

Faculty Senate
Meeting of November 10, 1998
2:15 p.m. in room 219 of the James R. Connor University Center

Call to Order: Chair Erdmann called the meeting to order at 2:15 p.m.

1. Roll Call: Faculty Senators present: Anderson, Bradley, Bren, Cartwright, Clements, de Onis, Ellenwood, Epps, Erdmann, Freiberg, Ghosh, Griffin, Hanson, Heiss, Hogan, Huang, Karges, Klug, Kozlowicz, Longrie, Macur, Marks, Molloy, Monfils, Ossers, Phanord, Powell, Rottett, Rybski, Schauer, Stinson, Teske, Topp, Weston, Yin. Faculty Senators absent: Eamon (informed chair), Hurstad, Parks.
2. Approval of Minutes:
 - a. Approval of minutes - on an Epps/Hogan motion, the minutes of the Faculty Senate meeting of September 22, 1998 were approved by unanimous consent.
 - b. On a Hogan/Epps motion, the minutes of the Faculty Senate meeting of October 13, 1998 were approved by unanimous consent.
3. Reports of Committees:
 - a. Report of the Calendar Committee: On an Ossers/Rybski motion, the report of the Calendar Committee was approved(**FS 989-7**).
 - b. Report of the Faculty Personnel Rules Committee: Senator Epps explained changes made to the Nov. 1996 UW-Whitewater Promotions Policy, IV. E. "University Promotion Standards Committee."
 - i. de Onis/Longrie moved that the Faculty Senate approve the Faculty Personnel Rules Committee's revisions to the Personnel Rules affecting the responsibilities of the University Promotion Standards Committee [the Nov. 1996 UW-Whitewater Promotions Policy, IV. E. "University Promotion Standards Committee"]
 - (1) Weston suggested the addition of "..., and University Archivist" to revised section I.E. "Functions and Procedures." The revision was accepted.
 - (2) Rybski/Weston moved to table this agenda item until 3:15 p.m. pending the Senate's receiving copies of the pertinent section of the 1996 UW-Whitewater Promotions Policy. Motion passed.
 - c. Report of the Faculty Salary Committee: Cartwright/Freiberg moved the approval of the Salary Committee's Report. Approved.(**FS989-9**)
 - d. University Curriculum Committee (UCC): Macur/Clements moved the approval of the September 25, 1998 report of the UCC. Approved. (**FS 989-10**)

At 3:00 p.m. the Chair removed the Personnel Rules Report from the table.

Teske asked that sentence two of section I.i.c. be struck, for the Elections Committee has already conducted elections for the initial membership of the University Promotion Standards Committee. With the consent of the movers of the main motion and by unanimous consent of the Senate, this proposed amendment was made.

Rybski/Cartwright moved that section E.1.a. read: "constituency standards shall be consistent with university standards." Approved.

Hanson/Clements moved that section E.1.a. read: "Assure that constituency standards are consistent with the University mission, goals, established personnel policies and principles for promotion." and that the second sentence be struck. Not approved.

The Senate approved the main motion (see section 3.b.i. above). (**FS 989-8**) As amended, the revision reads as follows:

UNIVERSITY PROMOTIONS STANDARDS COMMITTEE
REVISION DRAFT

November 10, 1998

I. DEFINITIONS

- A. Constituency: Any of the five faculty constituencies: Technology and Information Resources and the colleges of Arts and Communications, Business and Economics, Education, and Letters and Sciences.
- B. Dean: The administrative head of a constituency. The Assistant Vice Chancellor for Technology and Information Resources performs the functions of a dean for the faculty in the administrative unit, Technology and Information Resources.
- C. Department: The organizational unit within the constituency that has the responsibility for making recommendations and decision related to recruitment, reappointment, tenure, promotion, and merit.
- D. Procedure: A rule that governs how standards shall be applied in making recruitment, initial appointment, retention, and promotion decisions.
- E. Standard: The level of performance to be met.

