

Faculty Senate  
Meeting of December 8, 1998  
2:15 PM in room 219N of the James R. Connor University Center

Call to order: Chair Erdmann called the meeting to order at 2:15 PM.

1. Roll Call: Faculty Senators present: Anderson, Cartwright, Clements, de Onis, Ellenwood, Epps, Erdmann, Freiberg, Ghosh, Griffin, Heiss, Hogan, Huang, Karges, Klug, Kozlowicz, Longrie, Macur, Marks, Monfils, Ossers, Parks, Phanord, Powell, Rottet, Rybski, Stinson, Teske, Topp, Weston, Yin. Faculty Senators absent: Bradley, Bren\*, Eamon\*, Hanson\*, Hurstad, Molloy, Schauer\*.  
\* Informed chair/secretary that they would be absent.
2. Approval of minutes of the Senate meeting of November 10th. Macur/Epps moved the approval of the minutes of November 10, 1998. Approved.
3. Report of Committees:
  - a. UCC report dated November 6, 1998: Monfils/Hogan moved to approve the actions of the University Curriculum Committee at its November 6, 1998 meeting. Approved. (FS989-14)
  - b. Report of the Faculty Personnel Rules Committee (Epps) Senator Epps explained the changes in the personnel rules made since the last Faculty Senate meeting. Epps/Cartwright moved to accept the changes in section E.1.d. as recommended by the Personnel Rule Committee. Passed. (FS989-15) The section now reads as follows:

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- E. Responsibilities of the University Promotion 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 university standards.
    - c. Review constituency standards to determine the parity among them.
    - d. Consult with constituency promotion committees to negotiate adjustments in standards and procedures to achieve parity and compatibility among constituencies' and university standards and procedures.
    - e. Submit unresolved differences between the UPSC and constituency promotion committees to the Faculty Senate for resolution.

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Epps/Ghosh moved to approve, as modified, Sections C & D as modified by the Faculty Personnel Rules Committee. Approved.

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IV. DEVELOPMENT OF CRITERIA, STANDARDS, AND PROCEDURES FOR PROMOTION

- C. Department Criteria, Standards, and Procedures
  1. The tenured faculty of each department shall write and subsequently revise as necessary
    - a. discipline-related criteria for promotion to professor and for the tenure/associate professor decision that are consistent with the University Principles for Promotion and
    - b. standards for assembling a promotion portfolio and for evaluating the evidence contained in the portfolio and
    - c. procedures for the department tenured faculty to follow when

- making a promotion decision.
2. The department promotion criteria and standards must be consistent with the criteria and standards used in making performance evaluations for reappointment, merit, and tenure. For example, it should not be possible to receive a positive recommendation for promotion with a history of less-than-satisfactory merit ratings.
  3. The department shall forward its criteria, standards, and procedures, as well as any subsequent revisions, to the constituency promotions committee for review.

D. Constituency Promotion Committee

1. The constituency promotions committee is a committee of tenured faculty as provided by the constituency by-laws.

Constituency Level Criteria, Standards, and Procedures

1. The constituency promotion committee, in consultation with the dean, may write constituency-level criteria, standards, and procedures for promotion that are consistent with and refer to the constituency mission and goals.
2. Constituency-level criteria, standards, and procedures are submitted to the tenured faculty of the constituency for approval.

Review of Department Criteria, Standards, and Procedures

1. The constituency promotions committee reviews for approval, when they are written or revised, the department criteria, standards, and procedures. The constituency committee insures that
  - a. there is approximate equivalence and equity among the criteria and standards of the constituency departments, and
  - b. department criteria and standards are consistent with the constituency mission and goals and with constituency criteria and standards, and
  - c. department criteria, standards, and procedures are well organized, consistent, and clearly stated.

- a. Nominations to UW System President Lyall of potential members for the Search and Screen Committee for the Chancellor of UW-W. Kozlowicz/Ossers moved to forward all 21 names to President Lyall. Subsequently, Kozlowicz amended his original motion to read: while not judging the qualifications of Candidate Haven, we instruct the Chair to indicate the uncertain status of Richard Haven as faculty or Associate Dean of the College of Arts and Communication. Senator Ossers did not accept the rewording of the motion. The original motion failed on an 11/15 vote. Hogan/Parks moved to remove Richard Haven's name from the list due to his status as Associate Dean of the College of Arts and Communication. 16 yes, 10 no. Longrie/Parks move to send all 20 names to System. Passed. (**FS989-16**)

4. New Business

- a. Election of one faculty member to the Plan 2008 Planning Committee. Dieudonne Phanord was nominated. Kozlowicz/Epps move to cast a unanimous ballot for Dieudonne Phanord. Passed.
- b. Retirement Resolutions:
  - Macur/Anderson moved to approve the retirement resolution for Dr. Karl E. Fraedrich. Unanimously approved. (**FS989-17**)
  - de Onis/Karges move to approve the retirement resolution for Dr. Jack W. Travis. Unanimously approved. (**FS989-18**)

- c. Resolution of December 1998 Graduates:  
Anderson/Clements moved the following resolution:  
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 1998 and who have been certified by the University Registrar to have met all academic requirements and completed all their courses of study be granted their degrees at the December 1998 commencement exercises. Approved. (FS989-19)
- d. No Other New Business

5. Announcements and Information:

- a. Chancellor's conditional approval of FS989-9 Faculty Salary Committee Recommendation
  - i. Chancellor Greenhill asked for clarification that "the market adjustment be handled as it was last year. Namely, that market adjustments from salary plan dollars are restricted to individuals in ranks and disciplines under the CUPA target averages. Individuals in ranks and disciplines exceeding CUPA salary averages may be approved for base adjustments but those adjustments will be funded by colleges as was the case last year."
- b. Next Faculty Senate Meeting: 2:15 p.m. Tuesday, February 9 James R. Connor UC 219
  - i. The Executive Committee meeting to consider agenda items is Jan. 26. It is best to submit items by Jan. 18. The Executive Committee cannot refuse to enter an agenda item, but the Committee can advise on most advantageous ways to present an item of business and can indicate potential responses to items of business.
- c. Chancellor's Cabinet Meeting: Dec. 1
  - i. Course Syllabus requirements presented to Chancellor's Cabinet. Suggestion of Dr. Ludeman and later the Provost resulted in slight change to final paragraph as follows:

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]).

- ii. T&IR can provide some e-mail back-up space; contact Ken Bothun for details.
- d. Faculty Representatives' Meetings Dec. 4
  - i. Optional Retirement System
    - (1) Motion 315, which has the support of the Assembly Speaker Scott Jensen, requires the UWS to "develop recommended legislation to establish an optional retirement plan for faculty and academic staff...no later than June 1, 1999."
    - (2) This plan is intended to save state funds by reducing the amount of money the state contributes to retirement as individual faculty and academic staff contract with a private investment firm (notably but not necessarily TIAA/CREF).
    - (3) UWS officials are concerned that such an optional system not undermine the current Wisconsin State Retirement System.
    - (4) To meet the June 1 deadline, UWS official David Olien will have to take the proposal to

the Board of Regents in May. The state legislature typically considers the UWS biennial budget ca. Memorial Day

ii. (Handout fact sheet):

(1) a faculty member may have an informal, oral understanding with the dean for teaching after retirement. But the University can refuse to honor or deny such an understanding, and if the faculty member tries to take action s/he loses either way.

(a) if the understanding is honored via such a challenge, the faculty member loses the annuity (see the bottom of the handout)

(b) if the understanding is not honored via such a challenge, the faculty member does not teach