

**UNIVERSITY OF WISCONSIN-EAU CLAIRE  
UNIVERSITY SENATE MEETING  
VOLUME 56, NUMBER 3**

**October 22, 2019**

Members Present:

Jose Alvergue, Robert Bell, Jim Boulter, Jasmine Case, Bart Dahl, Chip Eckardt, Jeff Erger, Kent Gerberich, Liz Glogowski, Gail Hanson Brenner, Ryan Harrison, Peter Hart-Brinson, Tom Hilton, Bob Hooper, Phil Huelsbeck, Heather Iverson, Marquell Johnson, Jennifer Johs-Artisensi, Jyl Kelley, Carol Koroghlanian, Bridget Kurtenbach, Cheryl Lapp, Der-Fa Lu, Ellen Mahaffy, John Mann, Colleen Marchwick, Jill Markgraf, Bill Miller, Tamara Miller, Dave Nesvacil, Geoffrey Peterson, Nick Phillips, Linda Pratt, Sheryl Poirier, Barb Ritzinger, Jim Rybicki, Jonathon Rylander, Vicki Samelson, Kristin Schaupp, James Schmidt, Dan Schumacher, Alyssa Slaby, Charlotte Sortedahl, Pedro Sottile, Andrew Suraliski, Ka Vang, Charles Vue, Ryan Weichelt, Evan Weiher

Members Absent:

Jan Adams, Heather Amthauer, Wayne Carroll, Lisa Coen, Albert Colom, Joel Friederich, Wendy Geniusz, John Haven, Dan Herman, Jarrod Hines, Kate Hinnant, Pat Kleine, Barbara Meier, Robin Miller, Leah Olson-McBride, Audrey Robinson, Isabel Walters, Katie Wilson

Guests:

Lauren Becker, Travis Duchene, Austin Gulbrandson, Stephanie Hoeksema, Debra Jansen, Grace Luloff, Darrell Newton, Jean Pratt

The regular meeting of University Senate was called to order by Chair Weiher at 3:03 p.m. on Tuesday, October 22, 2019 in the Dakota Ballroom of Davies Center.

- 1) Approval of the October 8, 2019 University Senate minutes
  - Approved as distributed
- 2) Administrator Remarks
  - HLC Re-accreditation is complete
    - Thanks to everyone for providing feedback
    - Praise was given to Mary Hoffman for all of her work on this
    - Recently had the exit meeting and it lasted about 15 minutes
    - They were impressed by the Board and they understood our strengths and challenges
    - Were impressed with level of engagement
    - Glad to hear that the Board felt responsible for the finances of the institution
    - With regard to Barron County, they were surprised at the pace of integration and impressed in the lack of disruption and that SSS was enhanced after the merger
      - The historic mission of the two-year campus was understood
      - Liked the strong communication between the campuses
      - Pleased with how the IT Department works with Barron and the Marshfield campuses
    - Physical campuses were well liked
    - Pleased with the level of engagement of the students
    - The Marshfield site for the Nursing program is a true replication of what students would have if they attended the UWEC campus
    - Strong support for EDI
      - Evidence that advancements have been made
    - Stated that this was one of the best organized visits that any of them had been to
      - This is glowing for HLC
    - Assessment was called out in our last accreditation and now we are doing it to a high degree
    - An incredible report was given from the HLC

- Thanks to all that had any hand in this
- Celebration to McIntyre library
  - We were number one in the country for the Federal Depository Library of the year country
  - Is a huge accomplishment and it helps our campus and region for access to government information
- Investment Framework Resolution will come forward again today
  - Overview of the plan was given
  - This passed in the Student Senate last evening and the University Staff Council also passed a resolution
  - At its core, it is about student retention
  - Appreciate all the feedback that has been given

