

2000/2001 University of Wisconsin-Whitewater Faculty Senate
Tuesday, September 12, 2000, 2:30 p.m.
James R. Connor University Center 219

1. Call to Order: Chair Erdmann called the meeting to order at 2:20 p.m. and distributed a membership list and a chart on motions.

2. Roll Call
 - a. Senators present: Albrechtsen, Anderson, Bren, Cartwright, Chang, Clayton, Clements, de Onis, Dollarhide, Ellenwood, Epps, Erdmann, Ghosh, Hendricks, Heyning, Hogan, Huang, Johnson, Karges, Klug, Kozlowicz, Kumpaty, Molloy, Monfils, Parks, Porter, Rottet, Schauer, Snow, Stinson, Tetley, Topp, Tremblay, Urven, Weston
 - b. Senators absent: *Tesar, **Travis, **Wentz (*retired, **sabbatical)

3. Approval of Minutes
 - a. Klug/Dollarhide moved to approve minutes of the 1999/2000 Faculty Senate Meeting, May 2, 2000: Approved
 - b. Monfils/Karges moved to approve minutes of the 2000/2001 Faculty Senate Organizational Meeting, May 2, 2000: Approved

4. Report of the chancellor
 - a. Graduation rates: Campus faculty and administration need to examine possible causes for a declining 6-year graduation rate. The chancellor distributed a packet of materials showing that the UW-Whitewater's 6-year graduation rate has gone from ranking 1st or 2nd among the UW System comprehensive campuses, and from above the UW System average, to 8th among the comprehensive campuses and below the UW System average. Preliminary data analysis shows no correlation with freshman class size, percentage of freshman in the top 50% of their high school classes, or ACT scores. However, the first to second year retention rate does seem to be a factor. A task force (which includes two faculty members appointed by the Senate) is examining this matter. The task force will be conducting a survey of 80 students who were in good standing, registered for fall 2000 classes, and applied for 2000/2001 housing but ultimately did not return this fall. Suggestions for further qualitative or quantitative analysis are welcome.
 - b. Personnel rules:
 - i. Who should be included in personnel decisions? Chancellor Miller believes that the department is the single most important group because department faculty are more knowledgeable about the person and the position; yet for the same reason department faculty are susceptible to bias. Chancellor Miller maintains that other groups and individuals-including the provost, dean, and department chair-should be involved in such decisions.
 - ii. Some departments' criteria are too formulaic, thereby oversimplifying the personnel decision-making process. Chancellor Miller advocates that qualitative analysis must not be obviated in department's criteria and processes.
 - c. Salary plan:
 - i. 1/3 for solid performance - Chancellor Miller observed that there seems to be no assessment or definition of solid performance.
 - ii. 1/3 for merit/market - The chancellor contended that the historical practice of distributing this portion of the plan by FTE has moved approximately \$15,000-16,000 from the College of Business & Economics to others. Underlying this practice has been a philosophical position that meritorious activity in one college should be worth as much as such activity in another college. The chancellor suggests that the unit of distribution be reconsidered.
 - iii. Compression - Chancellor Miller finds this factor to have the least data-based justification.

Historically, all full professors' salaries have been treated as compressed, and all associate professors' salaries as slightly compressed. However, of the three ranks, UW-Whitewater's professors' salaries are the closest to both national and UW System norms and assistant professors' salaries are the farthest behind such norms. Last year \$15,000 of raise money brought in based on assistant professors' salaries went to professors, as well as \$1500 of associate professors' salary-based raise money. The chancellor urges the Faculty Salary Committee to complete analyses to determine which individual faculty are suffering compression.

- iv. ½ of one percent for the chancellor to address compensation needs - Chancellor Miller thinks all raise money should be distributed according to the pay plan.
- d. Teaching loads, resource allocation, and faculty to staff ratio: The campus administration will be looking at productivity indicators when allocating positions and resources. Departments wishing to hire (even for replacements) must justify their requests. Chancellor Miller also noted that filling positions with academic staff instead of faculty does not necessarily save money.

Tuition plateau: the chancellor invites campus-wide discussion on the proposal to change the curve of tuition pricing for undergraduate students taking more than 12 credits. There have already been meetings with student groups, at the chancellor and students discussed benefits and problems with this proposal, including the possibility that increased fees might discourage students from exploring a variety of subject areas. If additional tuition revenue can be generated, the chancellor asks students to identify how such resources could benefit students.

5. Reports of Committees

- a. University Curriculum Committee: the Senate will act on the Sept. 8 and 22 UCC meetings at its Oct. 10 meeting.
- b. Report of the Personnel Rules Committee (Epps)
 - 1. Epps/Klug moved approval of a revision to *Interim* 2000/2001 through 2002/2003 Reappointment/Promotion/Tenure Timeline: Passed. **FS0001-01**

Resolved that the timeline be revised to read as follows:

Third Monday in February In consultation with the dean, departments forward portfolios and decisions affecting first year probationary faculty to the vice chancellor for academic affairs.

- a. Report of the *ad hoc* Task Force on UWW EM21 (Albrechtsen): Albrechtsen/Epps moved to receive the committee's report: Passed.

6. New Business

- a. Retirement Resolution(s)
 - i. Kozlownicz/Klug moved to approve retirement resolution for Robert Don Heidorn: Passed unanimously. **FS0001-02**
- b. Appoint two faculty to the chancellor's Task Force on Graduation Rates. Elected by show of hands: William Powell and Edward Erdmann.
- c. Appoint to Administrative Committees as follows:
 - i. University Center Board: term to expire 2002 declared elected: Marvin Free.
 - ii. Memorial Committee: term to expire 2003; elected by show of hands: Richard Haney.
 - iii. Strategic Planning & Budgeting Committee (4 faculty - 3 year terms)
 - 1. term to expire 2003 representing Arts and Communication; chosen by constituency senators: Denis Dale.
 - 2. term to expire 2003 representing Business and Economics; chosen by constituency senators: James Bronson.
 - iv. Summer School Advisory Committee: term to expire 2002 (to complete vacant term beginning

1999/2000); elected by show of hands: Anne Stinson.

- d. Appoint two faculty to the Faculty Appeals and Grievances Committee: chosen by acclamation: Mohammad Ahmadi and Anil Kumar.
- e. Appoint to Senate's Faculty Personnel Rules Committee
 - 1. At-large term to expire 2003; elected by show of hands: Virginia Epps.
 - 2. Term representing Business and Economics to expire 2003: Jerome Laurent
 - 3. Term representing Arts and Communication to expire 2001: Schauer/Klug moved to leave the position vacant until the October Senate meeting so that Chair Erdmann may advertise the opening as is customary; passed.
- f. Other new business: none

7. Announcements and Information (no action)

- a. Report of the Senate Chair
 - i. The Faculty Senate, Chancellor Miller, and the Association of University of Wisconsin Professionals will work together to invite to campus candidates for the Wisconsin State Legislature.
 - ii. UWW's selections for 2001/2002 Sabbaticals are due to UWS Office of Academic Affairs November 15. I have a copy of the UWS Sabbatical Guidelines. The Academic Development Committee is responsible for making recommendations for UWW sabbaticals. Applications are due to the Office of Research and Sponsored Programs by 4:30 p.m. on November 1, 2000. I found information and application directions by searching the UWW web using "sabbatical." Sabbaticals will be announced at the December 2000 Board of Regents meeting.
 - iii. In its May 2, 2000 meeting, under Agenda Item 6.a. (hard copy of which you have) the 1999/2000 Senate formed a Task Force on Fair Labor Practices to draft a policy or code of conduct for UWW and report to the Senate at its September 2000 or October 2000 meeting.
 - 1. Committee members:
 - a. Richard Schauer, Mathematics and Computer Science
 - b. John Howat, Finance and Business Law
 - c. James Molloy, Finance and Business Law
 - d. Steven Albrechtsen, Health, Phys. Ed. Rec. & Coaching
 - e. Dieudonne Phanord, Mathematics and Computer Science
 - iv. Chair Erdmann sketched broadly the matter of the Marder dismissal case at UW-Superior, noting that this personnel matter of great sensitivity could put the Board of Regents in a difficult position as the board seeks to maintain goodwill among chancellors and faculty. Erdmann urged Senators not to make judgements in the matter, but to be alert to the issue and sympathetic to all who stand to lose in various ways.
 - v. The UW System Administration has drafted and Board of Regents has approved a 2001-2003 UW System biennial operating budget. This does NOT include salary, which is a separate negotiation and legislation. For some information on the budget, go to the UW System web site, <http://www.uwsa.edu/> and click on the "news" bar.

8. Adjournment: Ellenwood/Molloy moved to adjourn at 4:25 p.m.: Passed.