

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

1. Call to Order: Chair Erdmann called the meeting to order at 2:17 p.m.
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, Kumpaty, Molloy, Monfils, Porter, Rottet, Schauer, Snow, Stinson, Topp, Tremblay, Urven, Weston
  - b. Senators absent: \*Kozlowicz, \*Parks, \*\*Tesar, Tetley, Travis, \*\*\*Wentz (\*excused, \*\*retired, \*\*\*sabbatical)
3. Approval of Minutes
  - a. Monfils/Epps moved to approve minutes of the 2000/2001 Faculty Senate Meeting, September 12, 2000 as amended: Passed.
4. Reports of Committees
  - a. University Curriculum Committee:
    - i. Clements/Klug moved approval of actionable items on the transmittal of Friday, September 8, 2000: Passed. **FS0001-03**
    - ii. Topp/Cartwright moved approval of actionable items on the transmittal of Friday, September 22, 2000: Passed. **FS0001-04**
  - b. Personnel Rules Committee (Epps): Epps, Erdmann, and Chancellor Miller have met to discuss some issues. The committee will hear proposals resulting from that meeting, at its next meeting on Thursday, October 12, 2000 (1:15-3 p.m., Winther 3006). Any interested faculty members are welcome to attend.
  - c. *Ad Hoc* Task Force on Fair Labor Practices (Exec. Committee): Cartwright/Hogan moved approval of the following resolution

Resolved: that the report of the *adhoc* Task Force on Fair Labor Practices to the Faculty Senate be delayed until the December 2000 meeting. Passed.

- d. Elections Committee (Susan Johnson, co-chair): There will be a fall election in the near future.
- e. Salary Committee (Melissa Freiberg): The committee sought opinions on matters:
  - i. The committee is considering a multi-year salary plan: Some senators recommended a two-year plan since merit determinations are on a two-year cycle.
  - ii. The committee is considering how the salary plan should provide funds for addressing individual inequities--by using the third of the salary plan that has been used in previous years to address compression for all professors and associate professors, or by skimming the needed money from the top of the salary plan. Senators asked how many faculty members' salaries appear to be compressed and how the third of the plan formerly used to address compression could be used if the money for addressing individual compression cases came off the top of the plan. Some senators expressed concern that faculty whose salaries are out of line for good reason(s) should not now have their salaries increased. Others were concerned that monies from salary savings remain in salary lines within the colleges and not be reassigned to other purposes. Freiberg explained that to identify faculty suffering salary compression, the committee would devise a formula of several factors including merit history.

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5. New Business

- a. Retirement Resolution(s): Porter/Clements moved to approve the retirement resolution for George Tesar:

Passed unanimously. FS0001-05

- b. Appoint one faculty to the Task Force on Retention and Graduation Rates to replace Erdmann: Mary Ann Emery was elected by show of hands.
- c. Nomination to UW-Whitewater Foundation Board: Carlos de Onis was chosen by acclamation.
- d. Schauer/Albrechtsen moved approval of the following resolution on compliance with Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. § 1681 et seq.

The University of Wisconsin-Whitewater is now the object of complaints that allege that the university is not in compliance with provisions of Title IX of the of the Education Amendments of 1972, as amended, 20 U.S.C. § 1681 etseq. , complaints that have prompted the Office for Civil Rights of the Department of Education to schedule in October an investigation of compliance issues on our campus. The Intercollegiate Athletic Committee has as yet (25 September, 2000) received no notice of the complaints or of the pending investigation. Neither the university administration nor the Intercollegiate Athletic Committee have made formal efforts to revolve current complaints related to compliance with Title IX.

These facts prompt several questions. Resolved that the Faculty Senate requests that these questions be given formal public answers by the UW-Whitewater administration.

- Prior to the current year 2000 efforts to raise Title IX compliance issues, do there still remain unfulfilled Office for Civil Rights mandates concerning compliance with Title IX?
- The Intercollegiate Athletic Committee has supervisory authority over the resolution of Title IX issues. Why has no notice been given to the Committee of the current complaints.
- How has the Intercollegiate Athletic Committee attempted to solve past Title IX complaints? What role will the Committee have in the resolution of the current Title IX issues?

Prior to its passage, Chancellor Miller offered some informal responses to the questions in the resolution. Passed. FS0001-06

- e. Other new business (no action): none

6. Announcements and Information (no action)

a. Report of the Senate Chair

- i. In its August 25 meeting, the Board of Regents passed its 2001-2003 Biennial Budget Request. This request is now being studied by the governor's staff. It must then go to the state legislature as part of the Governor's budget request. (Remember that the request for salaries comes separately and later.) To see some features of UW-System's request see <http://www.wisconsin.edu/budget/>
  - ii. Some faculty may be interested in attending the Wisconsin Economic Summit, scheduled for November 29<sup>th</sup> through December 1<sup>st</sup> at the Midwest Express Center in Milwaukee. This is a large meeting "on the changing nature of Wisconsin's economy, the role of the University in helping to shape short-term and long-term policies, and initiatives that could promote Wisconsin's future [economic] competitiveness. For information see <http://www.wisconsin.edu/summit>
- b. Report of the Chancellor on the status of actions related to FS9900-44, fair labor practices among companies producing merchandise bearing UWW logos: UW-Whitewater does not contract directly with manufacturers, but uses an agent, the Licensing Resource Group. LRG had requested documents disclosing compliance with fair labor practices from all companies producing merchandise for LRG clients. Only three of 64 companies have failed to respond to this request. UW-Whitewater's business with each of these companies last year was worth less than \$200. If these companies do not respond by December 1, 2000, UW-Whitewater will discontinue doing business with them.

7. Tremblay/Clayton moved to adjourn at 4:12 p.m.: Passed.