### 3) Reports

#### a) Report from University Senate Chair Weiher

- University Planning Committee
  - Starting the planning process for the next 5 years
  - Stay the course and no changes in mission statement
  - Plan for fewer Highschool grads in 2025-2026
- UPC also met to ready ourselves for the HLC visit, met with HLC
  - Senate Executive Committee also met with HLC
  - Both meetings went well
- Executive committee has been discussing UPC membership and if we can agree on something, we'll be bringing it forward
- Tanya and I met with reps from HR (David Miller & Barb Hansen), LTS, & Mike Carney to discuss solving the vote code issue
  - There was no solution i.e., there is no way to automate updating the vote codes
  - We don't yet have a plan for next year
- We compiled the annual list of faculty & staff on campus to look at Senate membership
  - Senate Executive Committee voted to not make any changes to Senate membership
- Chair Weiher is meeting with VC Haven on Thursday to discuss some policies that are "in the pipeline"
- Will report back to you at our next meeting in regard to what those are

#### b) Faculty Representative Report – Senator Peterson

- No report

#### c) Academic Staff Representatives Report – Senator Bell

- System will be changing the classifications for Instructional Academic Staff
  - Lecturers will be disappearing
    - Will let you know when we find out more

#### d) For the Record: Academic Policies Committee

Adaptive Music Certificate

**Without objection, this will be entered For the Record**

### 4) Special Orders

#### a) Election for Academic Staff Personnel Committee

Academic Staff Personnel Committee

Continuing

members:

Elected Senators:

Andrew Suralski, English, IAS

Academic Staff Rep.:

Robert Bell, American Indian Studies, IAS

Elected by Academic Staff at-large:

Paula Collins, A&S, APAS  
Craig Ernst, LTS, APAS  
Lori Snyder, Geology, IAS

- (1) Administrative and Professional Academic Staff (APAS – vote code 5 or 7) vacancy for a 1-year term

**Nominees:**

**At-Large APAS (1-year term): Linda Carlson, Advising**  
**At-Large APAS (1-year term): Amanda Sedahl, Advising**  
**At-Large APAS (1-year term): Shawn Seufferer, ASK Center**

**Elected to serve on the Academic Staff Personnel Committee: Amanda Sedahl**

5) Unfinished Business

- a) Second Reading: Resolution in Support of the Chancellor's Investment Framework

Continued Debate

- Will be a second resolution coming forward as an order of new business
  - The new resolution asks us to do more in regard to retention and EDI
- Seems like a reasonable framework and it makes sense
- As this is being implemented hopefully workload will be taken into consideration
- Concern that increases the segregated fees for the students
  - Student Senate conversation was that Student Senate supports the plan but that the segregated fee increase is said to be coming forward as a separate conversation
- Appreciate the Chancellor and his values and that he values our insights but concerns that since we represent the academic mission of the campus and student learning that there is more money going to the academic side and not towards our LE mission
  - Can't offer classes unless we have faculty to do it
  - Need to think about our priorities and the obligations as an institution
  - Don't want to contribute to the polarization of our students
  - Worried about business as usual
    - It has a downside in the long run
  - Need to think about our mission
- This resolution alters the avenues to make changes and to refocus on our areas of concern
  - As faculty, we still have the ownership of what our students learn
- Proud of the thinking at this institution
- Consistently impressed with Chancellor Schmidt's ability to get blood from a turnip
  - We need to support one another and not just the high-profile programs

**VOTE on MOTION: PASSED**

6) New Business

- a) First Reading: Motion from the Faculty Personnel Committee
- Implementation date to change from July 2019 to July 2020

Debate

- "In conjunction with" means must include
- If the votes do not agree then it would be a tie, which then means that it is a no
  - Then it would go to the next administrator level
- In a tenure decision and if there is one chair then you recruit another chair
  - Promotion committee only requires two
  - Many DPC's specify that a committee will be formed outside of the department

