

NOTES FROM THE MEETING OF THE COMBINED SENATES  
UNIVERSITY OF WISCONSIN-STOUT  
OCTOBER 17, 2006  
BALLROOM C  
2:30-5:00 P.M.

Dennis Shaw, Chair of the Senate of Academic Staff, welcomed everyone at 2:30 p.m.

**I. Chancellor's Report**

**II. Vice Chancellor for Academic Affairs' Report** - Provost Furst-Bowe reported that the Chancellor will undergo heart bypass surgery at Luther Hospital during the morning of October 19.

**III. Vice Chancellor for Administrative and Student Life Services' Report**

**A. National Survey of Student Engagement Survey (NSSE) and Information** - Meridith Wentz, Director of Budget, Planning, and Analysis, explained that the NSSE was an annual undergraduate survey that assesses the extent to which first-year students and seniors engage in a variety of good educational practices. Stout has participated in the survey since the spring of 2000, and will again participate in 2007. Most of the items listed on the NSSE instrument represent student behaviors that are highly correlated with many important and personal development outcomes of college. In 2005-06, the Education Activities Committee (EAC) was given a charge to review NSSE 2005 results to identify areas of focus for improvement and for celebration. The following three primary areas of concern were identified: 1) Quality and quantity of writings; 2) Exposure to and interaction with students of different races, ethnicity, religions, genders, and political belief; and 3) Amount of time studying and on academic work. The four areas of celebration include: 1) Making classroom presentations; 2) Working effectively with other students during class; 3) Acquiring job or work-related knowledge and skills; and 4) Using computing and information technology.

The NSSE report (including executive summary) can be found here:  
<http://www.uwstout.edu/bpa/ir/nsserep06.pdf>

These are the links to the appendices in the report:  
<http://www.uwstout.edu/bpa/ir/overview06.pdf>  
<http://www.uwstout.edu/bpa/ir/means06.htm>  
<http://www.uwstout.edu/bpa/ir/benchmark06.htm>  
<http://www.uwstout.edu/bpa/ir/combrep06.htm>  
<http://www.uwstout.edu/bpa/ir/comments06.pdf>

**IV. LAB Audit –Wayne Argo** (Attachment A) –Wayne Argo, Director of Human Resources, explained that the UW-System's Legislative Audit Bureau (LAB) showed that faculty reported using considerably less sick leave than other types of staff. The average value of faculty sick leave converted at retirement in 2005 was \$222,100 and the average number of days of sick leave reported by faculty in 2005 was .8 days. The large number of unclassified staff who reported using little or no vacation time also raises questions about the effectiveness of UW System's current reporting requirements and compliance with them. People with Limited Appointments, Back-up Positions, Sabbaticals, and Consultant positions were also analyzed by the LAB. Argo explained that when faculty agree to take a sabbatical, they agree to work one year at Stout after it's completed, or forfeit their pay for the time of the sabbatical. Argo encouraged everyone to use and accurately record vacation and sick leave used by unclassified staff. In 1987, a state statute passed that allows classified and unclassified people to convert unused sick leave to funds that would help pay for health insurance. By regulation, each campus had to compile a sick leave tracking system, by designating 40-hour work weeks kept on file in department chairs' offices, that would be used to record faculty absences. When Stout is audited again, Human Resources will show them the slips proving that the campus is

tracking it. Any time that an unclassified person is out on vacation or sick leave, it should be accounted for—even for collegial coverage, Argo concluded.

V. Other Announcements & Information - Jessi Padellford, VP of Student Senate – no report.

MINUTES  
FACULTY SENATE MEETING  
OCTOBER 17, 2006  
BALLROOM C – (Following Meeting of the Combined Senates)

**ATTENDANCE:**

**CHAIR:**

**VICE CHAIR:** Len Bogner

**SECRETARY:**

**PAST CHAIR:**

**PRESENT:** T. Allen, B. Bergquist, P. Calenberg, K. Carlson, J. Champe, S. Cole, K. Doll, J. Dzissah, B. Flom, P. Ghenciu, R. Howarton, T. Karis, A. Kirby, K. McDonald, M. Miller-Rodeberg, C. Neidermyer, S. Nold, C. Rohrer, A. Scott, L. Stradins, J. Watts, J. Weissenburger, K. Zagorski

**EXCUSED:** B. Anderson, T. Brantmeier, G. Earl, A. Hoel, S. Schlough, F. Schultz, J. Taylor, R. Teleb, S. Terry, G. Wheeler

**GUESTS:** Provost Furst-Bowe, W. Argo

I. Call to Order – 2:56 p.m. by Len Bogner, Faculty Senate Vice Chair.

II. Announcements and Information

A. **Faculty Senate Election Results:** Len Bogner, Vice Chair; Cynthia Rohrer, CHD Senator; and Geoffrey Wheeler, CAS Senator

B. **Promotion Quotas for 2007-2008 (Attachment 1)** – Vice Chair Bogner said that this was for information. Provost Furst-Bowe explained that determining the quotas was based on a formula of the number of individuals in each rank that was eligible to apply. Argo clarified that the formula was based on 10% of the population who were eligible in each rank; however, it's up to the All University Promotion Committees to recommend promotions to the Chancellor.

