Members Present:

Members Absent:

Guests:
Margaret Cassidy, Ashley Sukhu

The regular meeting of University Senate was called to order by Chair Freymiller at 3:06 p.m. on Tuesday, February 28, 2017 in the Ojibwe Room of Davies Center.

1) Approval of the February 14, 2017 University Senate minutes
   - Approved as distributed

2) Administrator Remarks
   - None

3) Reports
   a) Report from University Senate Chair Freymiller
      - Since the last Senate meeting, Chancellor Schmidt has approved these Senate actions:
        - To offer a credit bearing certificate in Critical Studies in Literatures, Cultures, and Film through the Department of English
        - To develop a minor in Public Health that would be administered by the Watershed Institute in collaboration with multiple departments across campus
        - To make changes to the FASRP, Part III, Article 4: University Governance Committees and Councils that would alter the membership of the University Planning Committee
        - On Thursday, February 16, Chancellor Schmidt hosted an Open Forum
        - Updates were provided from Blugold Central, the ASK Center, the Advising, Retention, and Career Center, and Admissions
        - The Chancellor also spoke about the Governor’s proposed 2017-19 budget and its potential effects on UWEC
        - He shared some ideas about compensation that could impact UWEC employees

   b) For the Record: Academic Policies Committee

      Name Change in Languages: European Studies

      Without objection, this motion will be moved to New Business
4) Unfinished Business
   • None

5) New Business
   a) University Senate elections

   University Senate Executive Committee

   1 Vacancy for Faculty Senator: 1 year term (2018)
   1 Vacancy for Academic Staff Senator: 1 year term (2018)
   Faculty Senator from Any Area
   Academic Staff Senator from Any Area
   This committee generally meets the 1st and 3rd Tuesdays from 3-5 p.m.

   Report of the University Senate Nominating Committee
   Nominees:
   Faculty Any Area: Ganga Vadhavkar, Communication & Journalism
   Academic Staff Any Area: Jen Kieffer, News Bureau
   Colleen Marchwick, Center for International Education

   Additional nominations from the floor: None

   Without objection, the rules were suspended to allow Ganga Vadhavkar to serve on the Executive Committee as a University Faculty senator

   Elected to the University Senate Executive Committee: Ganga Vadhavkar and Colleen Marchwick

   b) First Reading: Motion from the University Senate Executive Committee

   Nominating Committees Merger

   Debate
   • Appreciate the attempt to combine the committees, but there are more cons than what is laid out on this motion as there would also be fewer people who are in a position to nominate
   • Committee members typically ask people they know and work with; fewer members means that we will have a more lopsided system on who gets asked to serve on a committee
   • Committee members wouldn’t have as much at stake
   • Suggestion that it might be more efficient and productive if the nominating committee reached out to others on the committees that have a vacancy to help in enlisting people to fill that vacancy

   Without objection, we will vote on this today

   VOTE on MOTION: PASSED

   c) First Reading: Motion from the Academic Policies Committee

   Minor in Military Leadership

   Debate
   • Allows students to graduate in a timely manner and benefits faculty who oversee topical minors
   • Faculty have added classes that will make our students the kind of military leaders that we want to see in the 21st century because officers need to be more flexible and have more judgement
   • Restricted to ROTC majors because three of the classes only allow contracted cadets to enroll

   Without objection, we will vote on this today

   VOTE on MOTION: PASSED
d) First Reading: Motion from the Academic Staff Personnel Committee

EDI: Performance Evaluations and Promotions

Debate

- Promotion language will go into effect in the next FASRP, but that it could be difficult to meet criteria in time for promotion
- On the last page of the motion under the No Prefix section it states in the last sentence under Senior that: “At this level, a professional can be expected (but not required) to guide or train other professionals within or outside of their work unit or to oversee their work”; concern that this language implies a difference between “can” and “required
- What do we mean by equity?
  - Equity is defined as representational quality
  - Would love to have more clarity with regard to defining equity, but federal law prevents setting numerical standards
  - Intent is to have colleagues work with diverse people and retain them
  - Equity asks that we look at unconscious
  - Should look at pedagogy of best practices, but not set quotas or hire unqualified people
  - Equity is inclusion; each student should get the same amount of support and access
  - Language is purposely vague so each unit/department can set its own guidelines
  - We have personnel evaluations and this would be part of the evaluation process; does not creating a whole new system of evaluation
  - This will be added to an already existing structure
    - We are all responsible for what we can do to engage in equitable practices
    - There are different levels of diversity and how you incorporate it into your work
    - Currently, work related to EDI would be irrelevant because it is not part of review process
    - Should not be mandated, but should be recognized, valued, and supported for those who want to include it in their evaluations
  - Concern that vague language will make it difficult for individual units/departments to implement this and uneven implementation across different departments and employment categories could result
    - Vague language allows us to think about how we can contribute to a better
    - Would have been difficult to include more specificity and still have it work
    - Unless there is language in the FASRP that allows evaluations to include EDI, EDI cannot be included in one’s performance evaluation
    - This motion sets the foundation for including EDI as one element of performance

VOTE on MOTION: POSTPONED

e) First Reading: Motion from the Academic Policies Committee

Name Change in Languages: European Studies

- Curricular changes can be approved at the College level, but this is a name change so it must be approved by the University Senate
  - Minor didn’t change enough that approval was need from University Senate
  - Name change will align title with curriculum, because the old title no longer reflects content

Debate

- If the content changed substantially and the title no longer fits the courses, then this must be a different minor and should go through University Senate as a minor change
  - This is just a change in title that better reflects the content of the minor; classes and requirements are essentially the same, but the world has changed and this reflects how we teach that

Without objection, we will vote on this today

VOTE on MOTION: PASSED
6) Announcements
   • Next meeting of the University Senate is scheduled for March 14th, 2017 in the Dakota Ballroom of the Davies Center
   • Jyl Kelly, Chair of the Physical Plant Planning Committee, announced that construction of the Garfield Avenue project this spring/summer there will require some changes to parking
     • Phillips parking lot will be closed to faculty and/or student parking during Summer Orientation and will only have limited spaces until Fall semester begins
     • Hibbard lot will be open to both faculty and student parking

Without objection, meeting adjourned at 4:38 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate