

**NOTES from the MEETING OF THE COMBINED SENATES  
UNIVERSITY OF WISCONSIN-STOUT  
APRIL 10, 2007  
BALLROOM C  
2:30-5:00 P.M.**

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

- I. **Chancellor's Report** – The Chancellor passed his time slot over to the Provost.
  
- II. **Vice Chancellor for Academic Affairs' Report** – Provost Furst-Bowe distributed the “AQIP Systems Portfolio” to the group to read in preparation for the May 2-4 AQIP site visit, as well as slides that she'll be using at the two open campus forums to help inform the campus of the process. The Provost explained that AQIP (Academic Quality Improvement Program) is an NCA/Higher Learning Commission's “alternative accreditation” process established in 2000 that infuses the principles and benefits of continuous improvement into the culture of colleges and universities. An institution demonstrates it meets accreditation standards through sequences of events that align with ongoing activities. These activities characterize institutions striving to improve their performance. Currently there are 178 institutions that are AQIP members--UW-Stout joined in 2002. The Provost noted that AQIP's process at Stout is updated annually and a site visit occurs every fifth year. Reaccreditation happens after seven years, and then the cycle begins again. Four new action projects were added in January that are identical to Stout's Priorities, she noted. AQIP team members will walk through the “AQIP Systems Portfolio” to see if Stout has addressed areas of concern and verify that the campus meets the credentials to maintain AQIP membership. Meetings will be held with AQIP team members and administration, governance groups, program directors, Student Services, Student Life Services, BPA, Learning Technology Services and campus tours will be given. On the last day, the team members will prepare their findings for the campus, which will be presented to the Chancellor's Advisory Council. Chancellor Sorensen asked what types of questions the team members would be asking the governance groups. Provost Furst-Bowe replied that they could be asked what their role in organizational improvement was and what issues they were concerned about; student retention would most likely come up when they meet with the other groups. The Provost concluded by saying that the team members are looking forward to coming to campus and were impressed with the materials the campus prepared.
  - A. **Sabbatical Leave Standard Agreement (Attachment 1)** – Provost Furst-Bowe explained that the document would only affect faculty and was for information only.
  - B. **Teaching and Learning Center Sharing Activities of Evaluation Week (Anne Hoel)** – Hoel explained that there will be a “2007 Teaching, Learning and Technology Conference” held on May 23 that will include several different sessions in the teaching and learning areas. Sessions will have dynamic topics with very good information and she invited everyone to attend. A main focus of the Teaching and Learning Center is faculty development initiatives that can help provide meaningful experiences. The group also would like faculty/staff to send in what they are doing during Evaluation Week, so they could obtain some base-line information. Items could include: What student activities seem to be working? How are we supporting each other and students? What are the Library hours during Evaluation Week? Hoel asked Senators to e-mail her anything they would like to share. All feedback will be incorporated into a campus-wide development opportunity for next year.
  
- III. **Vice Chancellor for Administrative and Student Life Services' Report**
  - A. **NEXT Experience (Griesbach, Hoffman; Attachment 2)** –Ann Hoffman, Assistant Director of University Housing, explained that the NEXT Experience is for sophomores and upper-class students whereby the residence halls will continue University Housing's mission to serve the students' development in becoming independent by providing educational opportunities, serving as a resource hub, encouraging a philosophy of life-long learning, and

continuing to build upon the ROC (Responsibility, Ownership, and Civility) principles. She explained that it was a continuation of the First Year Experience geared for freshmen. University Housing did major changeovers to where students can live on campus. They moved freshmen into dorms; students are given an opportunity to choose to live with others who they go to class with and/or are in the same program area. Additionally, there is a competency matrix that accompanies the Next Experience to help students learn to become independent and manage their personal finances, learn methods of self-reflection, use interest inventories to develop their passions, learn to be accountable, how to give back to the community, understand and develop a sense of pride in the work they do, become respectful and accountable, as well as many other good qualities. The program furthermore will help students learn and explore what experiences they could obtain from their education, as well as how to enhance their classroom experiences. University Housing will continually work on improving the matrix, which will be used by the RA's to help Housing staff identify areas that need improvement. Hoffman concluded by asking Senators to send her any recommendations for improvements.

- B. **Criminal Background Check policy (Cally Henderson) – Cally Henderson, Human Resources**, explained that administration made some minor changes to the policy on April 3 before it was sent down for UW-System's approval on May 1. Henderson noted that the revisions include adding "students" to Section 2.1.3; bolding the second statement in "Appendix A. Hiring Procedures"; adding what types of checks that would be conducted for "Out-of-State Checks in Appendix B. 2.2"; adding "Appendix C. Determination of Employment Based on Background Check"; and adding "University of Wisconsin System Legal" to "Appendix C" to the list of individuals who will determine if a relationship exists related to the circumstances of the particular job.

