A regular meeting of the University Senate Executive Committee was called to order by Chair Freymiller at 3:04 p.m. on Tuesday, November 17, 2015 in the Council Oak Room of Davies Center.

1) Approval of the Minutes of November 3, 2015
   • Approved as distributed

   Without objection, the Chancellor will address the Executive Committee

   • Equity, Diversity and Inclusivity
     • While in Japan, Chancellor was able to watch events unfolding in Missouri and other institutions across the United States that affect people of color, LGBTQ, and women on college campuses
     • Chancellor tries to be proactive rather than reactive; takes these issues seriously and thoughtfully and will charge the EDI Implementation Team to examine them carefully
     • Every employee will be evaluated with regard to EDI for promotion and tenure
     • EDI Implementation team will also focus on reaching the goal of 20% students of color at UWEC
       • To meet the 20% goal, we need to attract and retain faculty and staff of color
       • This is not merely a budget issue; we need to invest in this goal
       • We need to serve the public and our region is getting more and more diverse; this is about meeting our mission as a public institution with every person deserving access to a quality educational experience

   • Hmong Studies Program
     • In the initial report the price tag for what they wanted to accomplish was too high
     • The proposal had integrity and academic rigor that would set us apart
     • A revised report was accepted with the understanding that as resources become available the program would be examined further
     • The desire is to have a dedicated position for a tenured faculty member in Fall 2017
     • We need systematic change and this will be one of our big challenges moving forward

   • Comments
     • Students were very happy with this announcement
     • Chancellor is asking staff to be a part of this

2) Ten Minute Open Forum
   • University policy on waiving university requirements
     • Trying to get students who are on old catalogs to satisfy the physical activity requirement, but the Registrar will be inundated with about 2000 waivers
     • Chancellor Schmidt is still trying to understand the policy, but remains committed to finding solutions
       • Course availability is important and department chairs are working on that

   • Smoking areas
     • There are some designated smoking areas on campus that cause issues with people’s health
     • Chancellor has the authority to change, delete, or move the designated smoking areas
     • Concerns about smoking areas should be directed to the PPC or to the Chancellor

3) Review of tentative agenda for November 24, 2015 meeting of University Senate
   • Approved as distributed
4) Discussion of Lactation Support Policy
   - Chancellor did not approve the Lactation Support Policy which had been held it for further consideration
   - Consultation with the Chancellor took place
   - Chancellor has no concerns about the substance of the policy, but is concerned with the format of the policy
     - He would prefer something more concise in the handbook
     - Entire policy is already on the Human Resources website
     - Would prefer it to be more consistent with the rest of our handbook policies
   - One concern was that changes could be made to the policy on the Human Resources website that wouldn’t go through shared governance
   - Since students are addressed in our policy, they should be involved in any changes to the policy
   - National organizations could provide guidelines that could be linked to FASRP
     - Concern that we wouldn’t have any control over those guidelines
   - What does the phrase “supervisors being supportive” mean?
     - People don’t know what support for a nursing mother means
   - Suggestion to have a streamlined policy in FASRP with links for implementation of policies
   - If a policy cannot be enforced, then maybe it shouldn’t be in FASRP
   - Facilities could define the physical specifications proposed in the policy
   - The policy seems too prescriptive to be in the handbook
   - Suggested that any changes to the policy posted on the Human Resources website go through Senate Executive Committee
     - Chancellor would not support this recommendation
   - Sub-committee will meet with the Provost to develop a modification to the policy

5) Announcements
   - Identity Theft Survey
     - All UWEC employees should have received an identity theft survey from HR
     - Participation is strongly encouraged
     - Purpose is to investigate how widely identity theft has spread and to determine how it happened
     - Will be announced at the upcoming University Senate meeting
     - Chair Freymiller will contact David Miller to request a reminder be sent to UWEC employees to take the survey and to extend the survey deadline

Meeting adjourned at 4:04 p.m.

Submitted by,
Tanya Kenney
Secretary of the University Senate