of important issues regarding enrolled veterans

Approval of this item was moved by Pat Berg. The motion passed by a unanimous vote.
9. A motion from the Disability Advisory Committee (Mark Gillen - Chair) recommending that we implement the process for the purchase of one evac chair for KFA and that the unit should be in place by fall of 2009. It is further recommended that the UWRF Safety Committee design the implementation and procedures for use once the unit arrives.

The motion passed unanimously in the Disability Advisory Committee.

This item was moved forward by Melissa Wilson and seconded by Todd Savage. Gillen said that currently anyone with a disability has to wait for someone to remove them from a building; this was the best option found for that problem. An evac chair is a chair where anyone can help students or staff down stairs who cannot move themselves safely. This is not required by the Americans with Disabilities Act but it meets the accommodations to help assist people in the emergency.

The motion passed by a unanimous vote.

10. A motion from the General Education and University Requirements Committee (Rich Wallace - Chair) to approve ESM 300 as a Multidisciplinary Inquiry Course. It is proposed that this course have the pre-requisite of admission to the teacher education program.

The pre-requisite requirement is currently not allowed for courses in the general education program. The GEURC committee is sympathetic to making this exception but recognize that it would require a change to the general education program or at the least an exception to the program. As understood this change is a matter for the Faculty Senate to vote upon since current rules on courses in General Education Goal 4 - Multidisciplinary Inquiry do not allow for pre-requisites other than the fulfillment of other designators.

One senator noted as a point of order that this will contradict a previous motion by Faculty Senate.

Rainville noted that this would be an exception. The proposed conflicting motion noted that pre-requisite courses should not be used for general education courses, not that they may not.

It was questioned by several senators if the committee may grant exceptions, or if it needs to come before Faculty Senate.

Wallace noted that when any language change in the General Education program occurs, they have brought it before Faculty Senate. The committee is not allowed to grant exceptions to the rules by which the Faculty Senate was created.

Terry Ferriss moved forward the motion as “A motion from the General Education and University Requirements Committee (Rich Wallace - Chair) to approve ESM 300 as a
Multidisciplinary Inquiry Course as an exception to the pre-requisite recommendation for general education courses. It is proposed that this course have the pre-requisite of admission to the teacher education program.” and was seconded by Hilary Pollack.

One senator said he believed that this motion would violate the spirit of the general education program.

Guest Faye Perkins noted that this would open up 150 seats of classes in the general education program for other students.

The motion was voted on by the following: 4 for, 4 opposed, and 10 abstentions. At this point, due to a tie, Chair David Rainville moved to approve the motion.

Miscellaneous New Business:

1. UW Oshkosh's Resolution to the Right to Bargain Collectively by University of Wisconsin System Faculty and Academic Staff

Be it resolved, that the faculty Senate of the University of Wisconsin Oshkosh strongly supports granting the right of collective bargaining for Faculty and Academic Staff throughout the University of Wisconsin System as proposed in the Governor's 2009-2011 biennial budget.

It is further resolved that if such enabling collective bargaining is approved, the faculty at the University of Wisconsin Oshkosh strongly supports the idea that all faculty and academic staff be allowed to establish collective bargaining units as they determine without a priori restrictions as to the nature of those bargaining units.

It was moved by John Heppen and seconded by Peter Johansson to remove “Oshkosh” and insert “River Falls” into this item and pass it as a UWRF resolution. The motion passed by a vote of 13 for, 0 opposed, and 2 abstentions.

2. A resolution: Whereas faculty input into the governance processes at the University of Wisconsin-River Falls is critically important to the success of the institution;

Whereas veteran leadership from experienced faculty senators is essential and merits recognition;

Whereas the UWRF Faculty Senate will undergo the loss of valuable input due to the imminent departure of key, veteran members (Terry Ferriss, Glenn Potts, Peter Johansson, Michael Miller, Melissa Wilson, and Jon Levendoski), whose terms are expiring:
The UWRF Faculty Senate hereby extends its appreciation for their commitment to shared governance, and thanks these senators for their valuable service to both the Faculty Senate and the university.

This resolution was passed by acclamation.

3. A motion from Wes Chapin, and seconded by Peter Johansson, to approve Barbara Werner as a substitute for Wes Chapin on next year’s Faculty Senate.

The motion failed by a vote of 2 for, 11 opposed, and 1 abstention.

4. A resolution: Whereas Sandy Soares has worked diligently and tirelessly over the last year to revise and organize the Faculty and Academic Staff Handbook, be it resolved that the Faculty Senate of UWRF is grateful to, and commends the work of, Sandy Soares for her dedication to this institution.

This resolution was passed by acclamation.

5. A resolution: Whereas Teresa M. Brown has given tirelessly and diligently over the last year, and she has performed in an exemplary role in her interim duties;

Be it resolved that the Faculty Senate of the University of Wisconsin-River Falls is grateful to, and commends Teresa M. Brown for her dedication and sacrifice while has served as the Interim Provost and Vice Chancellor for Academic Affairs.

This resolution was passed by acclamation.

6. A resolution: Whereas Constance D. Foster has given tirelessly and diligently over the last two years, and as she has performed in an exemplary role in her interim duties, and whereas she has delayed her retirement in unselfish dedication to UWRF;

Be it resolved that the Faculty Senate of the University of Wisconsin-River Falls is grateful to, and commends Constance D. Foster for her dedication and sacrifice while she has served as the Interim Provost and Vice Chancellor for Academic Affairs and as the Interim Chancellor.

This resolution was passed by acclamation.

7. A motion to make a change in Computer Science and Information Systems-Information Systems Option; Change in major/minor, Change in number of credits.

This item was moved forward by Pat Berg and seconded Terry Ferriss. The motion passed by a vote of 13 for, 0 opposed, and 2 abstentions.

It was expressed that there will be no staffing implications as a result of this program change.
8. A motion to make a change in Computer Science and Information Systems-Computer Science Option; Change in major/minor, Change in number of credits.

This item was moved by Terry Ferriss and seconded by Hilary Pollack. This also would not require additional staff. The motion passed by a vote of 14 for, 0 opposed, and 1 abstention.

9. A motion to make a change in Economics; Change in major/minor, Change in number of credits.

This item was moved forward by Terry Ferriss and seconded by Kathleen Hunzer. The motion passed by a vote of 13 for, 0 opposed, and 2 abstentions.

Adjournment at 5:45 p.m.