

MINUTES
2009/2010 University of Wisconsin-Whitewater Faculty Senate
Tuesday, November 10, 2:15 p.m.
University Center 275 A
<http://www.uww.edu/facsenate/>

1. **Call to Order** Meeting called to order at 2:20 PM.
2. **Roll Call**
 1. Senators present: Albrechtsen, Ambrose, Bertozzi, Bren, Chen, Ciganek, Collet-Klingenberg, Emrey, Ghavamshahidi, Glosser, Henige, Hogan, Holmes, Johnson, Kam, Kleinfeld, Kumpaty, Leitheiser, Mandell, Mickelson, Munro, Nam, Ossers, Porter, Skelly, Stinson, Weston, White
 2. Senators absent: (*informed Secretary) Ahmadi, Cartwright*, Griffith*, Kolb*, Lollar*, Malewicki, McGuigan*, Molloy, Robinson*, Splinter
 3. Welcome to new and returning Senators elected in Fall of 2009:
 1. Representing College of Business and Economics: Andrew Ciganek
 2. Representing College of Letters and Sciences: Nikki Mandell
3. **Approval of Minutes:**
 1. 2009/2010 Faculty Senate Meeting, Oct 6, 2009 ; Approved on a Hogan/Emrey motion.
4. **Reports of Committees:**
 1. University Curriculum Committee: Transmittal of actions of Oct 30, 2009; Approved on a Ossers/Ghavamshahidi motion.
 2. Faculty Senate Executive Committee:
 1. December 2009 “Graduate Resolution”: Approved on a Bertozzi/Emrey motion.

Resolved that the Faculty Senate of the University of Wisconsin-Whitewater recommends to the University of Wisconsin System Board of Regents that the University of Wisconsin-Whitewater students who have applied for graduation in December 2009 and who have been certified by the University Registrar to have met all academic requirements and completed all of their courses of study be granted their degrees at the December 2009 University of Wisconsin-Whitewater commencement exercises.
 2. Selection of an Academic Department Chair: Ghavamshahidi/Ossers moved for consideration of the motion. An extended discussion followed which included comments from members of the Administration, the Senate Executive Committee, Senate members of the Personnel Rules Committee, and other senators. Motion passed unanimously. Stricken words were accepted as editorial changes.

WHEREAS it has come to the attention of the Executive Committee of the Faculty Senate that the Personnel Rules do not describe the procedures for the selection of a department chair. Additionally, there is no definition of the role of the chair or who is qualified to hold it; ~~and~~

Be it resolved that the Personnel Rules Committee ~~will~~ broadly define the role of the chair of an academic department, make recommendations on the ways that the faculty should be consulted by the Dean before the chair is selected, and recommend which academic ranks are appropriate for holders of this position.

5. Old Business:

1. Elect one faculty member to the Faculty Personnel Rules Committee (for the by-laws, please see <http://www.uww.edu/uwwhdbk/committees/FC-Rules.htm>), all terms to expire in 2012 unless otherwise noted:
 1. One faculty member to be chosen at large by the full Senate. Zoreh Ghavamshahidi, Political Science, was chosen by unanimous consent.

6. New Business:

1. Retirement Resolutions: None
2. Appoint one senator at-large to serve on the Chancellor's LGBT Taskforce: Julie Letellier, Mathematical and Computer Sciences, was elected.
3. Approval of Memorial Committee naming requests:
 1. Robert W. Fiskum Stadium: Approved on a Weston/Hogan motion.
 2. Paula "P.B." Poorman PRIDE Center: Approved on a Ghavamshahidi/Hogan motion.

