Members Present:
Julie Aminpour, Lori Bica, Janice Bogstad, Doug Dunham, Chip Eckardt, Martha Fay, Mitchell Freymiller, Jeffrey Goodman, Susan Harrison, Kate Hinnant, Ann Hoffman, Phil Iginger, Debra Jansen, Robin Johengen, Paul Kaldjian, Patricia Kleine, Fred Kolb, Mary La Rue, Jennifer Lee, John Lee, Paula Lentz, Lauren Likkel, Jill Markgraf, Jason Mathwig, Rick Mickelson, Pat Montanye, Joe Morin, Bob Nowlan, Jill Olm, Geoffrey Peterson, John Politiz, Jean Pratt, Katie Ritland-Clouse, Mitra Sadeghpour, Patti See, Sherrie Serros, Linda Spaeth, Marie Stadler, Theresa Wells, Kate Wilson, Lynn Wilson, Jerry Worley, Rama Yelkur

Members Absent:
Cindy Albert, Jason Anderson, Robin Baker, Patrick Day, Jeff Erger, Steve Fink, Vanda Galen, Gail Hanson Brenner, Beth Hellwig, Jay Holmen, Andrew Jepsen, Cheryl Lapp, Brian Levin-Stankevich, Scott Lowe, John Mann, Karl Markgraf, Mike Morrison, Tarique Niazi, Rob Reid, Kate Reynolds, Lisa Schiller, Sheila Smith, Jeri Weiser, Sharon Westphal, Odawa White, Kurt Wiegel, Becky Wurzer

Guests:
Jesse, Dixon, Selika Ducksworth-Lawton, Yeoi Lin Lee, Teresa O’Halloran, Kathy Sahlhoff,

The regular meeting of University Senate was called to order by Chair Harrison at 3:05 p.m. on Tuesday, March 27, 2012 in the Tamarack Room of Davies Center.

1) Minutes of February 28, 2012 University Senate meeting approved as distributed

2) Remarks – Administration
   • Comments by Provost Kleine
     • Welcome back from Spring Break
     • A lot of things coming up
       • Commencement, research day, honors symposium, honors society inductions and all kinds of students with awards
       • Also, it was announced today that Chancellor Levin-Stankevich was recently named President at Westminster College in Salt Lake City, Utah
         • He is there right now and will be back on campus near the end of the week, although he will have to go to Madison
         • Please wish him success at Westminster
         • He is excited about the position
         • Please join the Provost in recommitting ourselves to the Centennial Plan that we intend to follow until 2016
           • Have a rigorous approach to getting more resources to this campus
           • Whether it be physical, such as the Priory (St. Bede’s) or the new Education Building
           • The funding piece, such as the Blugold Commitment
           • As well as to our longstanding commitment to the State of Wisconsin and to the students that are here to deliver high volume liberal education on our campus
         • We have a very clear and articulate vision and please don’t waiver from that
         • There will be an interim appointee
         • Kevin Reilly, UW System President, does this in consult with the 2 officers on the BOR
           • One will be Brent Smith and Michael Spector
         • Take a look at the news release as it will give you the process by which we will all follow in order to name a more permanent chancellor
         • Chair Harrison spoke with President Reilly about the process.
Any suggestions or ideas as to who would be a great interim given to chair Harrison will be relayed to President Reilly tomorrow

Central Campus looks quite a bit different today than before Spring Break
- Trees were cut down early to prevent the nesting of birds and disrupting their habitat as well as to prepare for the construction of the new Education Building

Education Building news update
- Alternatives for terrazzo floors and reconstruction of the Central Campus Mall funded as it all came in under budget
- This is exciting for us
- Congratulations to Gail Scukanec and the building committee team that worked on this project
- Now we will transition to the construction phase, in which, the Division of State Facilities and our Campus Facilities Management group will take over the lead until the building is completed
- Central Campus will be significantly disrupted this summer for construction of a steam line, storm sewer line and other utilities for the new building
- Also the current Davies Center will be coming down so you will notice pieces of Davies will be shutting down
  - Some parts will be moved to the new Davies Center

Children’s Center
- Have purchased St. Bede’s and it will now be called The Priory as it is on Priory Road
- Renovation can now begin at the new Priory
- Campus school also has to come down
- The State Building Commission approved a 15 year lease between Blugold Real Estate, LLC, the subsidiary for the UWEC Foundation, and the University for the use of the entire property
- The first use will be the Children’s Center and once renovation is complete and they are moved in then we will begin to determine the next best and highest uses for the remaining space and 112 acres of property

