

**MINUTES-FACULTY SENATE
UNIVERSITY OF WISCONSIN-SUPERIOR
Tuesday, September 22, 2009, RSC, 2:30 p.m.**

CALL TO ORDER

Chair Sipress called the meeting to order at 2:30 p.m.

Update to agenda. Old business item 1 and new business item 3 will be combined. Proposed Coordinated Volunteer Day added to "Other".

Present: Sipress, Cleary, Aldridge, Einerson, Fank, Jacobs, Kronzer, Simpson, Sloboda, Lynch, Starratt, Christensen, Hembd, Schmude,

Guest: Beal, Hensrud, Schlacks, Vance, Stocker, Cuzzo, Fujieda

Excused: Erlenbach, Markwood

APPROVAL OF MINUTES

[May 5, 2009](#)

Motion (Cleary/Einerson) to approve minutes dated May 5, 2009. Motion carried

Receive Executive Minutes

Motion (Sloboda/Einerson) to receive the listed Executive minutes. Motion carried.

[May 28, 2009](#)

[June 10, 2009](#)

[July 20, 2009](#)

[August 26, 2009](#)

[September 8, 2009](#)

REPORT OF THE CHANCELLOR

REPORT OF THE PROVOST

REPORTS

Chair

[Report September 2009 \(attachment\)](#)

Detailed written report provided. Terri Kronzer has selected to fill the open seat on the Executive Committee. Voting members are: Sipress, Cleary, Kronzer, Lynch and Sloboda.

The Summer Session Taskforce will report its recommendations on the salary to senate in October. The goal is to have the salary issue for 2010 settled by November. **NEW BUSINESS OCTOBER.**

Chair Sipress has had discussion with the Chancellor, Provost and Peggy Fecker regarding the new key policy. The key policy that was referred to in the mailing was adopted by the Chancellor by the recommendation of the Cabinet in the Spring of 2007. In the fall of 2006 the key policy was sent to governance bodies for feedback but was not submitted for review or approval. The cover letter stating the policy was approved by Faculty Senate was in error and in all future communications that will be corrected.

The implementation and timing the policy has been frustrating, not the policy itself. The key inventory records are in disarray. This will be corrected by the resubmission of key requests. Faculty concerns included being locked out of buildings if keys not available when the request is submitted. M. Cuzzo stated that she experienced no problems, the Welcome Center staff is efficient and customer oriented. Other concerns were the loss of master keys and having to carry and use many keys for different areas of the buildings. Discussion ensued.

Chair Sipress will communicate these issues to administration, 1) a copy of the actual policy be distributed to all faculty, 2) clarification of the process and procedure to obtain security clearance for sub master keys. 3) suggest that further implementation of this to be deferred to the January intercession with the deadline of the end of welcome week to be set and 4) defer the deadline to January for those who have received the letter and have not yet had the opportunity to complete the process.

Secretary **No report**

Faculty Representative No written report. The first BOR meeting was held in Whitewater, the Academic Plan was presented. UW-Superior will be presenting their Academic Plan at the next meeting. The first Faculty Rep meeting will be this week.

Academic Program Review Council No report

Planning and Budgetary Council Haveve met with the Provost and the briefing process has begun.

Personnel Council Raychel Reiff has been elected chair, the council is meeting weekly.

Undergraduate Academic Affairs Council [Report September 2009](#) [Concurrent Degree Policy](#)
[Conditional Admissions Agreement](#) [Drop Date Policy Rev.](#)
[Proposal ESL to English](#)

Action items:

Concurrent Degree Policy. *Motion (Einerson/Simpson) to approve the Concurrent Degree Policy. Discussion.*

Students may pursue a distinct undergraduate degrees. No further discussion. Motion carried.

Conditional Admission Agreements for ESL. *Motion (Jacobs/Kronzer) to approve the Conditional Admissions Agreement for ESL. Motion carried.*

Drop Date Policy Revision. *Motion (Einerson/Starratt) to approve the Drop Date Policy Revision. Motion carried.*

Proposal Regarding ESL to English Composition Sequence. *Motion (Sloboda/Cleary) to approve the Proposal Regarding ESL to English Composition Sequence. Motion carried.*

Graduate Council Jennifer Christensen has been elected chair and introduced herself.

Student Senate **No report**

Academic Staff Senate **No report**

OLD BUSINESS

I. Salary Issues Update - See new business, item III.

NEW BUSINESS

I. Report from Pre-Planning Team on Inclusive Excellence (handout)

Jennifer Christensen introduced the members of the team, Chip Beal, Maria Cuzzo and Eri Fujieda.

Keith Berry and Jenn Bird are also members.

The draft copy of the Report on the Inclusive Excellence Initiative was presented by Christensen. Senators are asked to share this report with their departments. The Chancellor will sending out an email asking for volunteers to sit on the Chancellor's task force on Inclusive Excellence.

Discussion in regard to the process of the call for volunteers and governance. The typical process is administration elicits from Senate recommendations. Senate will then send a call for volunteers

and those names are forwarded to administration. If past practices are followed a request for the number of volunteers to Senate should be issued by the Chancellor. Discussions should take place before the Chancellor makes direct appointments. This should be only through consultation with governance. Discussion included how the Five Liberal Arts Initiatives are being included.

II. Individually Designed Major [\(attachment\)](#) [\(attachment\)](#) [\(attachment\)](#)

At the suggestion of the Provost Faculty Senate Executive Committee is recommending that the UAAC be charged with reviewing the policies, procedures and practices associated with Individually Designed Majors and Minors. Are the guidelines adequate or should there be changes/clarification? *Motion (Kronzer/Lynch) to charge UAAC to review the policies, practices and procedures associated with Individually Designed Majors and Minors.* Discussion included different guidelines for on campus students and Distant Learning students. Motion carried.

III. Salary Compression Model (handout)

No action today, discussion only. The two key issues that need to resolved are: 1) the decompression model adopted speaks of an experience premium which factors into decompression years in rank. The expected salary will go up depending on years in rank, this addresses the problem of decompression dollars going predominantly to people who are new in rank because everyone is being compared to an average as opposed to taking into account years in rank. What the experience premium should be has not been specified in the policy. How much per year of service should that expected salary go up, 2) How do we prioritize the distribution of decompression dollars? There are two competing principals as to how the dollars should be distributed, a) the principle of market , b) and workplace equity. Lynch detailed the handouts. Discussion.

Senators are to discuss the documents with their documents. OCTOBER and NOVEMBER OLD BUSINESS.

IV. H1N1 Impact on Teaching and Learning [\(attachment\)](#)

Currently 12 students have reported experiencing the flu symptoms. Discussion of the attendance policy, concern over students attending class and risking others to exposure if the attendance policy is stringent. Concerns included students abusing the policy and fairness to others. Discussion ensued. Discussion. How do we provide continuity of teaching and learning in a variety of circumstances. *Motion (Simpson/Aldridge) to adopt the Attendance Policy.* Motion carried.

Discussion over policy and bringing children to the workplace and students bringing their children. It is Henrud's understanding that UW-Superior has guidelines but no policy. The cabinet will be looking at this from an employee perspective. What are the practices and policies for students bringing their children into classroom? There is no overall polices but individuals (faculty/course) have policies for bringing well children into the classroom. Consensus: Administration should feel free to pass on guidelines to faculty.

V. Proposed Undergraduate Advisement Assessment Instrument [\(attachment\)](#)

Presented by Shevaun Stocker. This is meant to give a baseline of where we already were at with regards to the learning outcomes for advising. This is an assessment of advising and not advisors. Starratt commented that it was well thought out and information very helpful for people who are guiding advisors. *Motion (Einerson/Jacobs) to approve the Proposed Undergraduate Advisement Assessment Instrument.* Motion carried.

OTHER

I. Proposed Coordinated Volunteer Day OCTOBER NEW BUSINESS.

ADJOURNMENT

Chair Sipress adjourned the meeting at 4:30 p.m.

Respectfully submitted on this 28th day of September by Linda Sharp, Faculty Senate Clerical Assistant.