- If all else fails, then this is what we would follow
- If you don't have 3 members then the chair is the entire DPC but now the voting will require more than one
- Tenure will need a third person
- Functional equivalent is when DPC can't put together a committee to do something
  - If language not changed then chairs would be making the entire decision after they asked people for their input
    - Questioning if this could this weaken a voice of the chair
      - Sometimes the chair has additional information that others may not be aware of
        - The chair was never meant to be the sole decision maker

**There was an objection to voting on this today**

**VOTE on MOTION: Postponed until the next University Senate meeting**

- b) First Reading: Resolution from Senator Hart-Brinson on Improving Retention of Faculty, Staff, and Students of Color at UW-Eau Claire:

**University of Wisconsin-Eau Claire  
University Senate Resolution  
on Improving Retention of Faculty, Staff, and Students of Color at UW-Eau Claire**

WHEREAS, Equity, Diversity, and Inclusivity (EDI) is a "top priority" of our campus<sup>1</sup>; and

WHEREAS, improving campus climate will be essential to retaining students of color; and

WHEREAS, increasing our retention of students of color will be essential to meeting the Chancellor's retention goals; and

WHEREAS, recruiting students of color will be increasingly essential to UW-Eau Claire's long-term future as the percentage of non-Hispanic whites in Wisconsin and the United States at large continues to decline; and

WHEREAS, a significant amount of peer-reviewed research shows that having instructors/faculty of color provides unique benefits to students of color;<sup>2</sup> and

WHEREAS, instructors and faculty of color are normally called upon to invest greater time and emotional energy into mentoring students of color, creating a "minority tax" for uneven service burden (particularly for those who are the only faculty member in their program); and

WHEREAS, the principles of EDI have now been integrated into Department Evaluation Plans and are included in the evaluations of employees in reappointment, tenure, and promotion decisions; and

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<sup>1</sup> <https://www.uwec.edu/diversity/>

<sup>2</sup> For a discussion of this literature, see Cherng, Hua-Yu Sebastian and Peter F. Halpin. 2016. "The Importance of Minority Teachers." *Educational Researcher*, 45, 7, pp. 407-420.  
<https://journals.sagepub.com/doi/full/10.3102/0013189X16671718>

WHEREAS, beyond Tier 2 and 3 EDI trainings, little institutional support exists for helping faculty and academic staff integrate EDI more deeply into their teaching, scholarship, and service; and

WHEREAS, On September 30, 2019, the UWEC Student Senate unanimously passed a resolution, "In Condemnation of Racism within our Campus Community," which "calls upon its administration to take deliberate and decisive action that seeks to provide education and resources that exposes students to diverse backgrounds and can foster an inclusive and equitable environment for its students, faculty, staff, and administration;"

BE IT THEREFORE RESOLVED, the University Senate supports the addition of the following objectives to the Chancellor's Investment Framework, as described in the "Resolution in Support of the Chancellor's Investment Framework" (introduced at the October 8, 2019 meeting of University Senate):

- Strengthen our ability to retain faculty, staff, and students of color
- Create a more just, inclusive, and equitable learning environment for students of color
- Create a more just, inclusive, and equitable working environment for university employees of color

BE IT FURTHER RESOLVED, the University Senate calls on administrators, faculty, and staff at UW-Eau Claire to invest resources and take specific actions to accomplish the above objectives, such as:

- The creation of an EDI Research and Service Fellowship, modeled on the University Research and Creative Activity (URCA) grant administered through ORSP, which would provide faculty and academic staff with time reassignment, stipends, and project support for scholarly, creative, and service work that makes significant contributions to advancing Equity, Diversity, and Inclusivity
- The creation of an EDI Teaching Fellowship, which would provide faculty and academic staff with time reassignment, stipends, and project support for Scholarship of Teaching and Learning (SOTL) projects or pedagogical training that makes significant contributions to advancing Equity, Diversity, and Inclusion
- The creation of a day-long Opening Convocation, or gateway experience, for all incoming first-year and transfer students during Blugold Welcome Week (prior to the start of the fall semester) that would introduce incoming students to our campus's shared values in an academic setting and that would aim to build an academic culture of inclusive excellence
- The creation of a Retention Working Group to identify barriers to retention for faculty and staff of color at UWEC
- The creation of a retention plan for faculty and staff of color
- The (cluster) hiring of additional faculty to bolster the interdisciplinary programs of American Indian Studies, Critical Hmong Studies, Latin American Studies, and Women's Gender and Sexuality Studies