E. Responsibilities of the University Promotions Standards Committee (UPSC)

- 1. Substantive
 - a. Write university standards that are consistent with the university mission, goals, and established personnel policies. Constituency standards shall be consistent with university standards.
 - b. Review constituency standards to appraise the compatibility of these standards with the university standards.
 - c. Review constituency standards to determine the parity among them.
 - d. Consult with constituency promotion committees to negotiate adjustments in constituency standards and procedures to achieve parity and compatibility with university standards and procedures.
 - e. Submit unresolved differences between the UPSC and constituency promotion committees to the Faculty Senate for resolution.
 - f. Report to the provost reviews as specified in E.1.b. and c. Differences between the UPSC and the provost are submitted to the Faculty Senate for resolution.
 - g. Present decision and recommendation to the Faculty Senate.
- 2. Procedural
 - a. Establish time lines
 - b. Identify the types of evidence required
 - c. Prescribe the format for retention, tenure, and promotion material files.

For the Faculty Handbook By-laws:

UNIVERSITY PROMOTION STANDARDS COMMITTEE

I. FUNCTIONS AND PROCEDURES

- A. The University Promotion Standards Committee (UPSC) shall
 - 1. Write university promotion standards and procedures that guide constituency committees in writing their tenure and promotion standards and procedures.
 - 2. Review constituency level policies, standards, and policies.
 - 3. Negotiate differences with constituency committees.
 - 4. Submit unresolved differences with constituency committees to the Faculty Senate for resolution.
 - 5. Submit its decisions to the Faculty Senate for review.
 - 6. Distribute reports of Faculty Senate decisions concerning tenure and promotion policies, standards, and procedures to all affected parties.
- B. The UPSC shall consider recommendations for standards and procedures from departments, constituency committees, and the provost.

- C. Differences between the UPSC and the provost shall be submitted to the Faculty Senate for resolution.
- D. The UPSC shall resolve disputes concerning assignment of educational code.
- E. The UPSC shall distribute copies of its minutes, decisions, and reports to the Faculty Senate Executive Committee, the Faculty Personnel Rules Committee, the provost, chancellor, and the University Archives.
- F. Decisions of the UPSC shall be based upon majority vote.

II MEMBERSHIP AND TERMS

- A. Two tenured faculty members are elected from and by each constituency.
- B. Members shall serve four year terms.
- C. Terms shall be staggered at two year intervals within the membership of each constituency.
- D. Mid-term vacancies shall be filled by special constituency election.

4. New Business

- a. Course Syllabus Requirements
 - i. Cartwright/Ghosh moved approval of the proposed course syllabus requirements.
 - (1) Weston/Longrie moved to amend to include the title of the course and the department and course number. Amendment passed.
- As so amended, the main motion (4.a.i.) passed.
- (FS989-11)** The following are the required contents of a syllabus as agreed upon by the actions of the Whitewater Student Government (S95-96:09), Faculty Senate (**FS956-13** and **FS989-11**), Chancellor Greenhill, and Provost Prior.

- 1. The instructor's name
 - 2. The instructor's office location, telephone number, and office hours
 - 3. The course title
 - 4. The course number and department number
 - 5. The course prerequisites
 - 6. List of required texts-purchased, rented, or from reserve
 - 7. Course objectives
 - 8. Attendance policies with defined excuses
 - 9. Grading policy
 - 10. Dates (subject to change) for major projects, assignments, exams
 - 11. The University of Wisconsin-Whitewater is dedicated to a safe, supportive and non-discriminatory learning environment. It is the responsibility of all undergraduate and graduate students to familiarize themselves with University policies regarding Special Accommodations, Academic Misconduct, Religious Beliefs Accommodation, Discrimination and Absence for University Sponsored Events (for details please refer to the Undergraduate and Graduate Timetables; the "Rights and Responsibilities" section of the Undergraduate Bulletin; the Academic Requirements and Policies and the Facilities and Services sections of the Graduate Bulletin; and the "Student Academic Disciplinary Procedures [UWS Chapter 14]; and the "Student Nonacademic Disciplinary Procedures" [UWS Chapter 17]).
- b. Election to fill two vacancies on the Memorials Committee:
 - i. Position expiring in 2000 - nomination Peggy Anderson elected.
 - ii. Position expiring in 1999 - nominations Paula (P.B.) Poorman and Glenn Hayes. Poorman elected.
 - c. Retirement Resolution for Russell D. Helwig (**FS989-12**) Kozlowicz/Powell moved and seconded. Approved unanimously. (FS989-12)
 - d. Salary Resolution for 1999-2001 biennium: Schauer/Griffen moved the following:
 - We the Faculty Senate of UW-Whitewater endorse the TAUWP salary request to help close the gap between the UW-System average pay and average pay at

