Date: December 9, 2011
To: Faculty Senate and University Community
From: Wes Chapin, Senate Chair
Subject: Agenda, Faculty Senate Meeting

The 2011-12 Faculty Senate will meet on Wednesday, December 14, in UC 334, Willow River Room at 3:30 p.m.

Note: Attachments include
1. Minutes
2. International Studies Document
3. MS-Clinical Exercise Physiology
4. Asian Studies Minor Document

Note: A motion from the Learning Resources Committee (LRC) will be sent as soon as the committee completes its work. The LRC is meeting on Monday.

Call to Order

Seating of Substitutes

Approval of Minutes

Reports

Consent Items:

A. Motion from the Executive Committee (Wes Chapin) serving as the Committee on Committees to appoint Catherine Ross-Stroud to the Assessment Committee (note: a resignation occurred for a 2010-2013 term).

B. Motion from the Executive Committee (Wes Chapin) serving as the Committee on Committees to appoint the following chairs to committees with reassignment time for 2012-13:
   - Academic Program and Policy: Jim Zimmerman
   - Assessment: Joy Benson
   - Faculty Welfare and Personnel Policies: David Rainville
   - General Education and University Requirements: Don Leake
   - Technology Council: Glenn Spiczak
   - University Curriculum Committee:
C. Motion from the Executive Committee (Wes Chapin) serving as the Committee on Committees to appoint the following faculty to the Sustainability Working Group:
   - Dean Olson-CAFES (term ends 2013)
   - Charles Rader-CAS (term ends 2015)
   - Mary Wright-CEPS (term ends 2013)
   - Claire Kilian-CBE (term ends 2014)
   - Pam Weller-instructional academic staff (term ends 2015)

D. Motion from the Executive Committee (Wes Chapin) serving as the Committee on Committees to appoint Magdalena Pala to serve as chair of the Advising Committee for spring 2012.

E. Motion from the Academic Programs and Policies Committee (Steve Kelm, Chair) to approve proposed program changes in the International Studies Program.

This document has been sent as an attachment

F. Motion from the Academic Programs and Policies Committee (Steve Kelm, Chair) to approve the proposed MS-Clinical Exercise Physiology Program.

This document has been sent as an attachment

G. Motion from the Executive Committee (Wes Chapin, Chair) to appoint Pat Berg as a replacement for Wes Chapin on the Executive Committee for spring 2012. Note: Marshall Toman, acting senate chair, will serve as chair of the Executive Committee.

Unfinished Business:

First Readings:

A. Motion from the International Programs (IP) Committee (Marshal Toman, Chair) to modify the membership of the IP Committee

Current membership (old):

Membership: Five faculty members including at least one from each college representing the University community. One representative of the Deans’ Council, one student, the Director of the Office of Global Connections, and the Director of the International Studies Program.

To be inserted into the Handbook, the Faculty Senate By-Laws, 3.3 Article 3, Section P, and effective immediately
Proposed Membership (change indicated in **bold** for presentation purposes only):

Membership: Five faculty members including at least one from each college representing the University community. One representative of the Deans’ Council, one student, the Director of the Office of Global Connections, the **Director of New Student and Family Programs (or designee)**, and the **Chair** of the International Studies Program.

NOTE from IP Chair Marshall Toman (not part of the motion): At its November 14 meeting, the IP moved to modify its membership, due in part to the administrative change of last year that shifted the duties of incoming international students from Global Perspectives to Student Affairs, specifically to the Director of New Student and Family Programs and the office of International Student Services. The Director of New Student and Family Programs is proposed as an ex officio, voting member of the committee.

The reexamination was done pursuant to the Executive Committee’s general charge to committees to review their membership and duties and make recommendations for any changes.

The deliberation of November 14 and the report in this memo conclude the IP Committee’s work on that charge.

**New Business:**

A. **Motion from the Academic Programs and Policies Committee (Steve Kelm, Chair) to approve a proposed Asian Studies Minor.**

This document has been sent as an attachment.

B. **Motion from the Executive Committee (Wes Chapin, Chair) to amend something previously adopted, UWRF Faculty Senate Motion 2011-2012/61, as indicated in **bold** below. (The proposed changes are indicated in **bold** and these can be amended with a majority vote.).**

UWRF Faculty Salary Adjustment Plan

Implementing UWRF Motion 2009/2010/25 – Section 5

Motion as Originally Passed/Amended

UWRF Faculty Senate Motion 2009/2010/25 bullet 5 states:

5. That beginning with the 2010-2011 academic year, salary adjustments (other than the pay plan percentage increase) for faculty of all ranks will be made on the basis of a model to be determined that would include, but not be limited to, 1) Post Tenure Review; 2) the difference between the faculty member's salary and the salaries of faculty at peer institutions adjusted for academic discipline; and 3) years of service at UWRF. A minimum of $100,000 shall be allocated to this
adjustment fund annually. These monies are separate from the RRF program or its UW System institutional successor. Other compensation adjustment programs currently in existence at UW-RF will continue to exist. This allocation shall continue at least until UWRF faculty (tenured and tenure track) salaries at all ranks reach the average of our peer institutions as determined by the AAUP Faculty Salary Survey. This salary adjustment may be delayed for one year in the event of a significant UW System lapse and only after consultation with the Executive Committee of the Faculty Senate and Faculty Senate.