7. Announcements and Information (no action unless noted otherwise)

1. Report of the Chancellor- The Chancellor focused on educational attainment – number of people receiving AA or better degrees- as this is becoming a national issue. Only 39% of United States adults (25 to 24 have AA or better degrees compared to 54% of the best achieving countries. President Obama would like to see the U.S. number at 55% by 2020, the Board of Regents is looking at 2025. The tentative UW System goal is to increase degree production to 175,000 additional over the current expected totals. The planners are looking a leakage points – (1) high school graduation rates need to rise, (2) college attendance rates need to rise, (3) transfer students, (4) retention of current students, and (5) graduation rates need to rise. They are focusing on what is termed “populations of opportunity” – non-traditional students, students of color, first generation college students, and low-income students.
2. Report of the Provost-Inclusive Excellence & Campus climate study. Acting-Provost Clements announced that the campus had achieved a 32% response rate to the campus

climate survey. The data is now being analyzed and the first results should be available in December, with wider dissemination in the spring. She thanked Dr. Monfils for her work on the project. On October 29, representatives of UW System were on campus to explore our efforts towards the Inclusive Excellence project. A grants program is being developed in conjunction with the project. Dr. Ogunsola is developing a diversity forum, the first of three, as part of the campus work on Inclusive Excellence.

3. Report of the Senate Chair

1. Informational Resolution on Collective Bargaining: Hogan/Stinson moved for approval. Discussion ensued. Mandell offered a substitute motion and was seconded by Kleinfeld. Hogan/Ossers moved to refer both motions to the Executive Committee for further consideration. Hogan/Ossers motion passed.

WHEREAS the 2009-2011 Wisconsin state budget provides provision for faculty and staff the Collective Bargaining Rights: right to unionize; and,

WHEREAS the statutory procedures for a union to be formed for faculty involves a two-step process: a 30 percent showing of interest through a signed authorization card, and a secret ballot administered by the Wisconsin Employment Relations Commission; and,

WHEREAS it is anticipated that the first phase of authorization process may occur sometime during the 2009-2011 biennium to decide whether to proceed with the second phase of voting; and,

WHEREAS promoting open, informed discussion on any issues is a norm in academic community; and,

THEREFORE, BE IT RESOLVED THAT faculty stay informed, discuss their opinions and arrive at informed decision.

Mandell/Kleinfeld substitute motion: (Underlined text is additions to the text of the Executive Committee resolution.)

WHEREAS the 2009-2011 Wisconsin state budget ~~provides provision for grants~~ faculty and academic staff the Collective Bargaining Rights: right to unionize right to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in, as well as refrain from, lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection (WI Statute 111.97); a right that has long been afforded to all other public employees in the State of Wisconsin; and,

WHEREAS collective bargaining is fully compatible with existing statutory rights of shared governance (WI Statute Chapter 36, Section 36.09); and,

WHEREAS the statutory procedures for a union to be formed for faculty involves a two-step process: at least a 30 percent showing of interest through a signed

authorization card, and a secret ballot election administered by the Wisconsin Employment Relations Commission; and,

WHEREAS exercising the right to form a collective bargaining unit requires open, free-flowing discussions and sharing of educational information on the pros and cons of forming a collective bargaining unit; and

~~WHEREAS it is anticipated that the first phase of the card authorization and election process may could occur sometime during the 2009-2011 biennium to decide whether to proceed with the second phase of voting; and,~~

WHEREAS promoting open, informed discussion on any issues, including personnel issues, is a norm in the academic community; and,

WHEREAS the University of Wisconsin System issued a formal statement indicating that it will be neutral on the issue of forming collective bargaining units;

~~THEREFORE, BE IT RESOLVED THAT faculty stay informed, discuss their opinions and arrive at informed decision. Faculty are encouraged to learn about collective bargaining in higher education, to meet and engage in open discussions on this topic with colleagues and the wider campus community; and,~~

THEREFORE, BE IT RESOLVED THAT UWW faculty at all levels should respect the rights of faculty and academic staff colleagues to openly discuss issues related to collective bargaining rights without intimidation or fear of repercussions; and

THEREFORE, BE IT RESOLVED THAT administrators at all levels should honor the UWS statement of neutrality in word any deed, ensuring that administrative policies and procedures respect employees' statutory rights to discuss, meet and communicate freely.

2. Board of Regents meeting & Faculty Reps Meeting: The Board of Regents will vote on the draft Textbook Rental Policy in April. Please send your comments on the policy to Chair Kumpaty by January. Several senators noted the emphasis on electronic texts in the draft and commented that retention of information is measurably better with paper texts.

