

University of Wisconsin – Eau Claire
University Senate Academic Policies Committee
Vol. 55, Meeting No. 19
Tuesday, April 2, 2019
Chancellors Room, 311 Davies

Present: *Members:* Janice Bogstad, Joel Friederich, Bob Hooper, Marquell Johnson, Hans Kishel, Bill Miller, David A. Miller, Darrell Newton, Vicki Samelson
Guests: Margaret Cassidy, Mary Hoffman, Kent Syverson

Presiding: Chair Marquell Johnson called the meeting to order at 2:00 p.m.

Meeting Minutes

1. Approval of minutes from March 19, 2019

- Motion to approve the minutes of March 19, 2019, as distributed. Motion was seconded and approved unanimously (7-0-0).

2. Department of Geology Program Review

- Kent Syverson was in attendance to provide information and answer questions.
- Preparing for potential retirements is a recurring theme. Does the department have a plan in place and does it address concerns surrounding the Environmental Science emphasis?
 - Discussions within department have occurred but no specific plan is in place. Hard to plan when positions revert to Provost after departures, need permission to post for a tenure-track position. In past, could begin search before the departure. Realize more discussions need to happen, decisions need to be made regarding which areas of expertise would allow the department to be better prepared for the future of geology instead of locking into the same expertise and specialization department currently has. Geology is a solid program that covers discipline well. Want to be able to continue to cover foundational geology and not become too specialized; would be a disservice to undergrads.
- If there was a sudden retirement, what would be the impact on the delivery of what the department current does, and do you feel you could put forth a good argument to Provost to have the vacancy filled?
 - Feel the department could make a very solid case for replacement, department is a leader in HIPs and internships on campus, collaborative research is similar to others, very much committed to LE program (invest time and money for students to do hands-on things like labs – and do it well). To continue to run labs and field-based programs and camps, can't lose individuals. Operating at full capacity now and won't be sustainable if anyone leaves. Geology field lacks PhDs and the department has failed searches in the past, make sure people hired are the right fit for the position, competitive market to recruit and retain.
- Could you explain field camp experiences in more depth and the importance of the field geology coordinator position to the department?
 - To be considered graduate school worthy, most require 6 weeks of geology field camp. UWEC does 3 weeks in January and 3 in summer. Turns geology majors into geologists. Instructor explains the area and students find the outcrops and determine the data they need to collect to create an accurate geologic map, learn field skills, computer skills, critical thinking skills. Geologists are paid to solve problems. Two faculty participate, best practice for safety. Lead instructor assigns grade and differential tuition funds second faculty. Rob Lodge's contract indicates he is to serve as the instructor of record, other faculty is recruited and it's not part of their contract. Field coordinator contract indicated he'd be the lead instructor in 3 or 4 field camps, provided stability. Become familiar with

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process, requires mobile computing lab knowledge and to oversee field equipment logistics. Currently covering things without the position; however, if something else happens with a faculty member, it won't be able to continue. Position provided flexibility and stability which is now lacking. Will need to be considered when filling positions, need people who can be interchangeable (e.g., field camp + research).

- Would recommended .25 FTE reassignment to continue role as an internship/donor relations coordinator be an overload?
 - No
- What would you not do after your chair rotation ends?
 - New chair would have time reassignment, teach less. Kent would maintain the Chair's teaching schedule instead of picking up additional teaching, allowing him to continue his role connecting with industry and fundraising. Since the program review process began, he has met with Interim Dean Freitag and Foundation. Will continue work with fundraising/industry and meet with other STEM chairs to provide them with ideas on how to enhance their connections and fundraising to potentially prepare campus for a new science building. High probability that this will begin in the new fiscal year, meaning there will be somewhat fewer lab sections. Foundation is covering this during the next academic year (paying for Kent's time + plus a sabbatical hire of 1.0 FTE for a semester to teach additional sections to buffer some of the seats that Kent can no longer manage)
- Applaud pursuing the NSF grant and Scott Clark's participation in the EDI working group to make STEM fields more inclusive; however, is the pre-field camp meeting only for females? Does it have to be gender-specific? Would benefit anyone unfamiliar with navigating the outdoors.
 - Department is serious about assessment and use it to guide program. Students feel it would be better not to have a pre-field camp. Field trips are different than field camps. Will do a general "coping with camping" discussion in a course to address some issues. Pre-field camp should be separate for women and is taught by female students. Estimate majors are 40% women, 60% male.
- Academic Department/Program Review Form discussion on No. 11 Restore the Field Geology Coordinator position. Disagree due to lack of budget. Agree that there is justification and a need for the position, APC doesn't decide budget. Lead faculty for field camp begins prep at the end of August and does not get a break until Spring Break, working through holidays; causes burn out, it's not sustainable, need release time spring semester, work-life balance, junior faculty with family can't do it. Committee members vote in favor of the position (6-1-0).
- What we're currently doing at university isn't sustainable, attempting to do the same things we've always done with fewer faculty, people are being asked to do more than they can do on an extended basis, not just in Geology – across the University, including Barron County. More emphasis needs to be put on what occurs in the classroom, versus what happens outside. Need more faculty positions and not services. There's been a deemphasis on academic programs and an emphasis on student support services.

Chair Marquell Johnson adjourned the meeting at 2:48 p.m.

Respectfully submitted,

Sarah Forcier
Secretary for the Meeting