**Guidelines to Implement the Motion**

1. All tenured and tenure-track faculty members at UWRF will be in the initial pool for salary analysis.

2. Distributions are to address compression within UWRF and disparities between UWRF faculty salaries and those of peer institutions as determined by the College and University Professional Association’s (CUPA) National Faculty Salary Survey for Four-Year Institutions (NFSS) and by the AAUP Faculty Salary Survey as stated in UWRF Motion 2009/2010/25 – Section 5.

3. Distributions will be $2,500.

4. A faculty member receiving a distribution will be eligible for consideration again two years after receiving the distribution.

5. Those faculty members who received $5,000 salary adjustments during the 2010-2011 academic year will not be eligible for salary adjustment for four years.

6. The data source for salary analysis will come from the College and University Professional Association’s (CUPA) National Faculty Salary Survey for Four-Year Institutions (NFSS). The base for each year will be the academic year that was just completed or the most recent data available from CUPA.

7. **Sample** peer Institutions are the schools listed in Table 1 -- ACCRA Cost of Living Index of UW-River Falls Self-Identified Peer Institutions.

**Procedure**

1. At the beginning of a new fiscal year, the UWRF Budget Office and institutional research office, under the VCAF direction, will make available to the chairs of departments, faculty members and the chair of the compensation committee, the UW CIP code web page link as well as the full CUPA data set such that faculty and chairs may determine the appropriate 4-digit CIP code and CUPA data discipline designation.

2. Academic discipline determination (CIP code)
   a. The chair will consult with each individual faculty member in his/her department to determine an appropriate 4-digit CIP code and CUPA data discipline designation for each faculty member prior to forwarding to the dean. In the event an agreement cannot be reached the faculty member may appeal the
classifications to the dean, and the dean will in such a case make the appropriate determination in consultation with the faculty member and their chair.

b. The list of faculty and their corresponding 4-digit CIP code and CUPA data information will then be sent to the appropriate college Dean, and then to the Provost for her/his approval.

c. The list will then be sent to the Budget Office.

d. When a department or program is not identified specifically in CUPA categories or the member’s academic responsibilities may involve multiple disciplines, a comparative discipline/program will be identified by the faculty member and the faculty member’s department/program chair and forwarded to the College Dean and to the Provost.

3. The UWRF Budget Office will then prepare a spreadsheet listing the following data:
   a. Name
   b. CIP code
   c. CUPA data designation
   d. Budgeted base salary or nine-month equivalent for the current academic year
   e. Rank
   f. Time in rank at UWRF
   g. The CUPA median 9-month salary for the discipline and rank
   h. Median time in rank at UWRF for each rank
   i. Adjusted 9-month salary (using appendix A formula)
   j. Compression differential between actual 9-month salary and adjusted 9-month salary
   k. University EP used

4. Inclusion into the distribution pool will be achieved by computation of the compression differential as described in appendix A and section 5 below.

5. The Dean of each college will examine the list of faculty in his/her college and prepare a distribution pool. The primary factor for preparing the pool will be the data driven compression differential. In addition, the Dean will consider other factors such as post tenure reviews for tenured faculty, renewal reports of probationary faculty, teacher evaluations, service to the University, and other factors consistent with Guideline 2 above.

A dean may remove a faculty member from the pool only for substantial and demonstrable reasons. Prior to a dean’s removing a faculty member from the pool, the dean must give five business-day’s notice, via e-mail, to both the faculty member being removed and the faculty member being moved into the pool requesting from each an updated curriculum vitae. To remove a faculty member from the pool, the dean must consult the person’s updated CV, justification for the removal, which justification must be approved by the Provost prior to removing the faculty member from the pool. The dean may promote into the pool by this procedure only the next eligible faculty member in the ranking from that dean’s college or must enter the same process of requesting a CV from that next-in-line person and writing a rationale
for that person’s removal to be approved by the Provost and so on for each person removed from the pool, whether initially in the pool or subsequently in the pool by the removal of faculty member with a higher ranking. Each person removed from the pool must be notified by the Provost in an e-mail message that includes the dean’s justification and be given three business days to respond to the approved justification. The Provost will notify the faculty member and the dean within 48 hours of receiving a response as to whether the Provost affirms the approval for removal or reconsidered and thereby rescinds the approval, leaving the faculty member in question in the pool. If the Provost receives no response from a faculty member within the three-business-days period, the approval stands.

