Members Present:

Members Absent:
Cindy Albert, Julie Aminpour, Lisa Coen, Luke Fedie, Todd Glaser, Mallory Gohl, Rose Jadack, Marie Koissi, Jill Markgraf, Douglas Olson, April Pierson, Audrey Robinson, Dan Stevenson

Guests:
Erica Benson, MJ Brukardt, Jennifer Fager, Manny Fernandez, Kate Hale-Wilson, Mary Hoffman, Debra Jansen, Thomas Kemp, Jon Loomis, Matt Riedel, Ann Rupnow, Dan Strouthes, Ashley Sukhu, Dale Taylor, Eric Torres

The regular meeting of University Senate was called to order by Chair Freymiller at 3:08 p.m. on Tuesday, May 11, 2016 in the Dakota Ballroom of Davies Center.

1) Approval of the April 26, 2016 University Senate minutes
   • Approved as distributed

2) Approval of the April 12, 2016 University Faculty and University Academic Staff Spring Meeting minutes
   • Approved as distributed

3) Administrator Remarks – Chancellor Schmidt
   • A university is about people and the efforts of the people at that university
   • We balanced our budget
     • Had a $12.2 million dollar deficit, but we worked collaboratively and were transparent
     • In 2010 we had 11,310 students and this year we have 10,460 students
       • We have exceeded our first-year application goal of 6,400; Highest number since 2012
     • ACT scores of applicants have increased; retention is improving
     • CERCA was just celebrated
     • Campus climate results were just released
     • Our EDI plan focuses on closing the opportunity gap and increasing our enrollment of students of color
       • EDI plan calls for training
       • EDI plan should be part of evaluation process for promotion and tenure
     • Heating plant didn’t burn as much fuel as expected, so UW System will be returning $813,000
       • Will be turned over to the Provost and Deans to be used to hire IAS for the next two years
       • To increase course availability
     • Chancellor Schmidt had an interview on WPR
• Additional funding possibilities
  • Fringe benefit costs with fewer employees declined, so we may get money back from System
  • Chancellor Schmidt will ask Senate to consider a compensation plan for the near future to address equity and compression
• EDI plan will be presented to each branch of shared governance for support
• UWEC will welcome the Board of Regents on October 6th
• Later in 2017 we will break ground on new residence hall and will renovate Towers Hall
• UWEC will request $138 million dollars for capital improvements
  • Renovation of Haas Fine Arts is included because the building is 50 years old
  • Build a new dining and residence hall where Horan Hall is now located
  • Renovation of Governors Hall

4) Reports
   a) Special Report from Provost Kleine regarding contextual language of the Mission Statement
     • UWEC had missing pieces of the contextual language that specified what degrees we offer
   b) Report from University Senate Chair Freymiller
     • Chancellor Schmidt has approved the following Senate actions:
       • To establish a certificate in Ojibwe Language within the Department of Languages
       • To establish a certificate in Ancient Studies within the Department of History
       • To establish an Applied/Statistics emphasis within the Liberal Arts Mathematics major in the Department of Mathematics
       • To establish a Studio Arts emphasis within the Liberal Arts Art comprehensive major in the Department of Art & Design
       • To establish a Graphic Communication emphasis within the Liberal Arts Art comprehensive major in the Department of Art & Design
       • To establish a Liberal Arts Neuroscience minor administratively housed in the Department of Biology
       • To establish a certificate in Social Diversity within the Department of Sociology
       • To establish a certificate in Transnational Asian Studies with an administrative home in the Department of History
     • Chancellor’s Cabinet met on May 3rd to reflect on the initiatives that were established for the 2015-16 academic year, to create a list of items that can be addressed during the summer, and to look forward to the Fall when we will celebrate our Centennial, host the Board of Regents, and work on implementation of our EDI plan
     • EDI Fellows Goodman and Bonstead-Bruns reported on the Campus Climate survey
     • Master Planning Committee met on May 5th for updates on the Master Plan and Campus Physical Development Plan
       • It has been affirmed that the best site for the new science building is still the current location of the lower campus residence halls
       • Horan Hall is not a good candidate for renovation, so a new dining facility with residential space above it is being discussed
       • The current visitor center may be replaced with a new combined Alumni/Visitor Center that will serve as a starting point for prospective students wanting to tour UWEC
       • Renovations to Governor’s Hall and Haas Fine Arts are on the horizon; plans for a new dining hall with suite-style housing are moving forward
   c) Faculty Rep’s Report
     • April BOR meeting in Green Bay
       • There was a controversy regarding changes made to UW Madison’s personnel policy
       • The Board of Regents, working with UW System legal, made significant changes, striking some local language on the rules regarding who has control over program discontinuation
         • First time the Board of Regents edited personnel policy from an individual campus
- There was discussion of post tenure review at the Faculty Rep’s meeting
- UW Oshkosh has a draft proposal in front of UW System legal for tentative comment
- FPC will meet over the summer to work on a proposal that will need to come to Senate in the Fall
- Discussion of “no-confidence” resolutions presented by several campuses
- State budget negotiations are beginning and tuition flexibility is a significant issue

