Faculty Senate Minutes of September 12, 1995; Paragraph 6A.

The Faculty Senate Executive Committee/Schauer moved:

FS956-1

Be it resolved that the Minority Affairs Task Force be dissolved as a Standing committee of the Faculty Senate.

The motion passed unanimously.

Faculty Senate Minutes of September 12, 1995; Paragraph 6B.

Molloy/Hofer moved a motion submitted by Student government regarding course rotation. Long/Schauer and Eamon/Blumberg moved amendments. The amended resolution is shown below:

FS956-2

Be it resolved that each department produce a copy of its plan for Undergraduate course rotation; and that a copy of the course rotation be placed in the library in conjunction with the filing of syllabi; and that the Plan be submitted two years in advance. During the discussion it was pointed out that it should be made clear that the rotation was a plan and not a promise.

The motion as amended was passed on a voice vote.

Faculty Senate Minutes of October 10, 1995; Paragraph 5B.

Personnel Rules Committee The Committee proposed the following motion, and Schauer seconded.

FS956-3

Resolved that the 1995-96 promotions committees at both the college and university levels should provide written rationale for the ranking of candidates for promotion.

The motion passed unanimously on a voice vote.

Faculty Senate Minutes of October 10, 1995; Paragraph 5C.

FS956-4

Moved by Admissions and Academic Standards Committee, seconded by Molloy: Be it resolved that the time requirement for academic forgiveness be changed from 7 years to 5 years. Passed unanimously by voice vote.

Faculty Senate Minutes of November 14, 1995; Paragraph 5C.

Task Force on Promotion Standards Schauer/Hanson moved the following:

Resolved that the Faculty Senate endorses the general direction of the revised report of the Promotions Task Force and instructs the Senate Personnel Rules Committee to write a personnel rule for faculty promotions that implements the report and that incorporates the following as components of the new promotions Policy.

1. General Criteria Governing All Promotions:
   a. Reflects a thorough knowledge of the field.
   b. Has clear goals and purposes.
   c. Uses appropriate methods, procedures and resources.
   d. Exhibits good communication.
   e. Produces significant results.

FS956-5

2. Recommendations for promotion would be criteria based. Recommended candidates would be unranked.
3. Departments and Colleges would be responsible for writing and adopting discipline specific promotion criteria and standards.

4. In its refusal of a recommended candidate, the Campus Administration Must specify the unit criteria and standards not met.

5. An appeals mechanism.

A lengthy discussion ensued. The motion was passed on a show-of-hands vote. The Personnel Rules Committee is thereby charged to develop the rules.

Faculty Senate Minutes of November 14, 1995; Paragraph 6A.

Resolution regarding the UW-Whitewater Foundation Scholarship Accounts. Schauer/Clayton proposed the following motion:

Whereas, the UW-Whitewater Foundation has place restrictions on accounts of less than $10,000, the effect of which is to deny interest monies earned to these accounts. The interest earned reverts to the Foundation and is not credited to the account, and

Whereas, many of these small accounts are used by academic departments to sustain scholarship and awards programs. The confiscation of the earnings of small accounts impairs the ability to continue these scholarship and awards programs, and

Whereas, the action of the Foundation to summarily take away the earnings from small accounts will damage faculty confidence in the Foundations’ efforts to raise money,

Resolved that the Faculty Senate states the principle that holders of accounts at the UW-Whitewater Foundation are entitled to the earnings of those accounts and strongly recommends that the Foundation rescind its confiscatory policy retroactive to the date upon which the policy was adopted.

Discussion followed. Schauer read letters from Chancellor Greenhill and from emeritus faculty member Bob Burrows. The motion passed unanimously.

Faculty Senate Minutes of November 14, 1995; Paragraph 6B.

Student Government committee on core courses.

A letter from Todd Turall, President of student government, was read. Student government has passed a resolution forming a committee to examine the core courses, and is requesting that two faculty members serve on the committee.

Schauer/Cartwright moved that: Resolved that the student government request be referred to the General Education Review Committee for appropriate action. The committee shall report to the Faculty Senate on its action. Discussion followed. A Jentoft/Cook motion to amend by requiring the General Education Review Committee to name two committee members failed on a voice vote. The original motions then passed on a voice vote.

