The regular meeting of the University Senate Executive Committee was called to order by Chair Harrison at 3:03 p.m. on Tuesday, April 2, 2013 in the Centennial Room of Davies Center.

Without objection, Gender-Inclusive Language Committee Request to be moved to the top of the agenda

1) Minutes of March 5, 2013 approved as amended

2) Gender-Inclusive Language Committee Request
   - [Gender-Inclusive Language](#)
   - [Gender-Inclusive Examples](#)
   - A concern had been brought forward about a gender specific title that was being used on campus
   - This committee was primarily looking at official public document language
   - During this committee’s research UWEC was found to be very inclusive
   - UWEC was not the first campus to develop a gender-inclusive language policy
   - Wanted to find new/better words so the example sheet was created
   - This request also helps meet the mandates from UW System and the EDI Initiatives
   - Discussion
   - This should be brought to a higher level
   - The university should make a statement
   - Publication guidelines would be a good place for this to be placed as well
   - Those identified in the recommendation should also include administration
   - Implementation could also have people look at their virtual landscapes
   - One could invent new words such as freshman instead of freshmen
   - The example sheet should include practical examples such as firemen vs. firefighters or etc.
   - The intention of this document was that it was not a “fixed” document and it was more of an organic document and could be altered at any time
   - Signage on campus should be looked at
   - This will also go to the Student Senate this coming Monday
   - University Senate would have their response by Tuesday if they vote on it
   - Reaction to this policy being implemented
   - Cultural inertia exists
   - Takes time to convince people to be aware of one’s language
   - By listing administration, students, faculty and staff instead of using something more broad like our campus community then one could identify
   - Sometimes listing one’s sex is important
   - Naming can be intentional and powerful but there are other times that naming does not encourage people to be a part of us
• The focus was to look at campus documents
• Language is both spoken and written
• This is a good beginning

Motion to endorse this and forward it to the University Senate, seconded and PASSED

3) Ten-minute Open Forum for any member of Faculty or Academic Staff to speak to the Committee
• Chancellor asked the Provost to review the Resolution on Consideration of Performance
• When this motion came through with the word required then there was an issue because not all have past evaluations
• Is an unfair burden on some supervisors
• It is believed that the supervisors will do the right thing
• Provost did not know what to do so she wanted it brought to this committee
• Compensation Committee should work this into the compensation plan on what needs to be done
• Should consider that supervisors or staff could have the option of bringing something from the past forward
• Would like to see averaging
• If the Executive Committee wants to consider this not approved then it would come back to us again in two weeks so we could come up with other language but many chairs already have their letters done
• For morale of the new people there has to be windows of hope
  • Past practice did not include them
• Changing it to appropriate evaluative data will not change anything
• Instead of averaging one could take a maximum
• Supervisors appear to be consistent
• We appreciate the Executive Committee being asked prior to not approving
• The intent of the resolution was heard

Without objection, The Executive Committee recommends that this not be approved and that this be considered the consultation with the Chancellor and Chair Harrison will report this to the Senate

• Hmong Studies Initiative
  • UWEC has been focused on issues of inclusivity and diversity
  • There are strong ideas on how to develop Hmong Studies on campus
  • Will establish a steering committee of faculty, staff, students and community members to look at the Hmong Studies initiative and vision as well as activities
    • Outreach and developing scholarship(s) around Hmong Studies
    • Chancellor will help with activities money
    • The funds to be administered by a steering committee
  • Names have been brought to administration from various constituencies
  • Will also offer 2 years of the Hmong language
  • Hmong students on campus did a really good job in finding people
  • Send names of those interested to Chancellor Bousquet
  • We have to make sure this is a broad based group of people
  • Is a worthy focus of study

• Equity Adjustments
  • A concern was brought forward as people are not aware across campus of deadlines
    • It is believed that the dates are not prescribed
    • There are other considerations throughout the year
  • Equity adjustments for academic staff and faculty have always been different and based on different funds
  • This should be talked about so it becomes a routine
  • DMC’s (for classified staff) are merit based and they come in at all different times
  • Equity adjustments have been all over the map for when we are doing it
• There are times when there was no money for equity adjustments
• There is no rhythm to it
• A statement from someone would be nice to have clarification and timelines/timeframes would be nice to know
  • Is important that we know for budget purposes

4) Review of tentative agenda for April 9, 2013 meeting of the University Senate
   • Agenda approved as distributed

5) Announcements
   • Sister Institution comparison sheet
     • Start date is important for the residence halls
     • Sherrie Serros and Mitch Freymiller will look at this further over the summer
   • Recently got a deal with the Chronicle of Higher Education
     • If getting this i-pad compatible is important, please let John Pollitz know as there is an additional $900 charge
     • An informal motion made that the subscription to i-pads be pursued, seconded, passed by consensus

Meeting adjourned at 4:42 p.m.

Submitted by,
Tanya Kenney
Secretary of the University Senate