C. **UWS-7 Update (Forrest Schultz)** – Vice Chair Bogner announced that Chair Schultz was in Madison attending the UWS-7 Meeting.

III. Minutes of October 3, 2006 (Attachment 2)

**Motion:** Neidermyer/Scott moved to approve the Minutes of October 3, 2006.

**Vote:** Passed unanimously.

IV. Committee Reports

A. **Educational Activities Committee's Report (Donna Albrecht; Attachment 3)** – Barb Flom, EAC Co-Chair, reported that these two documents were for information only.

B. **Educational Activities Committee's Year End Report for 2005-2006 (Donna Albrecht; Attachment 4)**

V. Old Business

A. **Learning Values/Culture of Affirmation at Stout (Dan Riordan; from September 19 Faculty Senate Meeting)**

**Motion:** Scott/Miller-Rodeberg moved to remove the Learning Values/Culture of Affirmation at Stout from the table.

**Vote:** Passed unanimously.

Vice Chair Bogner explained that the reason the item was tabled during the last meeting was to allow Senators more time to obtain feedback from their constituents. Cruz explained that the word, “affirmation,” was critical to be included in the document and simply means to create a positive, validating campus climate that affirms students who are struggling. Positive climates energize us; negative climates drain us. Senators offered revisions to the document including that the words, “community” and “life-long learning” should be inserted, replacing “culture of affirmation” with “culture of values,” proofing for typos and capital letters, and other revisions. Discussion ensued regarding if the title should be changed by inserting the word, “Ethics.”

**Motion:** Nold/Watts moved that the Culture of Affirmation Statement will be revised by Hector Cruz and Dan Riordan to reflect the recommended changes by Hector Cruz. A final copy will be distributed to the Faculty Senate.

**Vote:** Passed unanimously.

**B. Recommendations from Russell Team to Propose an Ethics Statement for UW-Stout (from September 19 Faculty Senate Meeting)**

**Motion:** Kirby/Scott moved to bring the Recommendations from Russell Team to Propose an Ethics Statement for UW-Stout off the table.

**Vote:** Passed.

Zagorski said that one member on the University Ethics Committees mentioned that they were not consulted regarding the statement and were concerned about the procedure; she asked Senators if that committee could examine it. Argo noted that it’s rare for the University Ethics Committee to meet, but when they do, they review unethical procedures or questions that occur on campus. Weissenburger recommended that they should review the statement, take action, and give their recommendations to the Faculty Senate. Watts said that her constituents had concerns about the document and how the values could be taught and funded. What practical value does the document have? Carlson reminded the group that the Russell Team had the same questions in their report. Much discussion ensued regarding the process for approval, if the procedures and rules should be adopted first before approval, or a statement created first.

**Motion:** Nold/Flom moved to approve the content of the Russell Team Statement as written.

Cole called for the question.

**Vote:** By Hand Count: In Favor: 11; Opposed: 11 (Vice Chair Bogner broke the tie vote by voting Nay. Motion Failed.

Bergquist suggested giving the Russell Team Statement to University Ethics Committee on campus for their review.

**Motion:** Nold/Calenberg moved to forward the Russell Team Statement to the University Ethics Committee for feedback.

**Vote:** Passed unanimously.

It was agreed for Joy to distribute the Statement to the members serving on the University Ethics Committee.

- C. **University Priorities (Forrest Schultz) – Vice Chair Bogner reminded everyone of the upcoming Listening Sessions and asked Senators to encourage their colleagues to attend.**
  - 1. **Faculty Senate’s Budget Priority Listening Session will held on November 7, 2:30-3:30 p.m. in Great Hall D**
- D. **Governance Engagement (Forrest Schultz) - Vice Chair Bogner explained that there were still many committee openings needing to be filled and asked for Senators to bring this dilemma back to their departments to see why some people don’t want to serve.**

**Motion:** Kirby/Calenberg moved to nominate Kathy Callahan as a faculty representative on the Dean of Students Search Committee.

**Vote:** Passed unanimously.

Senator Allen recommended that Chair Schultz should ask Callahan to give a committee update a couple of times during future Faculty Senate Meetings. Discussion then centered on faculty feeling stretched with all of their obligations, being workload, departmental expectations, and that there were 70 some less faculty on campus than compared to a few years ago. Cole asked the group if there were too many committees on campus and suggested for orientation sessions to be held that could help inform new faculty what the Faculty Senate does on campus. Discussion further ensued regarding the Morale Survey, many structures/rules in place that make people discouraged in serving, and faculty feeling that getting involved in governance would limit their research requirements. Nold said that the Faculty Senate was a huge “brain trust” that could be tapped into more frequently. Kirby added that it must be emphasized to new faculty members serving on committees would greatly help them in meeting their promotion requirements.