Faculty Senate Minutes of December 12, 1995; Paragraph 5C.

Anderson/Batra moved the Committee’s proposed resolution for naming the stadium and the field house.

Resolved that the proposed naming of the new fieldhouse is to be DLK-Kachel Fieldhouse and the proposed naming of Warhawk Stadium is to be Perkins Stadium. Discussion followed.

Long/Karges moved that the motion be divided. The motion failed, 14-15, on a show of hands vote. The motion was then approved, 19-7, on a show of hands vote.

Faculty Senate Minutes of December 12, 1995; Paragraph 5D.
Townsend/Snow moved to accept the following plan prepared by the Faculty Salary Committee: Faculty Salary Committee Report and Recommendations for 1996-97 Annual Salary Plan

I. Solid Performance Assuming continuation of current Regents guidelines, two-thirds of the regular pay plan will be used to provide a solid performance award to the individual salaries of all faculty and academic staff whose satisfactory performance has been certified by their respective Dean or Division head. Faculty not performing satisfactorily will not be eligible to receive this distribution.

II. Merit The remaining 1/3 of the salary package will be distributed to each unit’s merit pool. This distribution will be based 50% on salary base and 50% on FTE.

III. Promotions. Promotions shall be funded through those un-used salary increases originally targeted for non-continuing (resigned or retired) faculty and academic staff (“salary savings”). Any demonstrated shortfall should next come from non-utilized salary increases that were transferred to the contingency fund in the previous year(s). Only remaining shortages will be funded (“off the top”) by the overall salary package. Promotion awards (to base salary) will continue as follows:

Promotions to Professor $1,600
Promotions to Associate Professor 1,200
Promotions to Assistant Professor 800

Discussion followed. Schauer/Eamon moved a substitute plan, the first part of which read as follows:

I. Merit A. If the Money in the Regular Pay Plan Does Not Exceed the Amount Which Corresponds to the Most Recently Announced Annual Rise in the Consumer Price Index. All monies in the regular pay plan will be distributed as merit. There will be two merit categories, Solid Performance, No Merit.

A solid performance award will be made to all faculty and academic staff whose satisfactory performance has been certified by their deans of division heads. Faculty not certified as performing in a satisfactory manner will not be eligible to receive this distribution. The distribution of the regular pay plan monies to faculty will be on a “Full Time Equivalent” basis.

B. If the Money in the Regular Pay Plan Exceeds the Amount Which Corresponds to the Most Recently Announced Annual Rise in the Consumer Price Index. Monies in excess of the amount which corresponds to the CPI will be distributed through existing faculty merit policies as determined by college and department. The balance will be distributed on the basis of Solid Performance/No Merit. All monies will be distributed on a “Full Time Equivalent” Basis. After discussion the substitute motion was defeated, 6-15, on a show of hands vote. After further discussion, the committee plan was approved, 19-7, on a show of hands vote.

Faculty Senate Minutes of December 12, 1995; Paragraph 6A. The following Executive Committee/Anderson resolution was unanimously approved.

Resolution on the December, 1995 Graduation. The Faculty Senate at the University of Wisconsin-Whitewater recommends to the University of Wisconsin System Board of Regents that the UW-Whitewater students who have applied for graduation in December, 1995 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, 1995 commencement exercises.

Faculty Senate Minutes of February 13, 1996; Paragraph 6B. Resolution on Senate Voting. Schauer/Witherill moved the following:

Resolved that the UW-Whitewater Faculty Senate affirms the right and responsibility of every
senator to exercise independent and considered judgment upon every issue that comes before this body and to vote independently upon each issue subject only to the application of critical intelligence and the dictates of a good conscience. The Senate affirms the right of every senator to perform these functions free of threats of intimidation, penalty or reprisal. After discussion the resolution was unanimously approved.

Faculty Senate Minutes of February 13, 1996; Paragraph 6C.

Resolution on Computer Services at UW-Whitewater. Schauer/Witherill moved the following: Resolved that the Faculty Senate instructs the Senate Executive Committee to recruit a task force of faculty qualified in the subject of computer technology and representative of all faculty constituencies and that this task force be charged with the examination of

1. The organization and delivery of computing services at UW-Whitewater and
2. The allocation of campus resources to computing technology and
3. The relation of UW-Whitewater computing technology to the academic program.