d) Executive Committee Report
- Executive Committee met on May 3rd to approve the agenda for today’s Senate meeting and to compile a list of legislative actions that will need to be addressed during the 53rd session of the University Senate
- Among the issues will be changes to the FASRP regarding post-tenure review, Academic Master Plan, EDI plan, Senate membership; discussion about new proposals for a smoke-free campus may also take place

5) Unfinished Business

a) Second Reading: Motion from the Technology Committee

Activity Credits Counting Towards Baccalaureate

MOTION to amend the motion as indicated; seconded

1. Insert as the first sentence after the “Activity Credit (band, chorus, drama, KINS 100 – 184 courses) heading, the following sentence: Students may count toward graduation no more than one credit of KINS 110-184 courses.

2. Insert at the end of the second sentence the following parenthetical clause: “(excluding KINS 110 – 184 courses)”.

The resulting first paragraph will read as follows:

**Activity Credit (band, chorus, drama, KINS 100-184 courses)** Students may count toward graduation no more than one credit of KINS 110-184 courses. Students may count toward graduation no more than four credits earned in any single activity course and no more than 12 credits resulting from any combination of activity courses (excluding KINS 110-184 courses).

Including the “Wellness Requirement (physical activity courses)” clause struck from the second paragraph, the final revisions to this section of the Undergraduate Catalog will read as follows:

**Activity Credit (band, chorus, drama, KINS 100-184 courses)** Students may count toward graduation no more than one credit of KINS 110-184 courses. Students may count toward graduation no more than four credits earned in any single activity course and no more than 12 credits resulting from any combination of activity courses (excluding KINS 110-184 courses).

**Other Restricted Credits.** For other University restrictions, see the following: Cooperative Education; Credit by Examination; Satisfactory/Unsatisfactory Registration; Transfer of Credits. College or departmental restrictions may also be placed on Independent Study (399-499 courses), Directed Study (395-495), and other types of credits.

No debate on amendment

**VOTE on AMENDMENT:** Passed

No debate on motion as amended

**VOTE on MOTION:** Passed
6) New Business
   a) First Reading: Motion from Academic Policies Committee
      Enrollment of Undergraduates for Graduate Credit
      Enrollment of Undergraduates for Graduate Credit Proposal
      Debate
      • Will this hurt our reaccreditation?
        • Do not believe there will be any impact, but that will be looked at thoroughly
      
      MOTION to suspend the rules so we can vote on this today; seconded
      VOTE to SUSPEND the RULES: Passed
      Vote on MOTION: Passed

   b) First Reading: Motion from Academic Policies Committee
      Service-Learning Catalog Text and Outcomes
      Service Learning UG Catalog Text
      • We are approving the service learning outcome statement and approving the catalog text
      • The website will include the courses available for Service Learning
      Debate
      • Why is mentoring students in service learning not described in the outcome?
        • ULEC has a policy that all experiences or courses must be approved by ULEC; if an experience or course is to be counted for Service Learning it must include a reflection piece
      • Assessment needs to be attached to the outcome for non-course experiences for the mentor for
        • If you are the university mentor for a student performing a Service Learning project, it is up to you to make sure the student met the assessment
      • Outcome doesn’t seem to fit what a faculty member would be assessing
        • Can a faculty member judge whether Service took place
          • That can be assessed if learning has occurred
        • Service portion will be evaluated by somebody external to the university
        • Assessment of the non-credit option is outlined in the catalog
      • Outcome is being added because it is not yet included
      • Rubrics ensure quality of learning and are being tested through ULEC
      • Rubrics are likely to change based on assessment data that is collected
      
      MOTION to change the Service-Learning Outcome Statement to reflect: Students will serve demonstrate learning through service to their community by applying skills and knowledge gained through university coursework and/or experiences, seconded
      Debate on amendment
      • It is an improvement
      
      VOTE on AMENDMENT: Passed
      
      No further debate on motion as amended
      
      MOTION to suspend the rules so we can vote on this today; seconded
      VOTE to SUSPEND the RULES: Passed
      VOTE on MOTION as AMENDED: Passed
c) EDI Team Consultation

EDI Plan Outline and Timeline

EDI Goal Summary
Each table has a discussion leader (EDI Implementation Team member) and scribe. Each table is to discuss a different goal and all of its categories/items.