6. All the money budgeted for this program will be allocated each academic year.

7. Salary adjustments will be made retroactive to the beginning of the current academic year.

8. The University Auditor will verify that the procedures involved in that year’s decision complied with the guidelines and procedure detailed above; this will be a limited procedure review. In accordance with the University of Wisconsin System Policy, the University Internal Auditor shall have full, free, and unrestricted access to all University records, properties, and personnel used to fulfill the requirements of this procedure. The University Auditor will meet with the chair of faculty senate, the chair of the faculty compensation committee, the Vice Chancellor for Administration and Finance, and the Provost to report his/her findings. The University Provost will prepare a summary written report that will be sent to Faculty Senate that includes the names of the recipients and the amounts awarded.

9. Review Policy. This program will continue until the median salary of all UWRF faculty ranks (tenured and tenure-track) reaches the median salary of our peer institutions.

A review, collaboratively undertaken by the Senate Faculty Compensation Committee and Administration, will be conducted annually.

**Sample peer institutions** (delete, and then insert into text below, under Table 1)
Table 1  
*(sample peer institutions)*

ACCRA Cost of Living Index  
_of_  
UW-River Falls Self-Identified Peer Institutions

<table>
<thead>
<tr>
<th>Institution</th>
<th>City</th>
<th>Metropolitan Statistical Area</th>
<th>Cost of Living vs St. Paul, MN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Angelo State University</td>
<td>San Angelo, TX</td>
<td>San Angelo, TX</td>
<td>0.81</td>
</tr>
<tr>
<td>Augusta State University</td>
<td>Augusta, GA</td>
<td>Augusta, GA</td>
<td>0.84473</td>
</tr>
<tr>
<td>Austin Peay State University</td>
<td>Clarksville, TN</td>
<td>Clarksville, TN</td>
<td>0.78242</td>
</tr>
<tr>
<td>California State University-San Marcos</td>
<td>San Marcos, CA</td>
<td>San Diego, CA</td>
<td>1.26055</td>
</tr>
<tr>
<td>Cameron University</td>
<td>Lawton, OK</td>
<td>Lawton, OK</td>
<td>0.84038</td>
</tr>
<tr>
<td>College of Charleston</td>
<td>Charleston, SC</td>
<td>Charleston, SC</td>
<td>0.88385</td>
</tr>
<tr>
<td>Indiana University-Purdue University-Fort Wayne</td>
<td>Fort Wayne, IN</td>
<td>Fort Wayne, IN</td>
<td>0.85861</td>
</tr>
<tr>
<td>Midwestern State University</td>
<td>Wichita Falls, TX</td>
<td>Wichita Falls, TX</td>
<td>0.86221</td>
</tr>
<tr>
<td>SUNY at Geneseo</td>
<td>Geneseo, NY</td>
<td>Rochester, NY</td>
<td>0.94352</td>
</tr>
<tr>
<td>Texas Southern University</td>
<td>Houston, TX</td>
<td>Houston, TX</td>
<td>0.81832</td>
</tr>
<tr>
<td>University of Southern Indiana</td>
<td>Evansville, IN</td>
<td>Evansville, IN</td>
<td>0.85667</td>
</tr>
<tr>
<td>University of Wisconsin-Eau Claire</td>
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<td>Eau Claire, WI</td>
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<tr>
<td>University of Wisconsin-Stevens Point</td>
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<td>Stevens Point, WI</td>
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</tr>
<tr>
<td>Virginia State University</td>
<td>Petersburg, VA</td>
<td>Richmond, VA</td>
<td>0.95518</td>
</tr>
<tr>
<td>Washburn University</td>
<td>Topeka, KS</td>
<td>Topeka, KS</td>
<td>0.8152</td>
</tr>
</tbody>
</table>

*(ACCRA) American Chamber of Commerce Research Association (now Council for Community and Economic Research)*

The ACCRA Cost of Living Index is the most reliable source of city-to-city comparisons of key consumer costs. ACCRA COLI data is recognized by the U.S. Census Bureau, US Bureau of Labor Statistics, CNN Money, and the President’s Council of Economic Advisor.