- IV. **Other Announcements & Information** – Vice Chair Bogner announced that two Assistant Marshals were needed for the May 12 graduation ceremonies. They could be either faculty or academic staff and if interested, to contact Joy. Chair Shaw encouraged Senators to view the revisions and new enhancements that Joy has been making to the Senates' web pages.

**MINUTES  
FACULTY SENATE MEETING  
APRIL 10, 2007  
BALLROOM C – (Following Meeting of the Combined Senates)**

**ATTENDANCE:**

**CHAIR:** Forrest Schultz  
**VICE CHAIR:** Len Bogner

**SECRETARY:** Anne Hoel  
**PAST CHAIR:** Steve Schlough

**PRESENT:** T. Allen, B. Bergquist, S. Cole, K. Doll, B. Flom, P. Ghenciu, D. Homa, R. Howarton, A. Kirby, K. McDonald, M. Miller-Rodeberg, R. Nyland, R. Qalyoubi-Kemp, C. Rohrer, L. Stradins, J. Taylor, R. Teleb, and J. Watts

**EXCUSED:** B. Anderson, T. Brantmeier, P. Calenberg, K. Carlson, J. Dzissah, T. Karis, G. Neidermyer, S. Nold, F. Schultz, A. Scott, S. Terry, and G. Wheeler

**GUESTS:** Chancellor Sorensen, Colonel Bolstad

- I. **Call to Order** – 3:16 p.m. by Len Bogner

- II. **Announcements and Information**

- A. Bogner asked Senators to contact Joy if they were interested in serving as an Assistant Marshal.
- B. Anne Hoel asked Senators to share their teaching methods that they find are working well during Evaluation Week with either her or Provost Furst-Bowe. Some professors were doing many creative, innovative, and meaningful activities that could be shared in a pilot activity with others next year.
- C. Bogner reminded the group of the new Sabbatical Leave Standard Agreement that came with the agenda packet materials.

### III. Minutes of March 20, 2007 (Attachment 2)

**Motion:** Kirby/Schlough moved to approve the Minutes of March 20, 2007.

**Vote:** Passed unanimously.

### IV. Committee Reports

- A. Alignment Committee - Vice Chair Bogner stated that he e-mailed all Senators a rough draft of what the committee thought could be the principles and guidelines for the campus' realignment. He explained that the Chancellor would like all ideas submitted by the end of May and asked Senators for feedback, as the group will meet with the Provost again later in April. All material will ultimately be brought to the Chancellor's Summer Retreat for consideration. Schlough asked if the realignment would become a reality on campus. The Chancellor replied that the campus must realign to become a more efficient campus. Discussion ensued and focused on who should be the stakeholders—the student or the faculty? Schlough said that he felt that the faculty and administrative structure were the internal stakeholders, and that the campus needed to be aligned so the people who work together should be located together. Chancellor Sorensen noted that a master campus plan is underway that will analyze space needs and relationships. Allen said that another category of concern that could undermine people were the salary inequity issues, especially between different administrative structures. Salaries need to have equity between units and the campus needs to offer competitive salary offers to new hires. The Chancellor agreed and said that this subject is being addressed all of the time. Kirby said that he felt that interdisciplinary contact should be Principle 1. A., as it's the basic organizational unit and guiding principle in maintaining academic disciplines. Watts agreed, but noted that she was strengthened when she worked with other people in other disciplines and how interacting with other disciplines can be energizing for some people. Bogner noted that the faculty should determine where they belong in this structure; however, another theme could be to align by disciplines, not programs. Chancellor Sorensen noted that all data would be analyzed during the Summer Retreat; models would be hopefully presented in the fall of 2008, where faculty would have an opportunity to provide feedback. Faculty status, rank, tenure, time in rank, promotion, etc. will not change, he added. More discussion ensued regarding aligning by disciplines rather than by departments and the possibility of removing a "level" of administration to become more streamlined and efficient. Models will be presented in the fall and faculty will have the opportunity to provide feedback. Qalyoubi-Kemp noted that in economics, the process is about doing the maximum necessary at the less cost (or getting the most for the least) and sees no harm in duplicating services within a department in order to help the students. McDonald suggested that the students should be made the cornerstone and to reference everything on this principle in order to add more value to the students. Schlough recommended for Stout to be compared to other universities to see how others are aligned internally vs. externally. Allen cautioned the group that the campus needed to learn from mistakes made in the past as it moves forward. He recommended revising the signature forms that currently require 3-5 signatures, so that the Provost could simply verify a document after being approved by other administrators, or by providing oversight at various selected points during the process for verification.

