The regular meeting of University Senate was called to order by Chair Freymiller at 3:04 p.m. on Tuesday, March 14, 2017 in the Dakota Ballroom of Davies Center.

1) Approval of the February 28, 2017 University Senate minutes
   • Approved as distributed

2) Administrator Remarks
   • None

3) Reports
   a) Report from University Senate Chair Freymiller
      • None

   b) Faculty Representative Report
      • Board of Regents meeting was mostly presentations
         • One speaker is a strong believer in the idea that the modern American university is no longer functional and he hires what he calls disruption faculty to shake things up
         • Faculty Representatives meeting was mostly focused on the budget and questions on what happens if we do not do self-insurance

   c) Academic Staff Rep’s Report
      • None
4) Unfinished Business
   a) Second Reading: Motion from the Academic Staff Personnel Committee

   EDI: Performance Evaluations and Promotions

   Debate
   - Comments
     - In Spring 2015, Provost Kleine initiated work on the university academic master plan
     - Many faculty and staff have spent hours above and beyond workload engaged with Administration to create our vision and Master Plan for the University
     - There have been presentations and open forums for the university and for Senate
     - Final Academic Master Plan was presented on September 1, 2016
     - One of the categories in the plan is Intentional Student Success Progress, and part of that is our commitment to equity, diversity, and inclusivity
     - Equity, diversity, and inclusivity are values that we regard highly in the university: the idea that we should provide an equitable learning experience for all, regardless of race, background, sexual orientation; and the understanding that maintaining the majority white middle class heterosexual status quo at this university, without rigorously sustaining others and addressing our own unconscious biases, does not provide that equity
     - I understand that some of you are hesitant and even fearful to add something novel and uncertain into the FASRP that could directly affect how you will be evaluated in your job
     - Step 1.1 in the EDI Goals and Action Steps includes relevant language about equity, diversity, and inclusivity in personnel evaluations, so adding language to the FASRP is simply implementing that step
     - The question of whether to put this language in personnel evaluations is not really up for debate today
       - That has been debated, evaluated, reviewed by senate, and put into action
       - This motion confirms the language as it is presented
       - The ASPC has spent weeks evaluating the issue
       - We have looked at how different departments evaluate their staff and we consulted with Human Resources
       - We came to the conclusion that due to the variety of different evaluation processes across the university, language in the FASRP would need to be ambiguous
       - Each department will be responsible for translating that language into each job description, as each department has quite different job responsibilities
       - Our job now is to add the language to the FASRP so departments have a guideline for revising their evaluation process

   VOTE on MOTION: PASSED

5) New Business
   a) First Reading: Motion from the Faculty Personnel Committee

   EDI: Faculty Performance

   Debate
   - Discussion was limited to the motion rather than the implementation
   - Publication in July 2017 FASRP with implementation beginning July 1, 2018
   - The person who voted against this motion in FPC was concerned about the word expected, because it might seem like a requirement instead of encouragement and it should not be punitive
   - Seems like faculty are expected to be social advocates; this is not part of our job
   - Concern that we do not know what equity is supposed to mean; definition of Equity was provided
   - Support language that uses the word “or” because it gives flexibility
   - It is illegal to mandate equal outcomes; equity and diversity is competence in teaching
   - Many people across the country have mandated training, but we are complaining about it
   - We should be talking about everything and not just race
MOTION by Senator Sottile to amend the language to read: Each periodic review of faculty must include, but is not limited to, consideration of teaching effectiveness, scholarly activity, and service to the University, the profession, and the public. In addition, all faculty members are expected to contribute to university efforts towards Equity, Diversity, and Inclusivity (EDI). EDI contributions can be included in any of the three primary criteria for periodic review. Contributions to EDI can be demonstrated through teaching and curricular development, scholarly activity, engagement in initiatives that directly serve underrepresented students, faculty, and/or communities, or professional development, or any other activities as defined in the approved evaluation plan. All periodic faculty reviews shall include an evaluation of the faculty member’s EDI engagement efforts. Many faculty activities may contribute to more than one of these criteria, which are defined as follows:……, seconded