similar public institutions. There is a 9.6% gap at the professor level, and 8% gap at the associate professor level, and a 2% gap at the assistant professor level. We therefore request that the Board of Regents support nothing less than 8% and 6% salary increases for the next biennium.

Approved. (FS 989-13)

5. Announcements and Information
 - a. Next Faculty Senate meeting is at 2:15 p.m. Tuesday, December 8, in UC 219N.
 - i. At this meeting we will select a member for Plan 2008 Planning Committee.
 - b. Board of Regents' meeting (November 5-6)
 - i. Southworth vs. Grebe
 - (1) students urged the Regents not to appeal because the case is not advantageous to student governance control over segregated fees.
 - (2) Milwaukee Journal-Sentinel, Sunday Nov. 8. "MADISON, Wis. (AP) - A court decision barring the University of Wisconsin from using a student's fee money to help fund groups the student opposes will be appealed to the U.S. Supreme Court. The UW Board of Regents voted Friday to challenge the court.: (Avail: <http://www.jsonline.com>)
 - ii. President Lyall asked for 5.2% year in the 1999-2001 budget
 - (1) in aggregate, UW faculty are 5.59 below CUPA aggregate.
 - (2) in aggregate, UW academic staff are 16.2% below CUPA aggregate.
 - (a) Regents and legislators wish to consider only one unclassified pay plan
 - (b) Academic Staff consistently go into the faculty pay plan
 - (3) Ray Spoto, President of TAUWP asked for 6% in '99/00 and 8% in '00/01
 - (a) Spoto claimed that CUPA data system uses is based not on a nationwide sample and faculty are drawn from across the nation
 - c. Chancellor's Cabinet Meetings: October 27th and November 10th
 - i. Susan Moss left Friday, Oct. 30; has taken a job at San Diego State University; interim officer is Provost Prior
 - ii. Chancellor Greenhill's retirement is as of June 30, 1999; his objectives still include
 - (1) Kleimenhagen Professorship
 - (2) Kachel Fieldhouse
 - (3) First Honorary Doctorate
 - (4) "thank-you fund" from provost's office for one-time expenditures
 - (5) incentive fund for each college, \$1,000 for each tenure-track appointment to help attract tenure-track faculty too high a ration of academic staff to faculty
 - iii. Esker remodeling has been approved and will soon be underway
 - iv. Advertisement for Director of Career Services was to have gone out last week
 - v. UW-W will advertise for a Director of Athletics (both women's and men's) to begin with 1999/2000 academic year
 - vi. Irvin L. Young Auditorium administration will move to the Office of the Dean of the College of Arts and Communication with oversight coming from Auditorium Board including representatives from Student Affairs and Continuing Education as well as other constituencies across the campus
 - d. Faculty Representatives' Meeting October 30
 - i. State of Wisconsin support per student is averaging \$800, 10-11% below peer levels
 - ii. UWS is seeking a System Academic Planner to direct UTIC; See Ed Erdmann for advertisement.
6. Adjournment
The Faculty Senate adjourned at 4:25 p.m. by mutual consent.