- E. **Other**

## VI. **New Business**

Brian Finder, Chair of the Planning and Review Committee, explained that PRC was responsible for reviewing all programs. Much work goes into developing the reports, which are concise, realistic, and in-depth. Additionally, PRC serves as the “tool and watch dog” on campus that analyzes issues or concerns about a program. Vice Chair Bogner explained that PRC was three faculty members short and encouraged people to join. Finder added that if the group doesn’t get new members soon, it could fold. It’s a hard-working committee that interacts with the program directors. Finder asked to contact him or Joy if any one was interested in joining.

**Motion:** Scott/Calenberg moved to approve the following three PRC program reviews.

**Vote:** Passed unanimously.

- A. **Gen. Ed Component for Health and Physical Education (PRC; Attachment 5)**

- B. M.S. in Food and Nutritional Science (PRC; Attachment 6)
- C. B.S. in Applied Mathematics and Computer Science (PRC; Attachment 7)
- D. Confirmation of Faculty Athletic Representatives - Donna Stewart and Bob Peters (Forrest Schultz)

**Motion:** Zagorski/Scott moved to confirm Donna Stewart and Bob Peters to serve as Faculty Athletic Representatives to the Wisconsin Intercollegiate Athletic Conference (WIAC).

**Vote:** Passed unanimously.

- E. Workload/Workweek Discussion (Forrest Schultz; Attachment 8) – Vice Chair Bogner asked what the Senate would like to do with the Faculty Workload and Workweek issues. Bergquist said that there was some confusion on campus on what constitutes a full-time workload. Teaching 12 credits was classified as full-time, but there were many variables and discrepancies on campus. Bogner asked Provost Furst-Bowe about the Workload history referred to in the “Faculty, Academic Staff, and Limited Appointees Handbook.” Argo clarified that the italicized-print in the Handbook was Stout’s procedures and the block-type was UW-System’s guidelines. The Provost explained that Stout doesn’t have strict rules for faculty, as the actual amount of time in classroom varies by discipline and department. Discussion then focused on the power that departments have in determining and monitoring their own faculty workload requirements, especially with the many variables such as labs, large class sizes, FTE’s, SCH’s, virtual classrooms, and System guidelines. Martinson explained that PPC would have a very difficult time in defining an equitable workload statement that would work across campus. Department chairs have a better grasp of what their people do, and how frequent their members come to campus. There seems to be some people that weren’t pulling their fair share of responsibilities, and colleges and other units would like some definite workload policy guidelines in place to help them become more accountable. When a person can’t come to work, he/she needs to tell their supervisor. If someone works two days a week compared to someone working 5 days a week, and if they miss 1 day, will the person need to deduct 2.5 days of sick leave? The rules are changing, and the amount of work is doubling. The more committed faculty are to Stout, the more vulnerable they are. Colleagues work evenings and weekends and when faculty look across campus, there are inequities. However, the department chair can be a strong leader that can judge more accurately. Provost Furst-Bowe said that she would really welcome some guidelines from the Faculty Senate, as there were very different philosophies on campus. Much discussion ensued regarding the pros and cons of the current system and how difficult it was to enforce a campus-wide policy that would hold people responsible. Martinson asked people to e-mail her with suggestions. Weissenburger suggested that each person should work with his/her department chair in developing an approved portfolio in lieu of 12 credits that shows what they’re doing or not doing.

**Motion:** Weissenburger/Bergquist moved to table this item so Senators can get more feedback from their colleagues and departments that could provide specific recommendations on how to change the current policy

**Vote:** Passed unanimously.

- F. Morale and Job Satisfaction Committee Report; (Attachment 9 is Executive Summary): <http://www.uwstout.edu/bpa/spgretreat06/morjobsat.pdf> (the exec summary is on pages 4-5)

Vice Chair Bogner explained that the Faculty Senate Executive Committee was looking for direction if the items should be placed on the agenda for discussion. Perhaps the Senate could review the data to help administration create new campus priorities? The report was also shared with the Chancellor's Advisory Council. Discussion centered on if the Faculty Senate should carefully analyze the data and its interpretation. Howarton reminded the group that this report was the foundation for one of the university's priorities (Campus Climate).

**Motion:** Cole/Scott moved to charge the PPC to analyze the Morale and Job Satisfaction Committee Report and provide to the Faculty Senate a faculty executive summary and recommendations by March 1, 2007.

**Vote:** Passed unanimously.

- G. Faculty Senate Constitution and Bylaws (Len Bogner) – Vice Chair Bogner explained that it had been ten years since the Faculty Senate Constitution and Bylaws were thoroughly reviewed and asked the group if they felt they should be examined this year. Cole suggested that a small committee could analyze an issue or two, but examining the entire document would take a major commitment.**

**Motion:** Cole/Ghenciu moved to charge the EAC with researching why there appears to be a low participation rate in faculty governance and recommend how to enhance more participation in governance and report back to the Faculty Senate in the spring of 2007.

**Vote:** Passed unanimously.

- H. Other**

**VII. Adjournment – 4:50 p.m.**

Respectfully submitted,  
Anne Hoel, Secretary

Recorded and prepared by,  
Joy Evenson