

**NOTES FROM MEETING OF THE COMBINED SENATES
UNIVERSITY OF WISCONSIN-STOUT
JANUARY 30, 2007
BALLROOM C
2:30-5:00 P.M.**

Forrest Schultz, Chair of the Faculty Senate, opened the meeting at 2:35 p.m.

- I. Chancellor's Report – Chancellor Sorensen announced that Governor Doyle will fund two-thirds of the Growth Agenda for Wisconsin. Stout also has a DIN request for several engineering programs, which should get funded. The Pay Plan will be coming, as well as better Veterans' benefits. The Chancellor announced that he, Provost Furst-Bowe, Forrest Schultz, and Dennis Shaw (and others) attended the AQIP Conference in Lisle, Chicago, January 23-26. Stout will have its AQIP site visit on May 2-4, 2007. One Senator asked the Chancellor about the reciprocity dilemma with Minnesota. The Chancellor replied that if there were any changes to the policy, they would be made for this coming fall. However, it appears that the University of Minnesota seems to have the most concern. The Board of Regents will approve the name change of the state-wide admission policy in February/March. Stout's Polytechnic designation was presented to the other Chancellors on January 26; all were very supportive. The next step will be lobbying with the Regents to further explain and discuss the issue. Additionally, there is great support from UW-System President Kevin Reilly. In March, Stout will present the Polytechnic designation to the Board of Regents. This designation will serve as an umbrella for any program plans and alignment adjustments done on campus. A full-time fund raiser/lobbyist position has been allocated for the campus that would work with people in Madison and Washington D.C.**
- A. Laptop Contract (Doug Wahl; Attachments 1 & 2) – Doug Wahl, CIO, announced that the laptop portion of Stout's contract will expire with the first purchase of new hardware this fall. He and Jane Henderson plan on visiting all academic departments in February to discuss what needs to be included in the new laptops to accommodate students so they can be successful in the classroom. Planning also includes forming a team to examine the campus' service needs that will help to make the e-Scholar program successful. Wahl encouraged Senators to share his attachments with their colleagues and to contact him if there were any questions or feedback. Walk-ins were also welcome, he concluded**
- B. Peoplesoft ERP System Migration (Doug Wahl) – Wahl explained that there was a UW-System mandate requiring UW-Stout, UW-Eau Claire, UW-La Crosse, and UW-Stevens Point to migrate to Peoplesoft by July 1, and Stout was on schedule with its planning. The student information system will affect the entire campus and is a huge project. Wahl noted that he felt that Stout will make a smooth implementation in the shortest amount of time. Certain offices on campus began using Peoplesoft last semester, and training will continue this semester. There are two UW-System alarm initiatives that include procurement in conjunction with DOA and the new Human Resources' system.**
- C. Campus Information Technology Advisory Committee Report (Doug Wahl; See Link Below)
CIO Advisory: <http://tis.uwstout.edu/citac/default.asp>
Wahl explained that the group was formed approximately one year ago to listen to issues and help with campus information planning on campus. Membership includes representation from the entire campus, and anyone is welcome to attend meetings. Some topics from recent meetings include IT action plans, infrastructure, general accessibility to computer labs, Desire to Learn, portal, Peoplesoft assessment, etc. This semester, the committee will work on creating a strategic IT plan for the next budget biennium, including how to support the digital environment and beyond 2010. Wahl concluded by encouraging people to contact him if they had any questions.**
- II. Vice Chancellor for Academic Affairs' Report**
- A. Holistic Admissions (Freshmen Admission Expectations and Freshmen Admissions Policy) (Cindy Gilberts; Attachment 3) – Cynthia Gilberts, Director of Admissions, explained that the policy was approved by the Faculty Senate in September. It was sent down to UW-**

System and reviewed by representatives in System Legal, who had questions about part of the process and language (they felt it needed to be open-ended). Furst-Bowe and Gilberts spoke with them a second time, as they had concerns about the removed defined criteria from Stout's policy (no ACT scores/ top half of class, etc). After further discussion, Stout was allowed to put this defined criteria back into the policy. Gilberts noted that the revised policy only had two changes: two sentences were removed in the first paragraph that were redundant; the other change was on the second page under "Academic GPA" and ACT/SAT Test Scores," where the language was changed to define clearer academic criteria. UW-System has approved the added language, but the entire policy still needs to be approved by the Faculty Senate and Chancellor again.