Chancellor Sorensen noted that he would like to stay away from the idea of removing a layer, as the new structure would need to work well and added that when Stout is compared to UW-

Eau Claire, UW-River Falls, or UW-La Crosse, it's pretty lean. Schlough recommended looking at the disciplines and not the programs. Bogner noted that everything was still in draft form and any recommendations would be welcomed by the committee.

- B. University Priorities – Vice Chair Bogner said that he also emailed out the University Priorities to all Senators and noted that Workload was one of the main issues. It is hoped that this year's process will form the ground work for next year, where action items could be proposed to the Senate early in the year and focused on.
- C. General Education Committee (Attachment 3) – for information.
- D. Planning and Review Committee (Brian Finder; Attachment 5) - for information.
- E. Personnel Policies Committee – Revised Morale Study (Karen Martinson; Attachment 6) – Vice Chair Bogner asked Senators to read PPC's recommendations, which include two suggestions for the Faculty Senate. Qalyoubi-Kemp suggested adding "Morale" under the University Priorities list. Hoel noted that this topic continues to be discussed each summer during the Chancellor's Retreat, so it's not ignored. Qalyoubi-Kemp recommended revising "Morale" to "Solutions to Low Morale" instead. Bogner agreed. Miller-Rodeberg added that the responses came from a majority of employees who were non-faculty, including LTE's and classified people. Morale is bad because people think no one is there to hear them, she explained.
- F. Other

#### V. Old Business

- A. ROTC Host Battalion Proposal (Tabled from March 20 Faculty Senate Meeting; Attachment 4)

**Motion:** Hoel/Howarton moved to remove the ROTC Host Battalion Proposal from the Table and for the Faculty Senate to approve that Stout would become the ROTC Host Battalion.

McDonald asked where \$18,000 would come from. Colonel Bolstad noted that the funds would be used for the yearly departmental budget, with the majority spent for services here on campus (computers, phone service, copy service, mail, office supplies, and vehicle rental). The Army would provide the wages for all Department of Military Science personnel, equipment, clothing, and textbooks. Some students will be given scholarships that would cover full tuition and fees, a living expense stipend, and a book allowance. He explained that within only four semesters at Stout, ROTC has generated almost \$90,000 in both scholarships and tuition fees for the university, and students have received over \$170,000 in additional funding because of the program. There is tremendous potential for an ROTC program in Northwest Wisconsin to grow. Additionally, the ROTC program at UW-Stevens Point provides over \$200,000 a year to the university in scholarship money alone and brings in 8-10 students each year. Discussion ensued regarding the process for customized tuition money, how ROTC could benefit Stout's student retention, and space requirements that the program would need. Colonel Bolstad noted that he requested 8 offices and a 2,000 square foot supply room. However, as long as it would be part of Stout's master plan, ROTC would be flexible where they would be placed temporarily. Allen, Hoel, and Miller-Rodeberg agreed that the start-up cost of \$18,000 would more than be compensated for in benefits for Stout hosting ROTC and the students in the program would provide leadership in the other classrooms. Many Senators noted that it will also help raise Stout's standards for admission, retention, and student performance. McDonald said that he would still like to see more information, including data and figures. Qalyoubi-Kemp explained that the economic impact of spending \$18,000 up front would provide a ripple effect for every dollar spent and the numbers would add up in the long run at a higher rate, as well as providing a higher economic pay-off for the university. Much more discussion ensued.

Taylor called for the question.

**Vote:** 15 - Yea; 2 – Opposed; 2 - Abstained.

**Bogner stated that the Motion carried.**

- B. WS Policy Proposal (Barb Flom; Attachment 5) – Flom explained that this was carried over from the March 20 Senate Meeting.**

**Motion: Schlough/Howarton moved to approve the WS Policy Proposal.**

**Vote: Passed unanimously.**

- C. Other**

**VI. New Business**

- A. University Honors Program (UHP) (PRC Review; Brian Finder; Attachment 6)**

- B. Master of Science in Training and Development (PRC-Brian Finder; Attachment 10)**

**Motion: Schlough/Allen moved that the Faculty Senate approve the University Honors Program and the Master of Science in Training and Development at same time.**

**Vote: Passed unanimously.**

- C. Other**

**VII. Adjournment – 4:34 p.m.**

**Respectfully submitted,  
Anne Hoel, Secretary**

**Recorded and prepared by,  
Joy Evenson**