

**Minutes**  
**2000/2001 University of Wisconsin-Whitewater Faculty Senate**  
**Tuesday, April 10, 2001, 2:15 p.m.**  
**James R. Connor University Center 219**

1. Call to Order: Chair Erdmann called the meeting to order at 2:20 p.m.
2. Roll Call
  - a. Senators present: Anderson, Bren, Chang, Clements, de Onis, Dollarhide, Ellenwood, Epps, Erdmann, Hendricks, Hogan, Huang, Johnson, Karges, Klug, Kozlowicz, Kumpaty, Molloy, Monfils, Parks, Porter, Rottet, Snow, Stinson, Topp, Tremblay, Urven, Wentz
  - b. Senators absent: \*Albrechtsen, \*Cartwright, \*Chung, Clayton, \*Ghosh, \*Heyning, \*\*Travis, \*Weston (\*excused, \*\*sabbatical)
  - c. Erdmann introduced Debbie Masterson and the Senate expressed its appreciation for her hard work, especially posting the proposed faculty personnel rules on the WWW.
3. Approval of Minutes of Faculty Senate Meeting, Mar. 13, 2001: Epps/Monfils moved approval: Passed.
4. Reports of Committees
  - a. University Curriculum Committee: Transmittal of actions of Friday, Mar. 16, 2001 (available at <<http://acadaff.uww.edu/ucc/2000-01/031601T.htm>>): Kozlowicz/Hogan moved approval of actionable items: Passed. **FS0001-20**
5. New Business
  - a. Retirement Resolution(s):
    - i. Molloy/Porter moved to approve the retirement resolution for James H. Fischer, Accounting: Passed unanimously. **FS0001-21**
    - ii. Porter/Molloy moved to approve the retirement resolution for John Thatcher, Finance and Business Law: Passed unanimously. **FS0001-22**
    - iii. Huang/Topp moved to approve the retirement resolution for Hsi-ping Shao, Information Resources: Passed unanimously. **FS0001-23**
    - iv. Huang/Topp moved to approve the retirement resolution for Sherry Hofer, Information Resources: Passed unanimously. **FS0001-24**
    - v. Monfils/Hogan moved to approve the retirement resolution for John Wickenberg, Art: Passed unanimously. **FS0001-25**
    - vi. Epps/Dollarhide moved to approve the retirement resolution for Lawrence Harrison, Art: Passed unanimously. **FS0001-26**
    - vii. Snow/Parks moved to approve the retirement resolution for Arno Kleimenhagen, Marketing: Passed unanimously. **FS0001-27**
    - viii. Kozlowicz/Hogan moved to approve the retirement resolution for Robert Knapp, Mathematical and Computer Sciences: Passed unanimously. **FS0001-28**
    - ix. Kozlowicz/Hogan moved to approve the retirement resolution for Richard Schauer, Mathematical and Computer Sciences: Passed unanimously. **FS0001-29**
    - x. Wentz/Urven moved to approve the retirement resolution for Frank Stekel, Physics: Passed unanimously. **FS0001-30**
  - b. Molloy/Porter moved to approve the Resolution of Condolences and Emeritus Status for Michael Laird: Passed unanimously. **FS0001-31**
  - c. Hogan/Kozlowicz moved approval of the proposed revisions of UWW VI-F of the Faculty Personnel Rules, governing recruitment, hiring, reappointment, tenure and promotion.
    - i. After considerable discussion, Epps/Porter moved to postpone the item until the May Faculty Senate meeting: Passed.
    - ii. Clements/Epps moved to reconsider the motion to postpone. The motion to reconsider passed and discussion resumed.
    - iii. By a special order of business the Report of the Chancellor was heard and discussed. See below under item 6.a.
    - iv. Parks/Epps moved to postpone the item until the May Faculty Senate meeting: Passed.
  - d. Other new business (no action) - none
6. Announcements and Information (no action)
  - a. Report of the Chancellor (heard under item 5.c. above): Chancellor Miller distributed to all senators his "Chancellor's Report to Faculty Senate/April 10, 2001/Proposed Faculty Personnel Rules," summarized as follows:

- i. First, the document seems to indicate that only departmental standards are applied in the decision-making process, which implies that there are no decision-makers or others providing input beyond the department.
- ii. Second, the approval of standards at the department, college, and university levels needs to be clarified, especially regarding the chancellor's opportunity to approve all standards.
- iii. Third, the chancellor has concerns about the amount of response probationary faculty will receive from beyond the departmental level before the mandatory tenure decision.
- iv. Fourth, the proposed process of the department forwarding one name at a time adds time to the hiring process, and also creates potential problems with issues of diversity and current acceptable practice to UW System.
- v. Fifth, what is the effect of a successful appeal of a recommendation? Are recommendations appealable? He is opposed to appeals resulting in the removal of a recommendation from the portfolio; rather, an appeal report should be added to the portfolio as additional information.
- vi. Sixth, the chancellor recommends striking a section that prohibits faculty from outside the department from reviewing portfolios, except under certain circumstances.

b. Report of the Senate Chair

- i. Resolutions from the March 13, 2001 Senate meeting are available
  1. FS0001-18 UCC meeting of Feb. 23, signed March 15
  2. FS0001-19 Fair Labor Practices, signed March 15.
- ii. Chair Erdmann summarized sections of the *Report to the Senior Vice President for Academic Affairs: Instructional & Research Academic Staff Working Group 3/16/2001*:
  1. UWS Board of Regents' *Study of the University of Wisconsin System in the 21<sup>st</sup> Century* asked UWS to study "the role of instructional and research academic staff...[to] improv[e] their status, roles, rights and responsibilities (Exec. Summary 3).
  2. In April 1999, UWS Office of Academic Affairs held an all-day meeting of teams from 15 UW institutions, which I attended (Exec. Summary).
  3. March 2000 the Board of Regents called for revised titles reflecting national titling trends and policies and procedures for integrating IRAS into departments and institutions.
  4. This group was a result of the all-day meeting and Board resolution. The group included 19 members:
    - a. 8 administrators from UWS and campuses
    - b. 5 faculty from across system
    - c. 3 non-instructional academic staff
    - d. 3 instructional academic staff (2)
- iii. The report notes that in 1987 IAS was 23.5% of all teaching staff; in 1997 IAS was 32.7%. (2)
- iv. The report notes the "underlying presumption that full-time, permanent instructional positions should be filled through faculty appointments in accord with the UW-System Unclassified Personnel Guidelines. The report calls UWS administration and UW institutions to "support this portion of its human resources in a manner reflective of the considerable and important contributions they make" (1)
- v. This Instructional & Research Academic Staff Working Group gathered information about adjunct titling from "comparable institutions" to devise the following titles (4):
  1. **Assistant Faculty Associate, Associate Faculty Associate, Faculty Associate, Distinguished Faculty Associate:**
    - a. For those who do not have responsibility for a whole course;
    - b. "primarily for persons who have an undergraduate degree...or possess an advanced degree and hold less than 50% appointment and/or are appointed with no expectation of renewal (5)"
  2. **Associate Lecturer, Lecturer, Senior Lecturer, Distinguished Lecturer:**
    - a. for those who have responsibility for whole course(s)
    - b. "primarily for persons who have an undergraduate degree...or possess an advanced degree and hold less than 50% appointment and/or are appointed with no expectation of renewal."
  3. **Assistant Instructional Professor, Associate Instructional Professor, Instructional Professor:**
    - a. "possess the experience and knowledge necessary to carry out the responsibilities typically associate with the instructional or extension components of a faculty appointment. ...[I]nclude develop and teach a cours(s), design curricula and/or techniques for instruction, or develop and present outreach programs.
    - b. "primarily for persons who hold an advanced degree, whose appointment is 50% or more and is renewable or indefinite. A terminal degree is ordinarily required for promotion to the no prefix Instructional Professor rank" (5-6).
- vi. "Staff who meet the criterial for the new title series will be moved laterally to the new title series. The lateral assignment does not require a salary adjustment except staff must be paid at least the minima. Salary reviews and advancement

*(promotion) within the title series will be handled under normal processes established at each institution" (7).*

- vii. "The titles and job definitions...allow for a useful distinction between non-faculty appointments of a purely temporary nature and those who have a more permanent character."*
- viii. Reaction of Faculty Representatives at March 30 meeting: objections were*
  - 1. to the apparent relegation of IAS ranks to "administrative" forms (but see the point must quoted from page 7.*
  - 2. to the apparent institutionalization of "permanent" IAS*

*c. Next Senate Exec. Comm. Meeting: Tuesday, Apr. 24, 2001, 2:15, UC65*

*d. Initial 2001/2002 Faculty Senate Meeting: Tuesday, May 8, 2001, 2:15 p.m., UC219*

*e. Final 2000/2001 Faculty Senate Meeting: Tuesday, May 8, 2001, immediately following the initial 2001/2002 Faculty Senate Meeting*

*f. Other announcements - none*

*7. Adjournment: de Onis/Hogan moved to adjourn at 4:15 p.m.*