The task force shall report to the Senate at a time no later than the September 1996 Senate meeting and its report shall contain advice to the Senate on the question of whether or not the task force shall be converted into a standing committee of the Faculty Senate. After discussion, the motion was passed on a voice vote.

Faculty Senate Minutes of March 12, 1996; Paragraph 6B.

Richard Schauer reported on the committee’s progress. It has been meeting frequently, but has not yet arrived at a final report on promotions, largely because of significant philosophical differences between the members. The committee is hoping to get a final report to faculty by March 22 so that it can be acted upon at the April Senate meeting.

Committee member Marcia Pulich spoke about the committee’s deliberations and distributed copies of a draft version of the report. Discussion followed. On a voice vote the Senate approved the following Blumberg/Arntson resolution:

The Senate directs the Faculty Personnel Rules Committee to meet to vote, following Robert’s Rules of Order, on the promotion procedures it has considered during the year. Those procedures approved should be forwarded to senators as soon as possible to allow considered resolution at the April Senate meeting.

Faculty Senate Minutes of May 2, 1996; Paragraph 4A.

Townsend/Weston moved the Student Government Resolution on a Common Syllabus. Jim Peich of Student Government spoke on behalf of the resolution. After discussion, Eamon/Cook proposed to amend the resolution by deleting “UW-W bulletin course description.” The motion passed on a voice vote. Cartwright/Clayton moved to delete “any other information relevant to a student's successful completion of the course.” The motion passed unanimously. The revised resolution was then passed on a voice vote. Note: Copy of the Student Government Resolution on a Common Syllabus is attached and also was distributed with the May agenda.

Common Syllabus

Whereas, the Whitewater Student Government serves all students attending the University of Wisconsin- Whitewater; and,

Whereas, the University of Wisconsin - Whitewater is a leader in academic excellence and has shown the ability to adjust to the changing needs of students; and
Whereas, the University of Wisconsin - Whitewater currently has no institutional policy concerning syllabus content; and

**FS956-13**

Whereas, the students can often be unaware of course expectations, requirements, and policies, etc; and

Whereas, it is the right of every student to be presented with specific course information vital to their academic success at the onset of the respective course,

Therefore Be It Resolved, the Whitewater Student Government supports the requirement of a common syllabus that includes, but is not limited to:

- Instructor name
- Instructor office location, phone and hours
- Course prerequisites
- UW-W bulletin course description
- Required texts (purchased, rented & reserved)
- Course objectives
- Attendance policy with defined excuses
- Grading policy
- Dates (subject to change) for: major projects, assignments, and exams
- Any other information relevant to a student's successful completion of the course

Be It Further Resolved, that this policy be placed into effect at the start of the 1996-97 school year.

Faculty Senate Minutes of April 9, 1996; Paragraph 6A.

Resolution of Condolence Sorensen announced that the first resolution to be considered would be the resolution of condolence for the family of Harish Batra. After it was unanimously approved on a Schauer/Witherill motion, the Faculty Senate observed a moment of silence in honor of Dr. Batra.

Schauer then read the resolution and spoke of Dr. Batra’s life and especially of his attempts to bring racial harmony to the campus, of his grace in working with committees in difficult situations and of the way in which he was constantly helpful in small ways.

Don Sorensen then spoke of the role which Dr. Batra had played in the Department of Finance and Business Law, of which he had been the first chair. He commended him for his leadership and for the way he had maintained his connections with the teaching faculty even as Associate Dean. He concluded by saying that for many of his younger, colleagues, Dr. Batra had been a father figure and a good example of wisdom and of doing what was right.

Karl Fraedrich then described Dr. Batra’s concern for others, the strength of his convictions, of his integrity, and of his caring for others. The Senate then observed a moment of silence in Dr. Batra’s honor. The memorial resolution was then again approved unanimously.

Faculty Senate Minutes of May 2, 1996; Paragraph 6C. Revision of UW-Whitewater Promotion Policy. See Personnel Rules Committee file (1995-96) for complete text of revised University Promotions policy date May 3, 1996:

Faculty Senate Minutes of May 2, 1996; Paragraph 7A.