Appendix A

Calculation of the compression differential will be accomplished using the following formulas and procedures.

\[ ES = EP \times (YIR - MYR) + MDS \]

Where:

- **ES** = Expected salary
- **YIR** = Years in rank, at UWRF (Associate professors are capped at 8 years in rank maximum).
- **MYR** = Median years in rank, at UWRF (of all faculty)
- **MDS** = Median disciplinary salary, (median CUPA data, by rank)
Once the expected salary (ES) is obtained, the adjusted expected salary is calculated, adjusting for percent academic appointment, using the following formula:

\[ AES = \%AP \times ES \]

Where:

- \( AES \) = Adjusted expected salary
- \( \%AP \) = Percent academic appointment
- \( ES \) = Expected salary

The compression differential is then calculated using the following equation:

\[ \%CD = \frac{AES - S}{AES} \]

Where:

- \( CD \) = Compression differential
- \( AES \) = Adjusted expected salary
- \( S \) = Salary (current faculty 9-month salary)

The compression pool will be composed of the faculty with the largest compression differentials. The number of faculty in the pool will depend on the distribution amounts up to the funding available. Faculty with a zero or negative CD value will not be eligible for the pool.

**Experience Premium (EP) calculation:**

EP is calculated by the following method:

Graph the median time in rank (at UWRF) for the three ranks (i.e., assistant, associate, professor; 3.1 yrs, 9.1 yrs, 21.1 yrs, respectively) on the x axis.

Graph the median salary for each rank within each department. See sample graph. Plot a linear regression line between the three data points. The SLOPE of the line is the EP. If a department has only two ranks, the regression line is calculated between those two points.

In the event a negative department EP is calculated, that datum point would be excluded from the calculation of the university median EP.

Once the EP is calculated for each department, the MEDIAN EP is generated for the University and it is used for all calculations in Appendix A.
C. Motion from the Executive Committee (Wes Chapin, Chair) to approve the formation of a Strategic Plan Progress Committee. This body will replace the 2012-17 Assessment Task Force. It will also replace the Strategic Planning Coordinating Group and the University Planning Group when their work concludes later during the 2011-12 academic year. The vice chair will make the appropriate modifications of the roadmap in the Faculty and Academic Staff Handbook, 3.4. This motion will take effect immediately.

Note: A subsequent motion will be necessary in spring 2012 to amend Chapter 2 to remove the UPG.

Strategic Plan Progress Committee (SPPC)

Role:
- Manage, assess, and communicate progress in implementing the 2012-2017 strategic plan.

Specific Responsibilities and Duties:
The responsibility of the Strategic Plan Assessment and Communication Task Force is to:
- Monitor, assess and report progress on goals and initiatives, including measurable outcomes/key performance indicators.
- Identify specific initiatives of the strategic plan that should be prioritized on an annual basis, and to articulate responsibility, timelines, and specific work products for the priority initiatives. These priority initiatives will be submitted to Faculty Senate for vote and to the Chancellor for consideration/approval.
- Manage documents related to the strategic plan goals, initiatives, and accomplishments.
Facilitate strong and regular communication of strategic plan progress to the campus and broader community by:

- Developing and ensuring the implementation of a plan for regularly updating the campus on progress, including recognizing and celebrating success, on at least a monthly basis (during the academic year)
- Producing an annual written assessment report that is submitted to Faculty Senate and the Chancellor, and is communicated to the campus community in an effective and transparent manner
- Plan and host an annual strategic planning retreat to review and discuss progress and challenges on the strategic plan, and to inspire on-going and broad ownership of the plan

Membership (annual terms with goal to have some members serve multi-year terms to ensure continuity):

- One member of the Cabinet appointed by the Chancellor (chair)
- Faculty Senate Chair (vice chair)
- One additional faculty member to be appointed by Faculty Senate
- One tenured academic administrator appointed by the Provost
- One academic staff member appointed by the Chancellor in consultation with the Chair of Academic Staff Council and approved by Faculty Senate
- One student appointed by the Student Senate
- One support staff (ex-officio, non-voting) to manage meetings, materials, follow up (invited by the administrative chair)

Also, from time to time, representatives from areas such as institutional research, university communications, etc. may be invited to meetings to support the Task Force.

D. Motion from the Learning Resources Committee (Karen Klyczek, Chair) regarding textbook privatization

This motion is being sent to you separately (the committee is meeting Monday).

E. Motion from the ad hoc Sustainability Working Group (SWG, Kelly Cain, Chair – this body has recently been defined as a permanent body but this motion was completed when it was still an ad hoc committee) to approve the temporary use of the sustainability definition below for the January 10 strategic planning initiatives proposals deadline. SWG and the office of sustainability will organize a series of facilitated listening sessions early in Spring semester to provide campus wide consideration of a definition for long term formal purposes.

UWRF Definition of Sustainability: We define sustainability as that which ‘meets the needs of the present without compromising the ability of future generations to meet their own needs’ (the United Nation’s Brundtland Commission, 1987). We believe sustainability is more than recycling, alternative energies or dimming the
lights. In recognition of our responsibility to future generations, at UWRF sustainability is demonstrated by our belief that society must adopt a fundamental set of (ecologic, social and economic) values, principles, and practices that frame how we think, choose, and act upon daily decisions in personal, professional and civic life.”

F. Graduate Council and Faculty Senate

Miscellaneous Business:

Adjournment