Recent accomplishments
- For the 5th time since 2006, the University has been recognized for its outstanding community service programs by a federal agency charged with fostering an ethic of volunteerism and service in America
- UWEC was among about 500 public and private colleges, universities and professional schools named to the 2012 President’s Higher Education Community Service Honor Roll by the Corporation for National and Community Service
- Geography professor Sean Hartnett, who is also known as the “Professor of Marathon”, has been selected to map the marathon course for the upcoming Olympics in London
  - Sean has mapped a number of courses for elite runners over the years using GPS equipment and has gained an international reputation for his work
- UWEC gymnast Michaela McCamey captured the national title on the balance beam at the 2012 national championships, becoming just the 4th Blugold in history, and the first since 2006 to receive a national title
- 29 students and 2 faculty members will attend the National Conference on Undergraduate Research March 29th – 31st at Weber State University in Ogden, Utah
  - Students attending the conference will represent UWEC’s departments of chemistry, communication & journalism, economics, education studies history, information systems, materials science, nursing and psychology
  - Students travel to the conference is being made possible by Blugold Commitment funds
- Jazz fest week here on campus and in the community
  - This year marks the 45th annual Jazz Fest as well as the 50th anniversary of jazz studies
  - As you know, our Jazz 1 ensemble has won many awards through the years, including 6 Downbeat Magazine awards
  - Jazz Fest this year will be more connected to the community than ever before with the recreation of the famous 52nd Street, by offering performances at a number of venues in the downtown area along South Barstow
  - I urge you to support this great event and their activities
- Results of the search for the Dean of Arts & Sciences
• Provost met with the committee on March 16th but the decision was delayed due to the Chancellor applying for another position

3) Reports
Faculty Reps report of March 9th (by Chair Harrison)
• It seemed that the group that worked with compensation were looking for supplemental pay plans and it is actually in their summary document but the faculty Reps Report seemed to leave us to believe that supplemental pay plans should not be made
  • People in System were saying that in this kind of budget we don’t want to say you shouldn’t cut us as we need more money but yet we have money to fund pay plans
  • Weren’t going forward with supplemental pay plan now as it because it wouldn’t look good

4) Unfinished Business
• None

5) New Business
a) First Reading: Motion(s) from the Executive Committee
Bylaw Revisions Related to Committee Placement
• The committees are being moved together and not being changed with the exception being: the University Honors Council did not have a committee listed so they have been added as well as a change to University Senate Executive Committee to clarify that it serves as the Institutional Ethics Committee and as the Honorary Degree Committee and then the last page with the Graduate Council as it was previously not mentioned but it only points to their bylaws

Motion 48-SE-05

Debate
• Question if the Executive Committee had considered, in Section F: Nominating Committee, the combining of the Faculty, Academic Staff and University Senate Nominating Committees so they could be one body
  • Did briefly talk about it but decided that step one is to get it all moved then step two could be to work with the language
  • If anyone sees ways to combine now would be the time to bring that idea forward

MOTION by Senator Freymiller to suspend the rules to allow us to vote on this today, seconded and PASSED

Continued Debate
• None

Vote on Motion 48-SE-05: PASSED without dissention

6) Announcements
• Upcoming chats with the Provost
  • Thursday, March 29 from 9:00-10:00 at McPhee 102
  • Thursday, April 5 from 9:30-10:30 at Schneider 307
• Chair-Elect
  • Electing a Chair-elect this year so if interested please let Senator Katie Wilson know so your name can be added to the ballot

7) Topic of the Day
a) Inclusive Excellence Plan (Draft) – Teresa O’Halloran

- Inclusive Excellence in general is UW Systems new framework post a series of tenured diversity plans that they have now abandoned the tenured plan concept design for diversity
- Then the Equity Scorecard came in to play
- Then they decided that Inclusive Excellence is a better way to go as it characterizes the idea of diversity as everybody’s job and tries to integrate it into what we do in all our work here
- The Inclusive Excellence Plan goals were loosely centered around the 4 goals of the Equity Scorecard framework
- Another model used in drafting this draft model was after Eau Claire’s Strategic Plan as well as practices
- In addition is the annual goal setting and priority setting process
- Please send Teresa O’Halloran an email if you have any ideas after the meeting

Questions:

#1 - What broad goals/categories/concepts, if any, appear to be missing?
  What specifics, if any, appear to be missing that would be important to include?
  What item, if any, should not be in the plan?

- Concern was that we didn’t carry forward in all the goals on the categories of disability and economic class and that is was not reflected in details of all the goals
- Specifically in goal 2 that we were hoping in campus wide training that would also deal with disability and social class
- In goal 3 to promote teaching excellence that people wanted to insure that it was at a level of educating students about the theory and teaching students to inquire information about what inclusivity means
- That teaching excellence is helping students understand the issues of power of privilege and that we are getting into that depth of theory as well
- Insure access to all resources for students with disabilities
- Possibly adopting a universal design to ensure access to all the resources and experiences
- Concern about loss of funding for learning communities
- Disabled access
- On goal 2 some talking about off campus students and specifically non-traditional or commuter type students who aren’t in residence halls
- Make it seem like it is their place too
- Make sure we have diverse food offerings and services to our students
- Inclusive attitudes
- Customer services attitudes in students services
- Concept in goal 3 that students are learning from what we say and what we do
- Modeling in our classrooms
- The word pipeline - something needs to be done about it
- Also strong support for recognition of work in DEP’s and elsewhere
- Advising
  - To include something that involves proactive advising
  - Career advising available to all students but especially to the struggling students of color or low income students
  - To include something in the bullet points or in the preface that follows that
- In goal 2 there were opposing viewpoints on bullet 2 which is campus wide participation in training and development
  - Viewpoint that we are being forced to do one more thing and other comment was more that this should be made into a goal
- Anti-oppression in bullet 2, goal 2 would capture it all so why specify
- Goal 2 has a slash and why it is there so it was recommended to take the 2nd sentence in the title and include it in first paragraph or have a bullet as it is important
- See more specifics on how we create bridges to the community to create a more welcoming climate for students, faculty and staff
Would like to see discussion about the work we are already doing in terms of racial profiling, clear vision and research knowledge that includes collaborative partnership in community, students and faculty

