



Minutes of the UWRF Faculty Senate for October 7, 2009 Vol. 34 No. 6.

Representation	Term Expires 2010	Term Expires 2011	Term Expires 2012
CAFES	Kris Hiney	Laine Vignona	
CAS	Wes Chapin	Patricia Berg**	David Rainville
	Karl Peterson	John Heppen	
		Jennifer Willis-Rivera	
COEPS		Hilary Pollack	Todd Savage
CBE			Hossein Najafi**
4th Division	Kristie Feist	Valerie Malzacher	Barbara Stinson
	Kristen Hendrickson**		
At Large		Kathleen Hunzer	Robyne Tiedeman
	Sarah Parks**	Dennis Cooper	Marshall Toman
	David Furniss		Dawn Hukai
	Fernando Delgado* ** (Doug Johnson)		

* Chancellor's Designee

** Absent

() Substitute

Call to Order: David Rainville called the meeting to order at 3:35 p.m.

Seating of Substitutes: Doug Johnson for Fernando Delgado

Recognition of Invited Guests: Lisa Wheeler, Craig Morris, Brent Hopkins

Approval of Minutes of September 23, 2009: Approval of the minutes was moved by Robyne Tiedeman and seconded by Marshall Toman. Corrections: Thomas Pedersen's last name was misspelled in one spot. On page four, number two, the second paragraph, Wes Chapin would like it to say "he said any changes need to come from a Faculty Senate committee." The minutes were approved by a vote of 14 for, 0 opposed, and 1 abstention.

Chair's Report:

I will keep my report brief and to the point today.

I attended and chaired a meeting of the UWS faculty representatives in Madison on Friday, September 25, 2009. I reported to you two weeks ago what was to be on the agenda. The main items were as follows: furloughs, program realignment: suspension of inactive programs, collective bargaining, the budget, and HR issues, including the new HRS system.

The bulk of the pre meeting was spent with just a discussion of collective bargaining. Most campuses are unaware of many of the specifics about collective bargaining and had many questions. I was able to answer many of them from the forum that we had here earlier in the year. None the less, many went unanswered. I later sent a list of contacts in AFT-Wisconsin that could be a resource to the other faculty representatives. Needless to say, none of the campuses have begun to organize. Later, Al Crist, reported that campuses could actually vote to use existing units such as their faculty senate to be the bargaining unit.

Nothing new was forth coming with respect to furloughs. Most campuses are unhappy with them and report that they are perceived as nothing more than a reduction in salary with no real work reduction. One interesting aspect that did come up was in respect to reporting. Apparently there is no mechanism for individual campuses to report back to UWS about individual faculty or academic staff member's use of furlough days. It is my understanding that if we do not report to HR, they will need to some how account for the furloughs internally, but will not report back to Madison. Basically it was stated, that the money was already taken from the campuses, and it was now out of their hands.

We discussed a proposed process for suspending programs. I forwarded that document to all of you earlier in an email message. Please note that the ultimate decision to eliminate/terminate a program lies in Madison and not on individual campuses. This is mainly to avoid elimination of the same program on multiple campuses thus eliminating availability to Wisconsin residents. It does however require that local procedures involving governance must be adhered to.

Discussions about the budget were short and not sweet. Nothing new was mentioned. Apparently state revenue projections are not good. They are however about what had been anticipated when the biennial budget was prepared. Given that, any budget repair bill that may be anticipated should be minor and it was stated that the impact on UWS would probably be small.

Finally, the new HRS system was discussed. I reported last time about this and UWS reported nothing new. Faculty representatives however raised serious concerns about the

refusal of UWS to include a 12 month versus 9 month pay plan for faculty on a 9 month contract. UWS reported that it was cost prohibitive citing a 1.5 million dollar savings over 10 years. I did the math, and that works out to \$0.38/month for each employee in the system. Most felt that that was a negligible cost given the convenience to faculty. UWS did not appear to be concerned however and continued to inform us to use local credit union options to affect the 12 month distribution. This would save UWS as well as accrue a small interest payment for each employee.

I do not have an answer yet from Madison with respect to voting rights of academic staff on issues related to curriculum and personnel/faculty welfare issues. I do believe that the email message from Patricia Brady does adequately address the right to vote on academic/curriculum issues. It is my firm belief that academic staffs do have that right. The broader issue of personnel/faculty welfare matters is unanswered. This is especially true given the presence of an academic staff council at UWRF. I will report back when I find out anything new.

I must also report that the Executive Committee met with senior leadership on Monday and addressed a serious issue related to governance. Specifically it relates to the restructuring of IT Service last summer and the extent to which shared governance was observed. It was implied by Administration that two Faculty Senate Committees (Instructional and Informational Technologies Council, and its subcommittee, Instructional and Learning Technologies Committee) had been consulted. We are looking into this, but it has made us examine how committees are informed and charged. I sent a note to committee chairs yesterday asking for any charges, requests for information, and opinions that had been made by Administration. I also reminded the Administration that Article VI of the UWRF Constitution makes the Faculty Senate and by extension the Executive Committee (the committee of committees) the entity responsible for communication with committees.

The issue was left unresolved and will be revisited in the near future.

Chancellor Van Galen had disapproved four of our motions thus far this year. The first motion was the one asking for a 0.25 release for one semester for the chair of the Assessment Committee. I believe that it was appropriate as senior leadership had agreed to 4 such releases last spring. We put through five and all were approved. A sixth was perhaps stretching it. Nonetheless, that position does require much work and we will continue to ask for release for the chair of that committee. The next two motions dealt with compensation. Both of those are up for reconsideration on today's agenda. Finally, the motion suspending post tenure review for five years was disapproved. The Chancellor cited a Board of regents Policy requiring such reviews. In a short statement he indicated that the Administration would work with Faculty Senate to reduce the amount reporting for post tenure review required as a result of the imposition of furloughs.

At this time, Chair David Rainville reported he wanted to express his condolences to Pat Berg and her family.

Vice Chair's Report: There will be a special election to replace Sarah Parks, who left the university for another position. A list of eligible voters has been created, and petitions will be requested soon. A consideration of electronic versus paper petitions is underway, as there are more than 400 eligible persons. However, all petitions must be a paper copy.

Other Reports:

Report from *ad hoc* Faculty Senate Committee on Instructional Academic Staff Issues - David Furniss: Furniss was here to address two things, one of which is the work that was done last year, and the other, what is ahead. He noted that Sandy Soares, who worked extensively with the committee last year, made some recommendations. Timing and notification of contracts was changed to make it more convenient for those who have fixed contracts. Titling and promotion for instructional academic staff were also created. Types of contracts will be addressed this year, especially renewable contracts. The role of academic staff in governance will also be discussed, and a subcommittee is currently working on that. Workload and working conditions, also called climate, will also be addressed. Salary and benefits issues have been addressed in part, as have evaluation procedures. It has been recommended to make the current *ad hoc* group a permanent joint committee between Faculty Senate and Academic Staff Council, or make the current committee smaller.

Unfinished Business

New Business Consent Agenda:

1. Appointment of Claire Killian, CBE, to replace Glenn Potts on the Sustainability Task Force (Working Group): Kristie Feist moved and Kathleen Hunzer seconded approval of the consent agenda. The agenda passed by a vote of 17 for, 0 opposed, and 0 abstentions.

New Business:

1. A **motion** from the Executive Committee to standardize faculty compensation for overload classes. This motion was [FS 08/09#84] and disapproved by interim Chancellor Foster. Additionally it was motion [FS 09/10#7] and disapproved by Chancellor Van Galen.

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.

A motion to move this item forward was made by John Heppen and seconded by Laine Vignona. Discussion: A senator noted that Chancellor Van Galen said his priority was funding the full professor increase, so it would be better to revisit it at a later date. Another senator said they would call this a “fairness” motion, as everyone who works for the University should get paid \$1,500 for this type of work.

A senator asked if the Chancellor said what would cause him to reconsider this motion. Rainville replied that he had not, but that a possible state budget repair bill could be coming and may have an effect.

Another senator noted that in their department morale was an issue, and a motion such as this might provide hope as to the value of their work. A senator replied that they felt if this motion was to be successful, it may be beneficial to wait until the timeline noted by the Chancellor in his response.

A senator asked if the reason for the differentials had ever been addressed by administration.

Vice Chancellor Lisa Wheeler noted that the budget for next year will be developed in December and January, and a better picture of what can be committed to for next year will be available then.

