CALL TO ORDER  The meeting was called to order by Chair Einerson at 2:32 pm

Present: Einerson; Jacobs; Cleary; Clark; Notton; Sherman; Sloboda; Kroll; Marciniec; Toivola; Waxman; Hudelson; Beam; Schuldt; Scott; Fujeida; D Nordgren; Reichert; Fletcher; Markwood.

Excused: Holter

APPROVAL OF MINUTES

4.17.07. Motion was made to approve the minutes of April 17, 2007 (Clark/Kroll). The minutes were approved unanimously. Senators also received the minutes of the April 24 executive committee meeting.

REPORT OF THE CHANCELLOR. The Chancellor was not present, but sent the following updates. Jill Schoer, Tom Berg & the Chancellor have identified additional potential Foundation gifts of $75-100,000. The Chancellor also reported conducting discussions with WI Congressional leaders in hopes of support for earmarked projects, including a Health Center with space for daycare; and a bio-fuels project representing collaboration between Department of Chemistry and a Wausau firm.

REPORT OF THE PROVOST. Markwood reported he was delayed while performing an exit interview for 2nd candidate for Dean of Students. The new Department of World Languages & Cultures will be official beginning July 1 2007. The faculty have approved Sloboda as Chair of that department. The Provost reminded faculty of several opportunities for service & leadership on campus (email). Positions include Director, Center for Excellence in Teaching and Learning; Chair, Department (Office) of General Studies; Associate Dean for Academic Affairs; and Associate Dean for International Education and Programs. He emphasized that this it is not the intent to create new administrators.

Questions: Faculty expressed concern about giving release time to faculty to perform administrative tasks, and the consequent hire of academic staff or ad hoc to fill faculty teaching roles. Markwood noted that the overall ratio of teaching faculty to faculty administrators remains relatively stable. He agreed that numbers needs to be monitored.
Discussion then moved to the appropriate description of ‘General Studies’. The Provost reported that General Studies would be the functional home for AA degree, not a major. The reason for the designation is the perceived problem with retention of students without a ‘major’ home. The Provost said he would willingly accept other terminology, noting there are other non-academic ‘departments’ on campus. Faculty decided that ‘department’ was acceptable as long as it was clear that the unit was non-academic.

Beam congratulated the Provost for the 4 excellent initiatives. He expressed concern that the initiatives would require a total of 2 FTE and 8 courses filled by ad hocs. Since FTE are of chronic concern, he asked where the positions would be found, and how funded. Markwood said that there was money in the instructional support budget. The 4 positions arose in response to faculty requests. Markwood also expressed the hope that passage of a favorable budget would include support of initiatives. Faculty asked whether data had been collected to determine the percentage of credit hours generated on campus by ad hoc. Einerson noted that the Personnel Council had requested a comparison of numbers of ad hoc and tenure track faculty. Markwood also expressed a desire for research into what students want and why it takes some students longer to decide on a major. Hudelson pointed out that it would also be useful to see how many students change majors.

Faculty asked the status of the Library move. Markwood said that the library would not move in August 2007, but an official announcement would be forthcoming. Faculty asked for guidance in reassigning classrooms, and in notifying students of change of classroom assignments.

**REPORTS**

**Chair.** The Executive Committee met with Human Resources to talk about the Criminal Background Check policy. The latest draft includes language in section 3.3 with regard to who may be included in decisions regarding “substantial relationship”. The Provost or designee may consult with legal representative, HR, Affirmative Action, and either the Chair of Faculty Senate (in the case of faculty hire) or Chair of the Academic Staff Senate for a staff position. Einerson stated this would allow the Senate Chair to consult with the Chair of the Search, but would not require them to do so. Einerson also reported that HR will perform due diligence to continue international hires, although there remains concern about the loss of candidates due to long search periods. Einerson also updated Senators on the Strategic Plan process. The SPBC is working to integrate the BRC and Senate recommendations. Lastly, Einerson reported on the 2007-08 theme proposed by the First Year Experience Action Team. Executive Committee discussed the topic and, while they felt it worthwhile, they also felt it would be a mistake to rush to implement a theme after class proposals are in place. Executive recommends that in the future the Action Team consult students so they feel invested in subsequent topics.