- III. **Vice Chancellor for Administrative and Student Life Services' Report** – Vice Chancellor Moen announced that UW-System Administration was raising the bar in their expectations for capital planning, and a formal master plan process and space audit would be conducted for the entire campus.
- A. **Administrative Building HVAC/Ceiling Replacement Project (George Acker; Attachment 4)** George Acker, Facilities Architect, explained that there would be a total replacement of the HVAC System and a new energy-efficient lighting system installed in the Administration Building. The Chancellor's and Provost's offices have relocated to the Radio Station; University Communications to the LST House; Human Resources will relocate to LLC 1st floor between Feb. 5-16; the Vice Chancellor for ASLS and BPA would relocate to 110 and 111 Price Commons between Feb. 26-March 2; the Business & Financial Services would relocate to Huffs in the MSC between March 5-9; and Career Services would relocate to LLC 4th floor between March 26-30. It is anticipated that all departments would be back in the Administration Building before the beginning of the fall 2007 semester.
- B. **Campus Space Audit (George Acker; Attachment 4)** – Acker explained that a campus space audit, inventory and utilization study proposal would be conducted during the next six months. He was currently meeting with the seven building supervisors reviewing every space on campus, which should be completed by the end of February. The second phase includes analyzing the information and comparing it to the State of Wisconsin and UW-System standards. The final phase is developing the report that would assist in the development of a Campus Master Plan.
- C. **Campus Master Plan (George Acker; Attachment 4)** – Acker explained that the Campus Master Plan will be a 20-year strategy that will help give Stout direction and guidance for the future. The Plan's process will involve everything on campus, including the planning of facilities, academic programs, utility infrastructure, land acquisition, landscaping, parking, housing, security, and other campus services. It will be used to provide long-term guidance, direction, and tied into the polytechnic academic planning. Periodic evaluation will be required to ensure its continuity and to accommodate change.
- IV. **Other Announcements & Information** - Dennis Shaw, Chair of the Senate of Academic Staff, announced that SSA has requested faculty/staff to announce and encourage their students to become involved in their Senate. Many of the Senators graduated in December and left vacancies that should be filled. Shaw asked Senators to please announce this request in their classes.
- V.

MINUTES
FACULTY SENATE MEETING
JANUARY 30, 2007
BALLROOM C – (Following Meeting of the Combined Senates)

ATTENDANCE:

CHAIR: Forrest Schultz

SECRETARY: Anne Hoel

VICE CHAIR: Len Bogner

PAST CHAIR: Steve Schlough

PRESENT: B. Anderson, P. Calenberg, S. Cole, K. Doll, J. Dzissah, B. Flom, P. Ghenciu, R. Howarton, R. Kemp, M. Miller-Rodeberg, S. Nold, C. Rohrer, A. Scott, L. Stradins, J. Taylor, R. Teleb, S. Terry, J. Watts, and L. Jerlach for G. Wheeler

EXCUSED: T. Allen, B. Bergquist, T. Brantmeier, K. Carlson, J. Champe, A. Hoel, T. Karis, A. Kirby, K. McDonald, G. Neidermyer, and G. Wheeler

GUESTS: Chancellor Sorensen, K. Martinson, R. Nyland

I. Call to Order – 3:25 p.m.

II. Announcements and Information –Chair Schultz announced that he attended an AQIP Forum in Lisle, Illinois, with Dennis Shaw and Stout’s leadership team. It was clear that Stout has a strong planning process and was far ahead of other campuses as a leader in campus planning and strategic response. Furthermore, other institutions don’t have the university priority planning process that Stout has and the opportunity for faculty/staff to engage in the procedure. Schultz stated that he would attend the Faculty Representatives Meeting in Madison on February 1-2; issues to be discussed include the LAB Audit, collegial coverage and sick leave. The Wisconsin Technical College Transfer Policy will go to the Board of Regents on February 8-9. Dennis Shaw has been asked to serve as an academic staff representative on the Board of Regents Committee on the LAB Audit on Personnel Practices and would be the contact person for Stout. For more information regarding the technical college issue, Chancellor Sorensen encouraged Senators to go to the UW-System website and read the UW Colleges Commission Report.

Chair Schultz explained that all of Stout’s Polytechnic information was currently on Stout’s Home Page on the Web and growing daily. A Polytechnic Steering Committee (that includes representatives from the Faculty Senate, Senate of Academic Staff, and other representatives from other divisions on campus) has been formed that will focus on Stout’s presentation to the Board of Regents, as well as communicate with the campus on what other information is available. Mell asked Senators to encourage their colleagues to read the papers and provide feedback, as the next two-three months will be a crucial time. He added that he also has a very nice Polytechnic power point presentation that could be given to help explain Polytechnic to groups, if needed.

A. Polytechnic White Paper (can be found at the following links:
[UW-Stout as a 21st Century Polytechnic University](#) [PDF]
Chancellor Charles W. Sorensen; December 2006

[Position Paper](#) [PDF] *December 2006*

III. Minutes of December 12, 2006 (Attachment 5)

Motion: Terry/Teleb moved to approve the Minutes of December 12, 2006.

Vote: Passed unanimously.

IV. Committee Reports

V. Old Business

A. Other

VI. New Business

A. Revisions to Application for Promotion (Karen Martinson; Attachment 6) – Martinson explained that the revision simply updates the application form to match the wording in the Faculty Handbook. The number of copies was changed from six to eight because the

memberships in the promotion committees have increased with the addition of the School of Education representation.

Friendly Amendment: Terry/Jerlach moved to remove the word, “scholarship,” from the application form, as that word is not included in the Handbook’s policy.

