

**UNIVERSITY OF WISCONSIN-EAU CLAIRE
STUDENT SENATE RESOLUTION**

**IN SUPPORT OF REQUIRING UNIVERSITY FACULTY AND STAFF TO COMPLETE
ALL 3 TIERS OF EQUITY, DIVERSITY, AND INCLUSION PROFESSIONAL
DEVELOPMENT TRAINING IN ORDER TO BE AWARDED TENURE**

1 WHEREAS, the Student Senate of the University of Wisconsin- Eau Claire (UW-Eau
2 Claire) is the official voice of the student body; and

3 WHEREAS, UW-Eau Claire is committed to providing a vision and strategic direction
4 moving toward an environment of equity, diversity, and inclusion (EDI) for all its members; and

5 WHEREAS, in 2015, UW- Eau Claire started to provide EDI Professional Development
6 in three Tiers for its faculty and staff through the Center of Excellence in Learning and Teaching
7 (CETL); and

8 WHEREAS, all faculty and staff at UW-Eau Claire are required to complete only the first
9 Tier of EDI training which “requires a time commitment of 60 minutes (online)”; and

10 WHEREAS, UW-Eau Claire states that “all faculty and staff are encouraged to complete
11 additional professional development throughout the year”; and

12 WHEREAS, Tier Two EDI training requires attendance for 10 EDI centered workshops,
13 totaling 10-20 hours of time; and

14 WHEREAS, Tier Two EDI training provides “the conceptual framework, opportunities for
15 self-reflection and group discussion, and skill-building experience necessary for being an effective
16 advocate for equity and diversity”; and

17 WHEREAS, Tier Three training requires creating a plan to incorporate what they have
18 learned from Tier One and Tier Two and create a project; and

19 WHEREAS, faculty and staff at UW-Eau Claire hold a position of power over the minds
20 of the students that their work serves, and

21 WHEREAS, Resident Assistants at UW-Eau Claire complete 14 hours of EDI training
22 during preliminary training each semester, followed by additional training of over 2 hours per
23 semester; and

24 WHEREAS, students in the College of Business are required to take Business
25 Administration300(BSAD300) as a part of their BusCore curriculum; and

26 WHEREAS, BSAD300 is a six week class totaling 21 hours; that “develops the awareness
27 and sensitivity of students to issues of race, religion, culture, age, gender, sexual orientation, and
28 disabilities in the workplace;” and

29 WHEREAS, the institution recognizes that microaggressions and language that promotes
30 derogatory, hostile, and negative messages occurs every day, whether it be intentional and
31 unintentional; and

32 WHEREAS, that these trainings would help create a more inclusive and equitable campus
33 climate to benefit students’ experiences at UW- Eau Claire: and

34 WHEREAS, the expansion of the EDI Professional Development training will contribute
35 to Chancellor Schmidt’s 2024 goal of 20 percent enrollment of students of color and elimination
36 of the opportunity gap; and

37 WHEREAS, the Student Senate at UW-Eau Claire unanimously passed a resolution
38 following a high-profile incident of targeted, racist, hate speech calling upon its “administration to
39 re-evaluate its current campus climate within the framework of advancing towards a diverse,
40 equitable, and inclusive environment”; and

41 WHEREAS, the resolution passed unanimously further states that UW-Eau Claire Student
42 Senate calls upon its administration to “take deliberate and decisive action that seeks to provide
43 education and resources that exposes students to diverse backgrounds and can foster an inclusive
44 and equitable environment for its students, faculty, staff and administration”; and

45 BE IT THEREFORE RESOLVED, that the Student Senate at UW-Eau Claire calls upon
46 its administration to require their faculty and staff to complete all three tiers of EDI Professional
47 Development training in order to be awarded tenure; and

48 BE IT FURTHER RESOLVED, that the Student Senate at UW-Eau Claire calls for a
49 restructuring of the EDI Professional Development process to better accommodate the increase of
50 faculty and staff that would need to participate in the EDI Professional Development trainings, the
51 UW- Eau Claire student body; and

52 BE IT FURTHER RESOLVED, that the Student Senate will continue to push UW- Eau
53 Claire administration to pursue innovation and excellence in the areas of equity, diversity, and
54 inclusion; and

55 BE IT FINALLY RESOLVED, that upon passage of this resolution, President Johnson
56 will transmit a copy to Dr. James Schmidt, Chancellor; Dr. Patricia Kleine, Provost and Vice
57 Chancellor for Academic Affairs; Angie Stombaugh, Director, Center for Excellence in Teaching

58 and Learning; Holly Hassemer, University Senate; Chris Jorgenson, Director, Gender and
59 Sexuality Resource Center; Teresa O'Halloran, Director, Affirmative Action; Albert Colom, Vice
60 Chancellor, Enrollment Management; Dang Yang, Director, Office of Multicultural Affairs;
61 Demetrius Smith, Program Director of EDI; John Haven III, Vice Chancellor, Finance and
62 Administration; Quincy Chapman, Housing and Residence Life Director; Deborah Newman,
63 Housing and Residence Life Associate Director; LaRue Pierce, Dean of Students; Dr. Peter Hart-
64 Brinson, University Senate; Kelly Holzer, Chair, University Staff Council, Vicky Thomas,
65 Director, Services for Students with Disabilities
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