MOTION to amend the amendment to add a comma after faculty, seconded

Debate on amendment to amendment
- Staff would not impact this section of the FASRP

VOTE on amendment to the amendment: PASSED

Debate on amendment as amended
- We will eventually eliminate some part of a community if we continue to amend and articulate
- This is about faculty performance
- Is important to recognize faculty so they are valued

Without objection, Each periodic review of faculty must include, but is not limited to, consideration of teaching effectiveness, scholarly activity, and service to the University, the profession, and the public. In addition, all faculty members are expected to contribute to university efforts towards Equity, Diversity, and Inclusivity (EDI). EDI contributions can be included in any of the three primary criteria for periodic review. Contributions to EDI can be demonstrated through teaching and curricular development, scholarly activity, engagement in initiatives that directly serve underrepresented students, underrepresented faculty, and/or underrepresented communities, or professional development, or any other activities as defined in the approved evaluation plan. All periodic faculty reviews shall include an evaluation of the faculty member’s EDI engagement efforts. Many faculty activities may contribute to more than one of these criteria, which are defined as follows:……,

VOTE on amendment as amended: PASSED

Continued debate on motion as amended
- Concerns about specificity but generally people support it
- The word expected needs to be used because otherwise it wouldn’t be addressed
- The use of the words “university efforts towards” suggests that contributions to EDI that happen outside of university may be excluded; removing that language it would make it more acceptable
  - Since the university encourages community engagement and service, outside efforts would be counted
- A fair and just learning environment is expected and the use of the language of value or encourage hasn’t done the trick
- University Staff just included “expected” in their rules
- This is embedded in the Education DEP’s
  - Wisconsin DPI expects this; it is the heart of what our teachers are expected to do
- Concern about the last sentence that makes specific statements about three main areas
  - Suggests that it would be embedded
  - Up to the department or program to draft DEP/PEP
MOTION by Senator Schaupp to amend the language as follows; Each periodic review of faculty must include, but is not limited to, consideration of teaching effectiveness, scholarly activity, and service to the University, the profession, and the public. In addition, all faculty members are expected to contribute to university efforts towards Equity, Diversity, and Inclusivity (EDI). EDI contributions can be included in any of the three primary criteria for periodic review. Contributions to EDI can be demonstrated through teaching and curricular development, scholarly activity, engagement in initiatives that directly serve underrepresented students, underrepresented faculty, and/or communities, or professional development, or any other activities as defined in the approved evaluation plan. All periodic faculty reviews shall include an evaluation of the faculty member’s EDI engagement efforts. All departments/programs shall incorporate EDI expectations in their DEP/PEP. Many faculty activities may contribute to more than one of these criteria, which are defined as follows:…..,

Debate on amendment
- The amendment would not add a fourth category
- The FASRP doesn’t talk about DEP’s until after this section
- Concern that departments would not have to include EDI in any DEP
- It doesn’t address the areas on which we are evaluated
- It would undermine the integrity of the entire motion
- It is a bad idea to introduce a concept before it is defined
- Incorporating language into a DEP doesn’t mean that it will used in an evaluation

VOTE on amendment to the motion: FAILED

Continued debate on the amended motion
- None

MOVED by Senator Mc Ellistrem to refer back to committee for the definition of EDI, seconded

Debate
- Definitions were read into the record today
- If it goes back to committee, then motion will die
- There are many definitions that are not in the FASRP

Vote to refer back to committee: FAILED

Continued debate
- Definitions could be considered part of the DEP

MOVED to add the definition of EDI to the motion after the first bolded sentence

MOTION dies for lack of a second

MOTION by Senator Schiller to change first sentence to read: …”as defined by the Centennial Plan”, seconded

Debate on amendment
- Centennial Plan is a living document and it is possible that it will change
- People who want to include definitions could craft some language for the second reading

VOTE on amendment: FAILED

VOTE on MOTION: POSTPONED until second reading

6) Announcements
- The next meeting of the University Senate is scheduled for March 28th, 2017 in the Dakota Ballroom of the Davies Center
Without objection, meeting adjourned at 4:25 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate