

**MINUTES-FACULTY SENATE  
UNIVERSITY OF WISCONSIN-SUPERIOR  
Tuesday, November 17, 2009, RSC, 2:30 p.m.**

**CALL TO ORDER**

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

Present: Sipress, Cleary, Aldridge, Einerson, Fank, Jacobs, Kronzer, Simpson, Sloboda, Lynch, Starratt, Christensen, Hembd, Schmude, Sharp  
Guest: Hensrud, Schoeler, Birkholz  
Excused: Erlenbach, Markwood,

**APPROVAL OF MINUTES**

*Motion (Schmude/Einerson) to approve minutes dated October 20, 2009.* Motion carried.

**Receive Executive Minutes**

*Motion (Einerson/Jacobs) to receive Executive minutes dated November 3, 2009.* Motion carried.

**REPORT OF THE CHANCELLOR**

**No report**

**REPORT OF THE PROVOST**

**No report**

**REPORTS**

**Chair**

Written report provided. Two items to highlight. The Equity Scorecard team has completed their first interim report on access. The report will not be reviewed orally at senate. Senators are asked to review the document on their own and contact Chair Sipress via email with any questions and/or concerns. Brief discussion in regard to the CIPT meeting and Tanya Roth's report.

**Secretary**

**No Report**

**Faculty Representative**

Written report provided.

**Academic Program Review Council**

**No Report**

**Planning and Budgetary Council**

**No Report**

**Personnel Council**

**No Report**

**Undergraduate Academic Affairs Council**

Report to Senate provided.

*Motion (Simpson/Einerson) to approve to create the new content area prefixes for education methods courses.* Motion carried.

*Motion (Einerson/Hembd) to approve the moving of the three undergraduate Comm classes to the Business graduate course listing striking the slash course listings (550, 551, 552).* Motion carried

*Motion (Lynch/Cleary) to approve the name change of Information Technology to Information Technology and Systems.* Motion carried. (Note this item was approved by UAAC but excluded from the report).

**Graduate Council**

**No Report**

**Student Senate**

**No Report**

**Academic Staff Senate**

**No Report**

**OLD BUSINESS**

**I. IP Grade**

*Motion (Jacobs/Einerson) to remove from table.* Motion carried. Discussion. *Motion (Einerson/Starratt) to amend the document and strike the second paragraph. A grade of In Progress must be removed by the end of the next semester attended or within one year from the end of the semester in case of non-attendance. If the course work is not completed and the grade not recorded on the final roster within the specified time, the grade will remain an "IP" and cannot be changed.* Point of clarification by Kronzer; the grad catalog states that if the course is not completed within ten years it will not apply towards the degree. No further discussion. Motion to amend carried. *Motion to approve the IP Grade Policy as amended carried.*

**II. B A Language Requirement**

*Motion (Sloboda/Starratt) to approve the B A Language requirement.* No discussion. Motion carried.

**III. Attendance Policy**

The current attendance policy (a directive to instructors) was approved by senate in September. *Motion (Starratt/Einerson) to remove from the table.* A motion to approve the attendance policy as submitted by Bill Simpson at the last meeting is now open for discussion. Discussion ensued. *Motion (Einerson/Fank) to amend the policy to read 'if students miss a significant portion of class they may not be accommodated due to the finite nature of the semester. They should apply for a medical withdrawal.* Discussion and clarification of issues. Einerson withdraws amendment. *Motion to approve the attendance policy as submitted at the October 2009 senate meeting.* Motion failed. *Motion (Einerson/Fank) to approve the attendance policy as approved at the September 2009 senate meeting.* Clarification, if this passes there will be no campus policy but faculty members may set their own policy.

Discussion. Concerns raised over changing policy mid semester. *Motion (Einerson/Aldridge) to amend the motion to be in effect as of January 1, 2010.* Motion carried. *Motion to rescind the attendance policy approved by senate in September 2009 effective January 1, 2010 carries.*

**IV. Summer Session Salary Model**

The proposal is for a program revenue based model. Update of new options provided by Hensrud. The GPR that was once allocated to summer session is no gone. There is no GPR for summer session, there is no other option to run summer session without program revenue. Discussion. There may be additional procedures that may need to be pursued to implement the policy. Senators must weigh in which option for summer pay to endorse. Sipress outlined the options. *Motion (Einerson) to vote on each revised option. No second, Einerson motion off the table.* Motion

*(Kronzer/Cleary) to endorse option number five with the provision that departments be given the choice between calculating revenue on an individual course basis or departmental wide basis with the understanding that if it's done on a departmental basis and the revenue target is not hit that all instructors will take a reduction in pay.* Discussion. Motion carried with one vote against.

#### **V. Student Strategic Retention Plan**

Executive Committee was asked to review the plan for student retention. Issues and concerns were raised and shared with administrators and senators. Options today include informal discussion and feed back with Jane Birkholz or formal action can be taken. Jane provided comments and background information. Discussion and suggestions.

*Motion (Einerson/Lynch) to request formal written responses to the concerns raised by executive committee with particular attention to the issue of prioritization of goals and action items and responsibility for implementing those items.* Discussion. Motion carried.

#### **VI. Salary Decompression**

*Motion (Einerson/Kronzer) to vote per plan, per option (both experience premium options and the three compression options now.* Clarification, we are not voting today to adopt these plans, we are voting to adopt a set of recommendations that will be sent to the full faculty for ratification. If ratified by the full faculty, those recommendations will be forwarded to administration

Experience premium:

Option # 1 would set a fixed value for the experience premium and apply uniformly across all disciplines.

No discussion. Hand vote. 7 in favor, 6 against. Approved 7 to 6.

Option # 2 would calculate the experience premium for each discipline using an algorithm that uses empirical salary data. Hand vote. 6 in favor, 7 against. Option defeated.

Prioritizing salary compression pool dollars:

Discussion. Vote called.

Plan A; prioritizes solely on the compression per cent differential.

Hand vote. 1 in favor, 12 against.

Plan B: prioritizes solely on comparisons by rank.

Hand vote. Voted down unanimously.

Plan C: prioritizes on an average of the per cent compression differential and the diff between average salaries by rank. Hand vote. 12 in favor, one opposed.

**Plan C is adopted as the plan that will be sent to faculty for ratification.**

*Motion (Einerson/Sloboda) to set experience premium at the December meeting.* Motion carried. OLD BUSINESS DECEMBER

#### **VII. Definition of Peer Faculty**

*Motion (Lynch/Kronzer) to remove from the table.* Clarification and discussion. Concerns included creating a policy that may affect other departments that do not have the same issues. Jacobs (WRLS) has a very unique department including the Library Science Department, that teaching load is 10 per cent. Other members of the faculty have administrative appointments that have reduced the teaching load but the faculty is still active in the department on a daily basis. Discussion continued. *Motion (Einerson/Jacobs) to table pending clarification of processes and procedures of the personnel policy and handbook.* Motion carried. OLD Business December.

#### **NEW BUSINESS**

##### **I. Senior Experience Funds**

##### **II. Global Awareness Committee Recommendations**

##### **III. Textbook Policy**

Discussion. Our university follows approximately 99 per cent of the guidelines. *Motion (Sloboda/Cleary) to endorse the textbook policy as proposed in draft to Regents.* Motion carried.

#### **OTHER**

#### **ADJOURNMENT**

Meeting adjourned 4:45 p.m.

Respectfully submitted on this 23<sup>rd</sup> day of November, 2009 by Linda Sharp, Faculty Senate clerical assistant.