Jennifer Willis-Rivera moved to postpone this item and was seconded by Kathleen Hunzer. John Heppen asked for a roll-call vote:

Wes Chapin: No
 Kristie Feist: Yes
 David Furniss: No
 Laine Vignona: No
 John Heppen: No
 Jennifer Willis-Rivera: Yes
 Hilary Pollack: Yes
 Valerie Malzacher: Yes
 Kathleen Hunzer: Yes
 Dennis Cooper: No
 Todd Savage: No
 Barbara Stinson: Yes
 Robyne Tiedeman: No
 Marshall Toman: No
 Dawn Hukai: Yes

Kris Hiney: No

Doug Johnson: Yes

The motion was defeated by a vote of 8 for, 9 opposed, and 0 abstentions.

A senator who is also a member of the Compensation Committee said that the differential is due to the College of Business and Economics accreditation process.

Kathleen Hunzer proposed to amend the motion to add “We ask that this motion be considered after January 1.” John Heppen said this was not permissible as the Chancellor is required to sign motions within a reasonable period of time. The amendment was withdrawn.

Marshall Toman moved to amend the motion to insert “instructional academic staff” after “faculty” and was seconded by Wes Chapin.

John Heppen asked for a roll-call vote:

Wes Chapin: Yes

Kristie Feist: Yes

David Furniss: Yes

Laine Vignona: Yes

John Heppen: Yes

Jennifer Willis-Rivera: Yes

Hilary Pollack: Yes

Valerie Malzacher: Yes

Kathleen Hunzer: Yes

Dennis Cooper: Yes

Todd Savage: Yes

Barbara Stinson: Abstain

Robyne Tiedeman: Yes

Marshall Toman: Yes

Dawn Hukai: Yes

Kris Hiney: Yes

Doug Johnson: Yes

The amendment passed by a vote of 16 for, 0 opposed, and 1 abstention.

Wes Chapin asked for a roll-call vote for the motion as amended:

Wes Chapin: Yes

Kristie Feist: Abstain

David Furniss: Yes

Laine Vignona: Yes

John Heppen: Yes

Jennifer Willis-Rivera: No

Hilary Pollack: Abstain
 Valerie Malzacher: No
 Kathleen Hunzer: No
 Dennis Cooper: Yes
 Todd Savage: No
 Barbara Stinson: Abstain
 Robyne Tiedeman: Yes
 Marshall Toman: Yes
 Dawn Hukai: No
 Kris Hiney: Yes
 Doug Johnson: No

The motion passed by a vote of 8 for, 6 opposed, and 3 abstentions.

2. A **motion** from the Executive Committee to pay faculty for supervising Independent Readings, Independent Studies, Internships, and Undergraduate Research. This motion was [FS 08/09#85] and disapproved by interim Chancellor Foster. Additionally, this motion was [09/10#8] and disapproved by Chancellor Van Galen.

Faculty supervising Independent Studies, Independent Readings, Internships, 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 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.

Approval of this motion was moved by John Heppen and seconded by Laine Vignona. Discussion: One senator noted that they had asked for numbers as to how much this would cost college or university-wide, but has not received them. Rainville said he had asked administration for these, but had not received them.

Another senator said that the wide majority of independent studies would fall under the tuition plateau, and would therefore not generate any additional revenue.

Wes Chapin requested a roll-call vote:

Wes Chapin: Yes
 Kristie Feist: Abstain
 David Furniss: Yes

Laine Vignona: Yes
John Heppen: Yes
Jennifer Willis-Rivera: No
Hilary Pollack: Yes
Valerie Malzacher: Abstain
Kathleen Hunzer: No
Dennis Cooper: Yes
Todd Savage: No
Barbara Stinson: Abstain
Robyne Tiedeman: Yes
Marshall Toman: Yes
Dawn Hukai: No
Kris Hiney: Yes
Doug Johnson: No

The motion passed by a vote of 9 for, 5 opposed, and 3 abstentions.

Miscellaneous New Business:

1. Salary Letters: Rainville said a straw-vote was taken on this item. Salary letters have not been received yet. He also said that UWRF is the only campus in the System that have not received them.
2. Review of Men's and Women's Diving and Swimming Teams: Rainville said that the Chancellor has requested a review of these programs, primarily due to a recommendation from the Athletic Director, and because there are problems with the campus pool. There was an outdated procedure for review in place previously. The Athletic Committee met earlier this afternoon.
3. Faculty on the Differential Tuition Committee: A request for volunteers was made.

Dennis Cooper moved, and Jennifer Willis-Rivera seconded, adjournment. There was no dissention.

Adjournment at 4:55 p.m.