A regular meeting of the University Senate Executive Committee was called to order by Chair Freymiller at 3:03 p.m. on Tuesday, October 18, 2016 in the Council Oak Room of Davies Center.

1) Approval of the Minutes of October 4, 2016
   - Approved as distributed

2) Ten-minute Open Forum
   - None

3) EDI Resolution Discussion
   - A brief explanation and overview was given
     - EDI team is looking for Senate endorsement of the EDI Implementation Plan
   - Language in the resolution was discussed
     - Concerns about the number of recommendations in the Plan
     - Resolution does not need to be submitted by Senate Executive Committee because it appears to be imposed from the top down
     - Senate Executive Committee is not endorsing the details of the Plan, but supporting the principles of the Plan
     - Too much reference to students of color; shouldn't focus on only one diverse group on campus
     - Suggestion that we should refer to "mission" instead of "Plan"
       - Our intent is to endorse the mission; actions that need to go through shared governance will eventually go through shared governance

MOTION to have the University Senate Executive Committee bring this forward as a resolution to the full University Senate, seconded

Discussion
   - This is not an exclusionary document
   - We cannot address every deficit and every diverse group
   - It aligns with the guideposts
   - If Senate approves the plan, the document can be amended
     - Not approving the plan, just endorsing the plan
     - Personnel committees are responsible for incorporating the plan into policy
     - Endorsement of a broad set of principles
MOTION to amend the title from EDI Implementation Plan to EDI Mission, amend line 52 and 53 to read ...EDI Implementation Plan Mission as a set of plans and principles guiding UWEC’s....and to correct the typographical error in line 2, seconded

Discussion
- This is about the university’s mission and a strategic direction
- Support for endorsing the plan because the action steps are important
- Senate endorsement of the principles is more important than keeping “Implementation Plan”
- Concern that “Implementation Plan” tells Personnel Committees what actions to take
- Change in the language would be less prescriptive
- Using “Goals” rather than “Mission” would broaden the endorsement

MOTION to MOVE the QUESTION, seconded

VOTE to MOVE the QUESTION: PASSES

VOTE on AMENDMENT: FAILS

MOTION to amend the title from EDI Implementation Plan to EDI Goals, amend line 52 and 53 to read ...EDI Implementation Plan Goals as a set of plans and principles guiding UWEC’s....and to correct the typographical error in line 2, seconded

Discussion
- Is the intent to endorse the EDI Plan in its entirety or just the action steps?
- Entire EDI Plan would not come to Senate; only pertinent action steps need Senate approval
- There are many details in the Plan; each one is likely to generate debate
- Seems as if we are being asked to approve all the actions in the Plan, so we should address them one by one
- Concern that the Committee is setting ourselves up for a negative vote
- Concern that the language is incorrect
  - Not clear on what the goals are because the goals are statements and not really goals
- Amendment addresses goals and not action steps

VOTE on the AMENDMENT: PASSES (8-7)

Discussion on the amended motion
- Resolution should be sent back to the EDI Implementation team for clearer language
- Language can be modified before resolution goes to the full Senate; would be beneficial and not as confusing
- Should not come forward as a resolution, but as an endorsement of the action steps

VOTE on motion to send this to the full Senate: FAILS

4) Review of tentative agenda for October 25, 2016 meeting of the University Senate
- Approved as amended
  - Remove EDI Resolution

5) Senate Representation – Frozen Files Discussion
- Discussion on why some of the numbers may have changed
- HR designations for some departments/units have not yet been changed

6) Announcements
- None

Meeting adjourned at 4:35 p.m.

Submitted by,

Tanya Kenney
Secretary of the University Senate