President Reilly is appointing a competitive workforce task force to look at all compensation issues. The group will consist of Faculty Reps, Academic staff assembly reps, student reps, industry and others; there is a wish for greater participation of outside constituencies to bring more awareness. BOR is to take up consideration of resolutions on sick leave reinstatement and vacation payout reinstatement.

UWS is participating in the Compass Project which focuses on curricular reform for historically under-served students. It is connected to the Inclusive Excellence goals. The UWS 2009 report on remedial education shows progress – those students successfully completing remedial work are being retained at rates comparable to those

not needing the assistance. Acting-Provost Clements, who was involved in presenting the report, noted to the Senate that remedial education will be critical to raising the number of degrees.

3. Other
4. Resolutions:

From the October 6, 2009 Senate meeting:

1. **FS0910-01:** approval of all actionable items of the University Curriculum Committee meeting of Sept 18, 2009 ; transmitted to the Chancellor 10/09/09. approved on 10/26/09.
2. **FS0910-02:** approval to defer merit reviews; transmitted to the Chancellor 10/09/09; approved on 10/26/09.

Merit Reviews-Resolution; see: http://www.uww.edu/acadaff/admin/personnel/merit_fac.html;
WHEREAS the faculty at the University of Wisconsin – Whitewater engage in merit evaluation processes involving personal dossier preparation and merit evaluation among peers in their respective departments biennially; and,

WHEREAS merit evaluation processes to be conducted in Fall 2009 evaluating performance during the 2007-2008 and 2008-2009 academic years would reflect in merit raises for the years 2010-2011 and 2011-2012; and,

WHEREAS the Governor of the State of Wisconsin issued an Executive Order in June 2009 to freeze pay raises during the 2009-2011 biennium due to the State's fiscal emergency; and,

WHEREAS the intended effect of the merit evaluation processes cannot be realized due to the imposed Executive Order, especially for the ensuing biennium (2009-2011); and,

WHEREAS overall pay raises in at least the first year (2011-2012) of the subsequent biennium (2011-2013) may be insufficient to include merit raises; and,

WHEREAS the process of personal dossier preparation and merit evaluation among peers requires substantial amounts of time and other resources and may lower morale within departments, and generally does not result in significant differences in pay raises;

BE IT RESOLVED THAT the faculty in their respective departments may defer merit evaluation processes for the 2007-2008 and 2008-2009 academic years pending the availability of funding for merit raises in the year 2011-2012; and,

BE IT FURTHER RESOLVED THAT the faculty in their respective departments need not conduct merit evaluation processes for the 2007-2008 and 2008-2009 academic years in the absence of funding for merit raises in the year 2011-2012. Departments may include data from 2007-08 and 2008-09 in the next merit cycle (2012-2014).

3. **FS0910-03:** approval of Retirement resolution: Marcia Pulich, Management; transmitted to the Chancellor 10/09/09; approved on 10/26/09.
4. **FS0910-04:** approval of Retirement resolution: Marica L. James, ITBE; transmitted to the Chancellor 10/09/09; approved on 10/26/09.

8. Senate Meeting Dates and Times

1. 2008/2009 Faculty Senate: Faculty Senate: September 8, 2009; October 6, 2009; November 10, 2009; December 8, 2009; February 9, 2010; March 9, 2010; April 13, 2010; May 4, 2010. *Meetings begin at 2:15 p.m. Faculty Senate meetings continue until*

business is finished, potentially 5 PM or later. The location(s) of the Senate meetings for 2009-2010 are available at the faculty senate website .

2. Faculty Senate Executive Committee:* August 25, 2009; September 22, 2009; October 27, 2009; November 24, 2009; January 26, 2010; February 23, 2010; March 30, 2010; April 20, 2010. *Meetings of the Executive Committee are typically at 2:15 on Tuesdays two weeks before Senate meetings and as needed. The Senate Executive Committee meetings for 2009-2010 will be conducted in Upham 222.*
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9. **Adjournment:** Meeting adjourned at 3:22 PM on an Ossers/Stinson motion.