

**MINUTES**  
**2009/2010 University of Wisconsin-Whitewater Faculty Senate**  
**Tuesday, December 08, 2:15 p.m.**  
**University Center 275 A**  
<http://www.uww.edu/facsenate/>

1. **Call to Order** The meeting was called to order at 2:15 PM.
2. **Roll Call**
  1. Senators present: Albrechtsen, Ambrose, Bertozzi, Cartwright, Chen, Ciganek, Collett-Kligenberg, Emrey, Glosser, Henige, Hogan, Holmes, Johnso, Kam, Kleifeld, Kumpaty, Leitheiser, Mandell, Molloy, Munro, Nam, Porter, Skelly, Splinter, Stinson, Weston
  2. Senators absent: (\*informed Secretary) Ahmadi, Bren\*, Ghavamshahidi, Griffith, Kolb\*, Lollar\*, Malewicki, McGuigan\*, Mickelson\*, Ossers\*, Robinson, White
3. **Approval of Minutes:**
  1. 2009/2010 Faculty Senate Meeting, Nov 10, 2009; Hogan/Leitheiser moved to delete those words and comments noted as stricken from the minutes; approved. Minutes approved as amended.
4. **Reports of Committees:**
  1. University Curriculum Committee: Transmittal of actions of Nov 13, 2009; Approved on a Bertozzi/Henige motion.
  2. Faculty Senate Executive Committee: Mandell/Hogan moved consideration of the resolution. Discussion followed. Henige/Munro moved to strike certain phrases in paragraphs one and nine; after discussion of the amendment, the motion failed. Albrechtsen/Mandell moved to strike "Informational" from the title of the resolution; this was accepted as an editorial change. Motion passed, as follows, on a majority vote.

**1. Resolution on Collective Bargaining**

*WHEREAS the 2009-2011 Wisconsin state budget grants faculty and academic staff collective bargaining rights, as follows: "Employees shall have the right of self-organization and the right to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing under this subchapter, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection. Employees shall also have the right to refrain from any such activities" (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 the card authorization and election could occur during the 2009-2011 biennium; 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 inform themselves about collective bargaining in higher education and communicate with colleagues and the wider campus community, and,*

*BE IT FURTHER RESOLVED THAT UWW faculty and administration at all levels respect the rights of faculty and academic staff colleagues to openly discuss issues related to collective bargaining rights without intimidation or fear of repercussions.*

3. Faculty Personnel Rules Committee: **Academic Department Bylaws Resolution**  
Albrechtsen/Stinson moved consideration of the motion. There was a lengthy discussion centering on the scope of the motion and the proposed timeline. Albrechtsen/Leitheiser offered the substitute motion which follows:

*WHEREAS there have been questions and issues concerning the leadership, decision-making and organization of academic departments at the University of Wisconsin – Whitewater; and,*

*WHEREAS there have been specific questions and issues concerning the procedures for the selection of academic department chairs, the role of academic department chairs, and the qualifications to serve as academic department chairs; and,*

*WHEREAS, specific questions and issues concerning the selection, role and qualifications of academic department chairs should be addressed in academic department bylaws; and,*

*WHEREAS not all academic departments at the University of Wisconsin – Whitewater currently have academic department bylaws;*

*THEREFORE BE IT RESOLVED THAT the Faculty Personnel Rules Committee will provide recommendations and/or a template for developing academic department bylaws to all academic departments through the academic department chairs not later than March 1, 2010; and,*

*BE IT FURTHER RESOLVED THAT all academic departments at the University of Wisconsin – Whitewater will review, write and/or revise academic department bylaws concerning the selection, role and qualifications of the academic department chair; and,*

*BE IT FURTHER RESOLVED THAT all academic departments will forward new or revised academic department bylaws to the Constituency Deans not later than May 1, 2011; and,*

*BE IT FURTHER RESOLVED THAT all Constituency Deans will forward all academic department bylaws with or without recommendations to the Chancellor not later than June 1, 2011; and,*

*BE IT FURTHER RESOLVED THAT the Faculty Senate requests that the Chancellor facilitate the implementation of academic department bylaws for all academic departments at the University of Wisconsin – Whitewater in a timely manner after, June 1, 2011.*

Motion passed.

5. **Old Business:** None.

6. **New Business:**

1. Appoint one faculty member to the Sexual Assault Prevention Advisory Committee, term to expire 2010. Joni Downs, Counselor Education, was appointed.

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

1. Report of the Chancellor- Evening classes were cancelled for December 8. Chancellors are discussing educational attainment. Dr. Telfer will be making a presentation to System about some of our efforts in January.
2. Report of the Provost- A team, chaired by Mary Pinkerton, has been meeting about baccalaureate learning. They would like to make a presentation to Senate in the spring.
3. Report of the Senate Chair

1. Faculty Reps Meeting: Collective bargaining was discussed – some campuses are concerned about how the issue is being handled. President Riley told the Reps about educational attainment issues and how they fit with the growth agenda. He also reported on the compensation committee situation – Several possible members have been

identified with half from outside constituencies. The public is not noticing the impact of furloughs on the educational process.

2. Other: UWS announced the hiring of C. Richard Barnes as their consultant on collective bargaining training. Several UWW administrators are scheduled to take the training. Salary savings are not to be used for non-salary budget items. UWS is thinking about one portal for all UW online programs.

3. Resolutions:

**From the November 10, 2009 Senate Meeting:**

**FS0910-05:** 11/10/09: approved all actionable items of the University Curriculum Committee meeting of October 30, 2009; transmitted to the Chancellor 11/13/09; approved by the Chancellor 11/16/09.

**FS0910-06:** 11/10/09: approved December 2009 “Graduate Resolution.” Transmitted to the Chancellor 11/13/09; approved by the Chancellor 11/16/09.

*Resolved that the Faculty 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.*

**FS0910-07:** 11/10/09: selection of an academic department chair; transmitted to the Chancellor 11/13/09; Chancellor approved the resolution 11/16/09 with an additional action.

*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;*

*Be it resolved that the Personnel Rules Committee 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.*

**Other action:** In the discussion of this resolution at the Faculty Senate meeting, roles of departments and department rules were part of the conversation. While the Faculty Personnel Rules Committee will not be writing departmental rules, I would ask the FPRC to consider the roles of departments and of departmental rules in their deliberations.

**FS0910-08:** 11/10/09: approved Memorial Committee naming requests for Robert W. Fiskum Stadium and the Paula “P.B.” Poorman Pride Center; transmitted to the Chancellor 11/13/09; approved by the Chancellor 11/16/09 noting Fiskum Stadium will also need approval from the UW System Board of Regents.

### **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 with the expectation that “ In approving the resolution, I recommend as I did in the Faculty Senate meeting that we revisit this resolution in the early fall of 2010. At that time, we will have additional information as to the proposed faculty pay plan and updated information about the Wisconsin state budget”.

#### **Merit Reviews-Resolution;**

*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: Marcia L. James, ITBE; transmitted to the Chancellor 10/09/09; approved on 10/26/09.

### **8. Senate Meeting Dates and Times**

1. 2009-2010 Faculty Senate Meeting Dates: 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.*

2. 2009-2010 Executive Committee Meeting Dates: 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.*
9. **Adjournment:** Meeting ended at 3:50 PM due to the lack of a quorum.