More specifics on recruitment and retention

Also would like to see the idea of innate ability out of our vocabulary because the term sets students and faculty up for certain expectations and we need to discuss effective effort instead

The effective is the students reaching the goal and the effort is their part of doing it

We should discuss the ways we get them there

Provide equitable access to the UWEC experience and looking at what be missing is equity and use of technology or access to said technology to include the financial resources to afford to purchase this technology

Access to the internet and for people with disabilities

The timeframes that we have things set up

Offer additional open hours and office hours

Access to the general institution as a whole

Offering night and weekend classes

Parking

#2 – What are the pros and cons of the annual goal-setting process?

In what ways does the plan invite action/initiatives consistent with its principles as opposed to appearing to be a checklist?

• Keep things that are a priority, a priority, and have action items
• Have it get done instead of just talking about it
• Cut back on the number of assessment tools and pick effective ones
• Take a look at the goals and see which ones need to be measured annually or biannually as some may take longer for goal to be effective
• The plan needs more specifics, not prescriptive but more specifics to know how people can fit and participate into the plan with maybe using the Gold Arrows
• There is a wish for guidance for how one can fit into the plan and what kinds of things people can do
• A wish for more professional development opportunities and they have equivalent reward and compensation for all groups that are doing the work
  • Want to see as many groups as possible
    • During the goal setting process
      • While it makes the process more complex it will create more ownership and that is one of the keys
  • Should have goal setting annual priorities so everyone is on the same page and focused on the same issues
  • Revisit goals annually to see what needs to be changed and adjusted
• Also provides a way to measure
• Assess a few goals every year
• Being assessment driven is a positive thing
• We can miss opportunities to grow because we are too focused on priorities
• If we end up writing some of the action items or the bullet points in terms of outcomes then we may lose some of what we intend to do
• We have modeled after the Strategic plan somewhat in writing this Inclusive Excellence Plan but it is important to have more specific such as the Gold Arrows and the action items that emerge from the Gold Arrows
• Document needs to be expanded if we were to go this way
• Where the inputs were going to be into any annual goal setting process
• Feedback either on an ongoing basis from groups effected by the initiative
  • How are they dealing with the process
• Annual goal setting process is it necessary or becoming a checklist
• Needs to be resources that are supporting the goals
• Continued goal setting shows that the process is not done
• If you create manageable goals that will allow for the assessment
• Cannot assess everything every year
• 1 year may be too short for valid polls
• Can’t become complacent
• Should be an ownership piece
• Decentralize that goal process and maybe every department should have a point person
• Service definition needs to be looked at
• Every department should have a process that helps translate recognition of this kind of service
• Goals broader or breaking down to more manageable steps

#3 - Based on your experience with Equity, Diversity, and Inclusiveness initiatives or other planning initiatives (e.g., facilities master planning, liberal education reform, institution-wide strategic planning), what other perspectives can you offer on the draft Inclusive Excellence Plan?

• Is such a difficult concept to articulate and to get buy in from campus
• In the implementation process it might be helpful to site some best practices or case studies
• Arts & Sciences model or models like that could be used to slowly ease people into buy in
• We should be challenging individuals in all institutional practices and be more intrusive in moving this forward
• We need to change the culture and be more intrusive
• Department level is crucial and should be moved to decentralization
• Hasn’t always been clear on how priorities are set
• Setting the priorities, providing feedback and assessing needs need to be inclusive
• We need to be inclusive about our inclusivity
• There is some real value in that other departments have done and maybe maintain forums to share that
• Incorporate these values into our other agendas but not lose our uniqueness of what we are trying to accomplish
• The policies that are affecting students here may be too top down
• Have we done any means assessments
• We need student input and student representation and Student Senate may not always be adequate
• People need to know why this is important to them individually and to their programs in terms of content
• Most see this as only diversifying students
• Charettes process, which includes the people and their opinions at all levels has worked in other places very well so it might work here
• We need to define inclusive better and give an indication that we mean it
  • That we think and then we do it
• More of ask the students for their input
• Funding and how much is it going to cost to implement and spend the dollars necessary
• Creating the technology and the assistance
• Are we really willing to provide the appropriate combinations

Without objection, meeting adjourned at 4:36 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate