CALL TO ORDER
Meeting called to order by Chair Einerson at 3:05 p.m.

Present Einerson, Sloboda, Sherman, Clark, Schmude, Griffith, Nordgren, D., Fank, Cleary, Stewart, Johnson, Jacobs, Marcinec, Crow, Faerber, Lynch, Simpson, Waxman, Christensen, Kronzer, Notton, Toivola, Sipress, Erlenbach, Markwood, Sharp, (recorder)
Guests: McDonald, Graham, Minihan, Dwyer, Berry

APPROVAL OF MINUTES
Motion (Clark/Marcinec) to accept the minutes of March 25, 2008. Discussion. Revisions: addition of Griffith, Waxman to those present. Minutes to stand as revised. Motion carried unanimously. Chair Einerson reminded senate members to sign the attendance roster at each meeting.

Receive Executive Minutes
Minutes of the April 8, 2008 Executive Senate meeting received.

OLD BUSINESS
I. Student Health and Counseling Services – Vicki Hajewski

Interviews for Student Health and Counseling Services Manager have concluded.

At this time the fee per student per year is $90.00. The faculty and staff advisory committee recommends service changes and fees. These services and fees are brought to the student government and voted on each year. The Student Health and Counseling advisory committee has recommended a $3.00 increase in the fee (to $93.00) for the upcoming year.

For the past two years SMDC Superior has been the off-campus health care provider for the physical side of health care. Cab services from campus to the clinic and returning to campus have been contracted and are available to the students. Off-campus pick-up is not an option at this time. Discussions are taking place how the service might include some of adjacent proximity housing to also provide cab service.

Reproductive services are still available on campus (Hawkes Hall). Payment for these services are based on a sliding scale of affordability.

Douglas County Health and Human Services provide immunization clinics twice a year (more if necessary) on campus.

College of Education provides TB testing and reading. (specific dates are announced).

SMDC is now providing behavioral health services (Miller Dwan site). Video linkage from Hawkes Hall is being set up for students to connect with the psychiatrist at the Miller Dwan facility in Duluth. New to this service is after care. The liaison at Miller Dwan will be reporting back to health services with appropriate information. There will be an after care behavioral program to be set up for students who have been in emergency behavioral treatment situations. This new process will provide support for those students.

Outreach and educational functions are being developed.

Counseling Services.

Students with a wider array of needs are asking for services. Graduate intern students are providing entry level triage counseling. At this time counselors are available on a drop in basis hours are 8 am – 8 pm Monday through Thursday and 9 – 4 on Friday. Phones are monitored in the off hours, during these off hours campus safety has the resources to contact a counselor should the need arise. Miller Dwan also has a 24 x 7 phone hot line.

Health and counseling services is working hard to educate the campus about the accessibility of all services and how to get them.
A basic module of student health services is required by the board of regents (revised in 2004). UW-Superior is currently in line with what the module requires to provide. The counseling professions on campus provide the supervision of the interns. At this time there are 4 half-time interns providing outreach education. Body Image week is an example.

Issues of: alcohol, drugs, sexual health, social and emotional health, coping with stress in a competitive educational environment, intentional and unintentional injuries, nutrition, psychological relationships to food, health services cost and availability to insurance are among those the students are dealing with today.

Services related to unexpected crisis for our students, 24 x 7 access to an array of different services is available. The counseling office is to be contacted if a faculty or staff member needs immediate help for a student. Contact Vicky directly if the counselor’s line is busy. Services will be brought to the student in certain situations if necessary.

A behavior assessment team is in place. The team members are campus safety, counselors, resident life staff and others as needed. The team meets weekly to talk about students in distress. The goal is to get students help earlier or to interject a roadblock in the path of destructive behavior. Hajewski encourages faculty and staff to contact Health and Counseling Services with names of students in need of help.

Questions:
Grad students doing triage… Who does counseling?
In addition to the interns there is a counseling supervisor who sees clients as well as runs the office; and there is a doctoral level clinical director. Grad students perform entry level counseling only under direct supervision.

What services are provided and what about uninsured students?
Services provided at basic level are provided to all students. Those students not having insurance are provided with information to obtain insurance, example, Badger Care. Students who have had emergency service are assisted with payment arrangements.

Are statistics available, how many students per month use the service?
Current statistics are being gathered. In the past about four students per day used the on campus health services. Hajewski believes that the numbers will show an increase since using SMDC.

Plans are being made for assessment of the services.

Academic reinstatement – A Keith Berry informal study of 45 petitions shows that between 15 and 35 per cent of students seeking reinstatement have issues that deserve the fullest and most comprehensive treatment available for mental health. A variety of conditions causing academic dismissal were presented. Question: are we providing adequate and sufficient service or the best and most comprehensive service possible for our students? Hajewski asked the committee to follow up to see what type of care the students referenced are receiving and are they receiving care from campus services.

Concerns rose about the students who do not receive treatment due to lack of knowledge of services or lack of insurance. Would there be a possibility of a one day a week clinic on campus for minor treatment?

Question from Chancellor Erlenbach re: reinstatement committee: if the students are reinstated, does the committee inform health services of those students and the issues so services can be provided for support? Answer: not externally because a health services liaison is at the reinstatement meetings.

Questions about HIPPA and FERPA, disability services.

The DIN proposal for the next biennium includes money for expanded veterans services and resources.

Einerson noted the changes that were made to UW-Superior Student Health and counseling services occurred almost overnight, causing the confusion and concern. People are feeling a sense of loss of the personal touch that makes UW-Superior different from our sister institutions. We lost the personal touch yet the mission states ‘individualized attention’. Einerson is hopeful that we continue to look at a plan that’s not simply outsourced but that meets this campus’ needs and what works for us.

Hajewski invites all to attend the health advisory committee meetings. Attendance to these meetings is lacking. Hajewski welcomes suggestions and encourages all to inform her of what is working and what is not working.
NEW BUSINESS

I. Proposed Self Study Review  (attachment)
Deb Nordgren provided background and an update of the review process. One of the key changes to the document is the inclusion of outside reviewers for those departments who do not currently have outside reviewers. Senate requested Nordgen to speak with Dr. McDonald, Assistant to the Chancellor for Affirmative Action, about some of the diversity issues in section IV, Valuing People. Question in regard to valuing people and diversity: What determines that? Dr. McDonald thanked D. Nordgen and the committee for having the foresight to bring this document to a place where we can grow. Dr. McDonald spoke about value and civility; we all have something that is value added. Discussion.

Motion (Toivola/Marciniec) to approve the new self study guidelines along with the valuing people revision. Motion approved unanimously.

II. Library UW-System DIN Update  (attachment Exec Summary)

“Why can’t we have the same resources as UW Madison?” colleagues across the state have the same concern. The system library directors worked together to look at the cost to provide all those resources, (about 20 million dollars). This wouldn’t happen with the current budget situation. A 9 million system wide DIN is being requested for electronic resources. This is not to be confused with campus differential tuition. The Chancellor and Provost have included this as a priority with the system DINs and have moved it forward to the Board of Regents.

Resolutions on Library Resources

WHEREAS the lifeblood of academic research is authoritative information and UW System libraries are purveyors of that content; and

WHEREAS information is essential in increasing teaching, scholarly activities, and research capacity and productivity across the UW System; and

WHEREAS information sources available “virtually” are essential so that faculty, staff, and students can use them from their computer at work, at school, at home for distance and lifelong learning; and

WHEREAS the information marketplace has exploded in response to growth in new areas of knowledge; and

WHEREAS the recruitment and retention of talented faculty and students is negatively impacted by this lack of resources; and

WHEREAS UW has not received new funding for the acquisition of library resources since the 1999/01 biennium

THEREFORE, BE IT RESOLVED that UW-Superior Faculty Senate supports the request for funding to increase electronic access to information to benefit students, faculty/staff and all Wisconsin residents.

Motion (Jacobs/Toivola) to accept resolution. Motion carried.
III. Faculty Salary Savings

Einerson provided a brief background.

Resolution: (Toivola/Sherman) be it resolved that all faculty salary savings be clearly identified to the faculty senate and that these savings be reallocated in all instances to faculty salary lines. Discussion. Approved.

Question: What happens to salary savings from retirements and resignations?

Provost Markwood: “A significant amount of money, well beyond faculty salaries savings is allocated to faculty salaries. There is an increase in faculty hiring as well as an attempt to make starting salaries as competitive as possible. Provost Markwood has asked J. Kahler to do a study to present to senate to show the actual amounts of funds that have gone into faculty lines over the last 5 years, factoring in pay plan additions. One of the first things to note about faculty salary savings, and faculty salaries in general is faculty promotions. One of the first things that comes off the top of faculty salary savings from this year are next year’s promotions. This year about $25,000 will go from retirement into promotions.

IV. Proposed Pay Plan (attachment) (handout)

Chair Einerson thanked the committee for the hard work. Cindy Graham gave a brief overview. Personnel council was charged a year ago from senate to come up with a pay plan. Their goal was to come up with some type of long-term plan, to look at the pay plan itself in terms of what system gives us, and to address some of the issues that come with promotions, post-tenure review, compression, and merit. Compression is a major issue.

Nancy Minihan distributed the suggested pay plan for 2010-2013 hand-out. The proposed/suggested distribution is: 60 % solid performance, 20 % merit, 10 % decompression, and 10 % Chancellors discretion. Page two data indicated salary compression at UW- Superior is greatest at the professor level from 2007 UW system fact book, and data from AAUP faculty salary survey. Page three figures used 1% for decompression among full professor faculty rank. Pages 4 and 5 include April 2008 examples of pay plan from Personnel Committee using raises of 2, 3, 4 and 5 percent, these figures included solid performance, merit, and unsatisfactory across-the-board totals. A lengthy discussion of merit ensued. Concern that the merit formula and who receives it, (if funds are available each year) will cause tension within and across departments. A one time merit raise boosts the annual salary which adds to yearly % increases. This will add significantly to salaries and retirement dollars.

Motion (Sherman/Faerber) Senators go back and consult with their departments and bring that information back to senate for further discussion by the first meeting fall 2008. Motion carried unanimously.

Minihan to forward electronic documents to senate secretary and clerical assistant who will forward to department chairs.

Motion (Faerber/Cleary) to adjourn. Meeting adjourned by Chair Einerson, 5:00 p.m.

V. Proposed Post Tenure Review (attachment)

REPORT OF THE CHANCELLOR
REPORT OF THE PROVOST

REPORTS
Chair
Secretary
Faculty Representative (attachment)
Program Review and Planning Council
Budget Review Council
Personnel Council
Undergraduate Academic Affairs Council  (attachment)
Graduate Council
Student Senate
Academic Staff Senate

ADJOURNMENT

Motion (Faerber/Cleary) to adjourn. Meeting adjourned by Chair Einerson, 5:00 p.m.

Respectfully submitted on this 29th day of April, 2008 by Linda Sharp, Faculty Senate, clerical assistant.