Discussion focused on the Handbook’s wording. Martinson reminded the group that the Faculty Senate and Chancellor approved what was written in the Handbook and the changes brought forward only brings the application form in agreement with the policy.

Terry called the question.

Motion: Terry/Jerlach moved to approve the Revisions to the Application for Promotion as amended.

Vote: Passed with 1 opposed.

- B. Faculty Salary Guidelines for 2007-08 (Karen Martinson; Attachment 7) – Martinson explained that Petre Ghenciu chaired the PPC subcommittee, and the recommended policy was basically the same one that PPC had submitted for the past three years. If the Governor approves the pay plan for less than 2%, faculty would be locked in. However, if the pay plan is approved for above 2%, there would be more flexibility in areas of meritorious performance, salary floor adjustments, rank adjustments, etc. Martinson said that the PPC also changed the wording in the document from three years to two years to reflect the biennium. The other revision was in “D.Salary/Rank Distribution” changing “50% and 50%” to “40% and 60%” to help address salary compression. She concluded by saying that the package was very fair, gave something to all faculty, and was an attempt to address many issues.

Motion: Ghenciu/Miller-Rodeberg moved to approve the Faculty Salary Guidelines for 2007-08.

Discussion focused on PPC trying to arrive at a formula that could be used in the future to address salary compensation, compression, and how this relates to performance evaluations.

Terry called the question.

Vote: Passed unanimously.

- C. Holistic Admissions (Freshmen Admission Expectations and Freshmen Admissions Policy; For Endorsement by Faculty Senate; Attachment is under Provost’s Report above)

Motion: Bogner/Teleb moved to endorse the Holistic Admissions as presented.

Terry called the question.

Vote: Passed unanimously.

- D. University Priority Development (Forrest Schultz) – Chair Schultz reminded the group that the Senate was working on new priority development issues through the subcommittee composed of Len Bogner, Marcia Miller-Rodeberg, and Kitrina Carlson. Bogner explained that he enrolled all Senators as students in D2L to provide a discussion board for their feedback on what issues should be regarding new priorities on campus. He added that ideas would continue to be gathered until March 9 and encouraged Senators to email their faculty and other people to get the process going. Terry suggested sending the link to all faculty to informing them of the opportunity. Miller-Rodeberg asked Senators to bring it to their department meetings and get feedback there as well. Discussion focused on other alternatives to use, including hosting faculty forums. Schlough said that he felt the best way to get additional ideas would be through departmental meetings, as most people were more comfortable speaking up with their colleagues.

- E. **Alignment (Self-Review Committee) (Forrest Schultz and Len Bogner) – Chair Schultz explained that campus alignment has been discussed for the past several years and recommended that a committee be formed to examine this possibility. He added that it would be a great opportunity to have input and capitalize on realigning. There has been much discussion regarding barriers on campus lately and this would be a good opportunity to think about possible programmatic and structural realignments. As the campus moves forward toward the future, the Faculty Senate could be used to help think of various ways for funding guidelines. Chancellor Sorensen added that this would be the right time to look at program realignment, and great ideas came forward from last summer’s examining of incubation brands. Times are much different than they were fifteen years ago; this is a new century. The campus is more productive, more efficient, and needs to think creatively to cover the campus budget cuts that have been temporarily covered by carry-over money. Chair Schultz said that he would place this item on the Faculty Senate Executive Committee Agenda for further discussion and input.**
- F. **Faculty Workload Letter from PPC (Karen Martinson; Attachment 8) – Karen Martinson, Chair of the Personnel Policies Committee (PPC) explained that her letter wasn’t meant to be a discussion item, but only to perhaps make people aware of various workload issues on campus. Since the subject of workload came up last fall, she noted that she has seen more action taken toward accountability, meeting class and office times, etc. However, workload is still an issue on campus. Many faculty say that they are overwhelmed and can’t keep up the pace working nights and weekends and trying to teach the same way as when their classes were smaller. They still want to do a quality job and feel the pressure. New faculty are feeling vulnerable and don’t speak up. We need to keep people involved, so they don’t become isolated and fall out. We need to support each other and think of positive ways to make it better. Chair Schultz added that there was a Faculty Senate subcommittee that was working on morale and other issues.**

Discussion focused on various possibilities and ways to keep people involved and help morale, including developing a mentoring system in departments and across campus, keeping people involved with committee work, and developing supportive relationships with each other. Martinson said that we can’t attack each other, but instead need to support and listen to each other and think of ways to help. A fund could be set up that might be used for faculty research, relief time, and traveling. Schultz reminded everyone that there was a Workload Policy in the Faculty Handbook that hasn’t been approved and this issue needs to be addressed by the Faculty Senate. Back in 1994, the Faculty Senate approved the policy, but the Provost’s Council had concerns. He said that this would be an action item for the next Faculty Senate Executive Committee Meeting. Schultz concluded by saying that Stout was the only UW-campus that administers a Morale Study.

G. **Other**

VII. **Adjournment – 4:50 p.m.**

**Respectfully submitted,
Anne Hoel, Secretary**

**Recorded and prepared by,
Joy Evenson**