1. What do you see as major obstacles to implementing this part of the EDI plan?
2. What strategies do you recommend for overcoming those obstacles and what structural changes may be needed to implement this part of the plan?
3. What will it take for you and your unit to support this plan?
4. What do you see is a strength of the plan?

- Discussion
  - Campus-Wide Professional Development
  - Recruit Resident Assistants of color
  - Obstacles include
    - Lack of attendance
    - How to make professional development mandatory
    - Will people take online modules seriously
    - Must be dynamic and interesting and practical and interactive
    - Timely communication
    - Multiple people with the same message would be powerful
  - Improving communication
    - Accountability?
    - Structure to ensure progress
    - Does shared governance have a role?
  - Goal 1
    - Language in the DEP is a barrier for entry
    - Should be discipline specific
    - All faculty/staff must support this plan
    - Needs to be worthwhile, ambitious, and aspirational
    - Need to be intentional about how teaching, scholarship, and service
  - Accountability
    - Must find people who are interested in being accountable and how we will hold them accountable; how do we make progress and what do we do if no progress is being made; does shared governance have a role
  - Contributes to reaching guidepost
  - Recruitment and retention of faculty and staff of color
    - Evaluations of faculty in classrooms should recognize that there might be bias
    - When hiring or retaining faculty, practice could be changed so experiences are treated equally
    - Need professional development for hiring process
  - Campus wide professional development
    - Create and implement program for first-year students
    - Value a model where students can help to train other students
    - Students need exposure to EDI concepts in their first year
  - Additional comments can be sent to Selika Duckworth-Lawton, David Jones, or Ann Rupnow

MOTION to change the order of business; seconded

VOTE on changing the order of business: PASSED
d) First Reading: Joint Motion from the Budget and Compensation Committees

Resolution in Support of the WI IDEA

Debate

- We need to join our colleagues in the direction that Wisconsin has been heading
- Many reasons to support resolution; opportunity to speak out
- Where is evidence that tenure will be weakened
- No evidence that the termination policy has weakened us
- Consequences to post-tenure review includes firing of staff
- This resolution can serve as a signal and we are not silently accepting what is going on
- IAS lost their jobs; feel strongly about this
- Resolution talks about things that are direly needed
- Don’t see a lot of discussion about tenure
- Have only seen cuts since employed here since 2009
- Regents are becoming increasingly more involved with the governor
- Solidarity shows symbolism
- Could lose our job for cause or financial emergency
- If one has confidence in President Cross and System, then vote no
- WI IDEA is something worth fighting for
- We will have a terrible time recruiting new faculty
- This resolution feels like it’s being rushed
- We need to allow the entire campus community to express its opinion
- Tenure-track faculty are leaving for better jobs
- It’s about solidarity, but we take more than our share of cuts when they come around and we cannot continue to operate with the disproportionate cuts
- It impacts every employee and every student on this campus

MOTION to MOVE the previous question; seconded

VOTE on motion to move the question: FAILS

Continued Debate on resolution:

- Opposed to the motion as written because we are going after the wrong entities
- Need to support those candidates to defeat others in the legislators
- We should have taken action when the surplus hit the papers
- This motion will make the Chancellor’s job much more difficult
- It is time to stand up to people who think they can push us around without any reactions
- President Cross is not framing the conversation in our favor
- Symbolic act is our only recourse
- A vote of no-confidence is a way to show that we are very concerned about what is going on and what is not happening on our behalf

MOTION to suspend the rules to allow us to vote on this today; seconded

Vote on motion to suspend the rules: FAILS

MOTION to adjourn; seconded

VOTE to adjourn: PASSED
7) Announcements
   - Thanks to Provost Kleine for providing the refreshments that have sustained us through this final meeting of the 52nd session of the University Senate
   - Next meeting of the University Senate is scheduled for September 13th in the Woodland Theatre of the Davies Center
   - Thanks to Secretary Kenney for her service

Without objection, meeting adjourned at 5:56 p.m.

{After the meeting was adjourned the Chair was informed that his ruling on the vote to suspend the rules to allow a vote on the resolution was in error}

Submitted by,

Tanya Kenney
Secretary to the University Senate