**Secretary.** Jacobs reported the election results. Einerson has been elected Chair of the Faculty Senate. PRPC members are Marciniiec (1 yr ad interim); Wolterstorff; and Bezroukov (3 years each). New BRC members are Hembd and Reiff (3 years each).
**Faculty Representative.** The Special Regent Fringe Benefit Advisory Committee has recommended removal of collegial coverage. System administration was directed to redraft policies to include the following language: *Teaching responsibilities not met because of an absence specified in UWS 19.01, Wis. Adm. Code, must be reported as sick leave, regardless of whether a qualified instructor covers the aforementioned responsibilities. Teaching responsibilities include class time preparation, actual classroom instruction, and scheduled office hours available to students for educational guidance.* The faculty was reminded that they should not report sick leave for conferences or university business absences.

The faculty representatives voiced their disapproval of the so called “star fund” in the proposed UW budget. Most of this fund would go to UW Madison, and academic staff would get none. **A motion was offered** (Toivola/Scott) that “**The members of the U of W-S Faculty Senate request that the UW System Administration move funds allocated to the UW ‘Star Fund’ over to the General Pay Plan Fund, so that the entire $10 million in the ‘Star Fund’ is equitably distributed to all campuses across the UW System.**” Discussion. ‘Equitably distributed’ would probably mean ‘per fte’, and would include the colleges and all campuses. The motion was unanimously approved. Einerson will forward the resolution to System as soon as possible.

**Program Review & Planning Council.** Nordgren thanked senators for electing new counselors. She reported that PRPC will meet one more time this spring to examine the Math & CSci Department and CSI Major.

**Budget Review Council.** No report

**Personnel Council.** Einerson reported receipt of the Department of World Languages and Literature Personnel Rules.

**Undergraduate Academic Affairs Council.** Reichert stated that AAC forwarded three items requiring Senate action: a proposal on cessation of use of ‘DP’ grade; an Articulation Agreement between Fine Arts and Fond du Lac Tribal and Community College; and the Department of Lang&Lit proposal for students to receive credit for Eng 102 if they receive a score of 4 or 5 on the English Literature and Composition Advanced Placement test. All 3 items have been approved by AAC. **It was moved** (Toivola/Beam) that Senate consider a Consent Agenda for action on three items: the Fine Arts/Fond du Lac Articulation Agreement; DP Grade; and Advanced Placement. The first vote was to approve Senate to move forward with a Consent Agenda. The motion was approved. **A further motion** (Clark/Cleary) was made to recommend approval of all items on the Consent Agenda. The Consent Agenda was approved unanimously.

**Graduate Council.** Marcineic invited all graduate faculty to a meeting Thursday May 10 at noon in the Danielson Room.

**Student Senate.** Fletcher reported that the students raised $20,000 in the Relay for Life,
far more than either UMD or St. Scholastica, and $8,000 more than last year. Student Representatives met with System President Reilly seeking adequate response time for input on Ch 17 & 18, but met with a tepid response. Faculty Chair Einerson has sent email asking faculty to help keep pressure up. Fletcher also noted that Faculty Advisor Packets for student associations are online at the Student Senate webpage. The faculty was reminded of the fiscal responsibilities of faculty advisors. Lastly, Fletcher asked that faculty refrain from picking up student-supplied newspapers unless they are specifically used in classes.

**Academic Staff Senate.** No report

**OLD BUSINESS**

**I. Leave Reporting.** A formal response is due no later than May 16. On April 17, Senate voted on section 1: *A motion was made that Faculty Senate recommend acceptance of Section I of the Draft document. In addition, it was further moved that faculty be accorded bereavement leave.* Senate will now consider changes expressed in Section II.

**Section II.**

- Executive recommends approval of Part II, 5 a-e. Executive expresses strong concern over policy changes proposal, specifically Part II Section 2, a, b, d, e. ‘Merit increases’ are traditionally based on teaching, scholarship and service, not years in service or other factors.
- The proposed procedure that refuses to certify sick leave conversion credits when an employee’s leave reporting is incomplete lacks an appeal process. Lack of reporting may not be in the control of the individual affected.
- Executive also express concern over proposed removal of collegial coverage: This is a long established tradition throughout academe.
- Finally, Executive expresses strong concern about the attention given to sabbatical, as this gives the appearance that sabbaticals are punitive, and violates the nature of the sabbatical.

**It was moved that Senate approve adoption of section 2** (Clark/Sherman). Discussion ensued. Senators expressed multiple concerns about creating additional rules rather than enforcing rules already in existence. There was concern that abuse could lead to the dismissal of tenured faculty for failure to fill out reports. Senators also expressed frustration with parts a-d, as forms might be lost. Language concerning ‘merit’ also confuses evaluation beyond Research, Service, and Teaching. A hand vote was taken: 5 aye; 7 opposed; 1 abstention. **A new motion was made to Approve Section II #1, and #2e only** (Toivola/Hudelson). Discussion ensued. **A hand vote was taken: 11 approved; 1 opposed; no abstentions.**

**Section III.** As discussed in the Senate Rep report, collegial coverage was slated for discussion next fall, but the deadline for the single topic was moved. President Reilly seeks support Sect III #1; the rest of section III will still be considered in fall. **It was moved that UW-Superior supports the continuation of the use of Collegial Coverage**
in lieu of sick leave (Sloboda/Waxman). Discussion ensued. Legislative Audit Bureau specifically looking at faculty sick leave. Among all state employees, only teaching faculty can work around their schedule. Accumulated sick leave translates into significant benefit at retirement, more than other state employees. On a more pragmatic level, collegial coverage being reported instead of sick leave as long as class is covered. The ability to provide coverage for persons with cancer (for example) is wiped out by this. Person who is covering is producing more hours, so there is no loss to the university, since the University is not paying for a substitute. In effect sick leave is not being used, because hour production is being covered. Senators were unclear why covering for a colleague who is sick is different than providing coverage when they are presenting a paper as part of the job. There is still someone producing hours for the U. A hand vote was taken on the motion: 12 approved; 1 opposed; no abstentions.

**ADJOURNMENT.** A motion was made to adjourn (Clark/Kroll) at 3:53 pm. The meeting was reconvened at 3:54 pm.

**NEW BUSINESS**

I. Seat and welcome new members. Math/CSci appointed Lynch; Sherman will fill out term of Beal in Human Diversity & Behavior; HHP elected Simpson; Counseling elected Griffith; Lang&Lit will return Sloboda to Senate. Biology will meet Wed. – and noted departmental opposition to time for Senate and AAC. A motion was made to seat new members (Toivola/Cleary). Approved.

A motion was made to move the time of Senate meetings to 3 – 4:30 pm on Tuesdays in Fall 2007 (Cleary/Clark). A hand vote was taken: 5 Aye; 1 opposed; 5 abstentions. The motion passed. Einerson asked that the minutes show Senate is accommodating a single department.

II. Election of Executive Committee Members. Einerson opened the floor for nominations for secretary. She stated that, according to constitution, if no candidate was elected, the Chair may appointment a secretary subject to approval of senate. Discussion ensued. Einerson also suggested look at hiring staff for some secretarial duties. As a point of clarification, Markwood stated that money for ¼ release was provided to the secretary.

- Sloboda/Toivola nominated Gary Sherman for Chair Pro Tem. Approved unanimously.
- Sloboda/Sherman nominated Toivola for the At-large member to executive. Clark/Marciniec moved to close nominations. Toivola was approved unanimously.
- Toivola/Clark moved nomination of Sloboda for faculty rep. Clark asked that nominations be closed. Sloboda was approved unanimously.

Motion to adjourn(Sloboda/Kroll) at 4:15 pm.