Resolution on the faculty Rules Committee. Eamon/Parks moved the resolution on the rules committee contained in the agenda. An editorial change to change “rolling” to “staggered” was approved, and the final resolution read as follows: Be it resolved that the Faculty Rules Committee be established as a regular standing committee of the Faculty Senate with seven voting members with staggered three-year terms. The seven members will consist of one representative from each constituency (Letters and Sciences, Business and Economics, Arts and Communication, Education
and Other) and two At-Large members. All members shall be elected by the Faculty Senate. To establish this committee, an initial term of one year will be assigned to one At-Large member and the member from Business and Economics, an initial term of two years to representatives of the Other constituency, Education, and Arts and communication, and an initial term of three years for one At-Large member and the member from Letters and Sciences. Succeeding terms shall all be three year terms. The motion was approved on a voice vote. Sorensen announced that elections for the committee would be held in September, 1996.

Faculty Senate Minutes of May 2, 1996; Paragraph 7B.

Resolution on World Wide Web home pages. Snow/Townsend moved the following: Whereas, the University in general and the colleges in particular are in the process of collecting information in order to establish home pages on the World Wide Web for each and every member of the faculty and academic staff; whereas this information consists of photographs and personal biographical information; and whereas, this information will be available without restriction to any person or entity in the entire world, the Faculty Senate of the University of Wisconsin-Whitewater, in recognition of the hazards inherent in the dissemination of personal information to persons unknown and in recognition that no member of the University community be required to submit and/or publish any personal information involuntarily, and it is further resolved that the University may not publish or otherwise disseminate any personal information it has obtained or may obtain without the expressed written consent of the member of the University community, and any member who denies consent does so without fear of intimidation, reprisal, or reproach. After discussion, the motion passed unanimously.

Faculty Senate Minutes of May 2, 1996; Paragraph 7C.

Resolution on differentiated workload. Schauer/Witherill moved the following: Tentative proposals now under consideration by the Strategic Planning and Budget Committee designated as “differentiated workload” policies are personnel policies that fall within scope of the “primary responsibility of the faculty” language of Wisconsin Statutes Chapter 36. Resolved that no “differentiated workload” policy be adopted or applied by UW-Whitewater until consideration and decision are made by the UW-Whitewater Faculty Senate upon all “differentiated workload” proposals. The motion passed on a voice vote.

Faculty Senate Minutes of May 2, 1996; Paragraph 7D.

Promotions Policy Implementation Resolution. Schauer/Witherill moved the implementation resolution accompanying the promotions policy and discussion followed. A Freiberg/Webb motion to delete “or if the system of ranking processes now employed should be restored” from section 7 was passed on a voice vote. The implementation resolution then passed on a voice vote.

Faculty Senate Minutes of May 2, 1996; Paragraph 7E.

Resolution on the May, 1996 Graduation. Townsend/Webb moved that: The Faculty Senate at the University of Wisconsin-Whitewater System Board of Regents that the UW-Whitewater students who have applied for graduation in May, 1996 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 May, 1996 commencement exercises. The motion was unanimously approved.

Faculty Senate Minutes of May 2, 1996; Paragraph 7F.

Resolutions of congratulations. A packet of retirement resolutions was distributed to the senators. Townsend/Webb moved approval of the resolutions in the packet, the resolution for David Runyon which had inadvertently been omitted, and such other retirement resolutions as might be received. The motion was passed unanimously.

1. (Memorial resolution) Harish Batra, College of Bus & Econ
2. Jack Cassingham, Music
3. Roland Durette, Modern Lang & Lit
4. Raymond Griffith, Modern Lang & Lit
5. Howard Inglefield, Music
6. Russell Jacobson, Management
7. Maurice Kalb, Biological Sciences
8. William Linsenmeyer, History
9. Keith Lohman, Safety Studies
10. Everett Long, History
11. Irv Madsen, Admissions
12. Han Min, Accounting
13. Clifford O’Beirne, Psychology
14. Mary Quinlivan, History
15. James Raffini, Educational Foundations
17. Ruth Schauer, Women’s Studies
18. Nancy Todd, Curriculum & Instruction
19. James VanDeBogart, Finance & Bus Law
20. Donald Voeller, Geography
21. Carolyn Wedin, Modern Lang & Lit