**MOTION was seconded**

Questions for clarification

- This is not being added to the framework
  - This is just symbolic
  - It does not modify the framework that was just passed
  - Is supporting, not requiring

Debate

- The Chancellor was not consulted prior to this resolution
- Concerned about last bullet point on cluster hiring and the naming of specific programs
  - Almost every program asks for positions and many have already gone through APC for review and APC didn't recommend additional hiring
- Incoming students and the creation of a day-long Opening Convocation, or gateway experience, for all incoming first-year and transfer students during Blugold Welcome Week (prior to the start of the fall semester) that would introduce incoming students to our campus's shared values in an academic setting and that would aim to build an academic culture of inclusive excellence
  - Time in orientation – many programs can be rearranged to accommodate
- If the resolution stamps our beliefs, then we should not comment about convenience
- Think about the structure of our university
- Cluster hiring is a high resource
  - This is effective at faculty retention as creates a cohort
  - We can support multiple programs with targeted hiring
  - We can improve on some of this language, but this is a wonderful starting point
  - Is an opportunity to dig at what is going on underneath everything in our disciplinary programs
- VC of EDI should weigh in
- EDI fellow was resolved when we hired a VC for EDI so questioning why we are reincorporating it in again now
- Bulk of this work on the resolution was from about 6 people and reflects their personal experience and some shared dreaming with limited resources
- This problem will never go away but maybe we can improve
- There is a sheer lack of time and support for those in EDI
- The idea of EDI Research and Fellowship is the idea of the old position but on steroids
  - Is providing time assignment to do EDI work
- Challenge all of us to communicate with a faculty of color for their experience on this campus
  - Ensure that you will have diverse opinions
- Support the spirit of this document
- HLC would applaud this
- This is a suggestion to supplement the motion/resolution that was just passed
- The priorities we put money towards reflect what we really support
- We can attract solid candidates as once they get on campus as we can sell ourselves even if the candidates didn't think they would want to be here
- What is being proposed is the right thing to do as the intention is good
- We cannot assume traditional practice
- UWEC has to grow its own and support those that have passion
  - We cannot search across the nation; we have to look for those that have roots here and be flexible to grow
- EDI representative from Student Senate
  - Student Senate passed the Chancellor's Enrollment/Investment Plan, but we also took space to where we could grow
    - The Student Senate Resolution that passed was read
      - Stated that this will be shared with the members of the University Senate
    - The future of higher education will include more individuals of color as that population will only continue to grow
      - This is investing in our future
    - We need to echo that EDI is interdisciplinary
      - The most powerful form of teaching and learning is modeling

- If investing in the future, then this is the right move
- If we keep saying that UWEC is white, then we will not adapt
  - We cannot assume that someone will not find a home here
- Individuals of color should have the opportunity to weigh in
- Chancellor appreciates the ideas and motivation
  - Our EDI plan needs refreshing and the Chancellor is working on a new EDI Working Group
    - Want campus-wide conversations
  - We have work to do and there is much to be done
  - Hmong Studies was created at the bottom of the recession
  - Support the spirit and we as an institution will be making more steps

**Vote to take place at next University Senate meeting**

c) Announcements

- No meeting next week
- The next meeting of the University Senate is November 12<sup>th</sup> in the Dakota Ballroom of the Davies Center

Without objection, meeting adjourned at 4:39 p.m.

Submitted by,

Tanya Kenney  
Secretary to the University Senate