

**UNIVERSITY OF WISCONSIN-EAU CLAIRE
UNIVERSITY SENATE MEETING
VOLUME 56, NUMBER 4**

November 12, 2019

Members Present:

Jose Alvergue, Robert Bell, Jim Boulter, Wayne Carroll, Jasmine Case, Bart Dahl, Chip Eckardt, Jeff Erger, Wendy Geniusz, Kent Gerberich, Liz Glogowski, Gail Hanson Brenner, Ryan Harrison, Peter Hart-Brinson, Tom Hilton, Jarrod Hines, Kate Hinnant, Bob Hooper, Phil Huelsbeck, Marquell Johnson, Jyl Kelley, Carol Koroghlanian, Cheryl Lapp, Der-Fa Lu, Ellen Mahaffy, John Mann, Colleen Marchwick, Jill Markgraf, Barbara Meier, Bill Miller, Robin Miller, Tamara Miller, Dave Nesvacil, Geoffrey Peterson, Nick Phillips, Linda Pratt, Barb Ritzinger, Jim Rybicki, Jonathon Rylander, Vicki Samelson, Alyssa Slaby, Pedro Sottile, Andrew Suraliski, Ka Vang, Charles Vue, Isabel Walters Ryan Weichelt, Evan Weiher

Members Absent:

Jan Adams, Heather Amthauer, Lisa Coen, Albert Colom, Joel Friederich, John Haven, Dan Herman, Heather Iverson, Jennifer Johs-Artisensi, Pat Kleine, Bridget Kurtenbach, Leah Olson-McBride, Sheryl Poirier, Audrey Robinson, Kristin Schaupp, James Schmidt, Dan Schumacher, Charlotte Sortedahl, Katie Wilson

Guests:

Rose Marie Avin, Margaret Cassidy, Craig Ernst, Manny Fernandez, Pamela Forman, Megan Gosian, Debra Jansen, Duaci Khang, Carter Khe, Emily Lepien, Heather Ann Moody, Kong Phee, David Shih, Michael Thomas, Susan Vang, Fabiola Varela-Garcia, Dang Yang

The regular meeting of University Senate was called to order by Chair Weiher at 3:04 p.m. on Tuesday, November 12, 2019 in the Dakota Ballroom of Davies Center.

- 1) Approval of the October 22, 2019 University Senate minutes
 - Approved as distributed
- 2) Administrator Remarks
 - None
- 3) Reports
 - a) Report from University Senate Chair Weiher
 - Adaptive Music Certificate was approved
 - The resolutions supporting hosting the national conference for undergraduate research and the chancellor's investment framework were received
 - Chair Weiher with VC Haven on Thursday, October 24th to discuss some policies that are "in the pipeline"
 - The university subsidizes cell phone costs and/or home internet access of some staff and a small number faculty
 - These people will continue to receive this benefit until they leave or change job title
 - No one will be offered this subsidy in the future
 - This probably dates back the 1990's
 - At Senate Executive Committee we talked about service learning with the Provost
 - Faculty had expressed concerns to Chair Weiher about how SL is an academic requirement, yet it's administered in ARCC and the SL advisory committee doesn't have much say
 - The Provost assured us that APC has control over the requirements and it makes sense for SL to be in ARCC

- Most importantly, she talked about stepping up “Civic Engagement” to increase the number of high-quality & meaningful experiences
 - What we do is not always civic engagement as some things are just nice things to do and they are not engaging
 - Is a small overlap between civic engagement and service learning but civic engagement is more intentional where service learning is just a hope of intentionality
 - No discussion on retroactivity
- b) Faculty Representative Report – Senator Peterson
 - Met November 1st
 - UW Associate degree has a lot of confusion
 - System set some aggressive deadlines but there are questions around course compatibility and curricular approval
 - Audit of personnel policies across campuses
 - UWEC is in better shape than other campuses
 - Everyone needs an evaluation every year
 - Do not know how the Legislative Audit Bureau will determine what an evaluation is
 - If we must incorporate what is included in post tenure review then this is concerning
 - We are waiting for clarification on what that language means
 - Title and total Compensation
 - Taskforce makes reference to teaching and research professors
 - These will not need to be redefined
 - Started to talk about the Fall start date and how to get it changed but then that conversation got derailed by the Ray cross search committee
 - Consists of no faculty, academic staff or students on the committee
 - This is concerning so a resolution will be introduced today
- c) Academic Staff Representatives Report – Senator Bell
 - Search committee concerns were reiterated
 - We are good on academic staff audits but we have no procedure on how to request a hearing at the time of dismissal
 - We need to amend our language to reflect that

4) Unfinished Business

- a) Second reading: Motion from Faculty Personnel Committee
Changes in Functional Equivalent Language

Continued Debate

- Functional equivalent is that if you don't have 3 members then the chair steps in
 - This is dangerous because if the chair decides to go with tenure and the other members go against then whatever the chair decides goes
- This proposal is trying to instead of having one person deciding then you will have the chair and another member or two so one person isn't deciding
 - Chair is to consult with the other members
 - Sharing the power
 - Gives more people the opportunity to participate
- “In conjunction with” language is confusing
 - Concern about the legality of that
 - We already have that language in our post tenure review language, which was vetted by system legal
- One person making this decision is concerning as there is a heavy consequence
- When two sets of eyes then it gives opportunity to end the process
 - Concern that chair has access to personnel issues
 - But it is not just the chair

VOTE on MOTION: PASSED

b) Second Reading: Resolution on Improving Retention of Faculty, Staff and Students of Color at UW-Eau Claire

Continued Debate

- This is non-binding
- Very doubtful that our colleagues, however well intended, will follow through
- Any discipline would welcome a cluster hire of faculty of color
- We hired a VC of EDI for Student Affairs and they should have a say to where their dedicated resources are allocated
 - We have a process in place, but it rests in Academic Affairs and the Provost Office
- Questioning if there is a necessity to specify programs as many departments would benefit

Amend the language in the last bullet to read:The (cluster) hiring of additional faculty of color to bolster the interdisciplinary programs of American Indian Studies, Critical Hmong Studies, Latin American Studies, and Women's Gender and Sexuality Studies, seconded

Debate on amendment

- Put the hires where they're most needed
 - Like that it is based on data
- Disconnect between having bodies on campus and one's mind sense
 - Inability for whiteness to move and we should want to motivate bodies towards inclusion
- We like the idea of more faculty of color, but these 4 programs have a special role
 - It is not adequate to look at majors and the number of students as these programs carry a heavier weight
 - Some are defensive about calling out these programs
 - The programs listed become box checking if not given resources
- Changing mind sets is very important but so is mentorship in the hiring process
- Not a lot of good research on cluster hiring but isolation leads to turnover
 - If we advertise that we are cluster hiring, then we would attract more people
 - Broadens our opportunities to bring people to campus
- This is an optional bullet point
- Is not about if other departments have the allocation of resources
- Nothing in this statement that an institutional cluster hire would be impossible
- If cut because a program/department is not providing sufficient revenue then what are we saying
 - The language states "such as"
 - The departments need to be strengthened or by default they die
- Search and screen committees are to identify the best candidate
 - Affirmative Action asks if we have a diverse enough pool to continue our search

MOTION on a substitute amendment that leaves the existing bullet point and adds an additional bullet point that states: (Cluster) hiring of additional faculty of color, seconded

MOVE to extend debate, seconded

VOTE to MOTION to extend debate: PASSED

Discussion to substitute the amendment

- Addresses concerns raised so far

VOTE on the MOTION to use the substituted amendment: PASSED

VOTE on MOTION to approve the amendment: PASSED

MOTION to amend the amendment and add: “and staff” after faulty, withdrawn

Discussion on Resolution as Amended

- This body voted to make contributions to EDI
 - If we can say that the body has approved this then that carries weight and has precedence
- A letter of support was read
- This would serve as a model for other campuses
- This is a no brainer
- This is a small thing to help us in the future

VOTE on MOTION: PASSED

5) New Business

- a) First Reading: Motion from the Academic Policies Committee
FASRP Decision-Making Table
- Implementation date to be changed to reflect January 2020 publication of the FASRP

Debate

- None

Without objection, we will suspend the rules and vote on this today

VOTE on MOTION: PASSED

- b) First Reading: Resolution on UW System Presidential Search & Screen
- Far more than 7 campuses are now looking for a resolution

Debate

- Part of a long-term pattern that we have seen in the last several years where faculty, staff and students have been deliberately disempowered so it is important that we register our displeasure
- Unsure if that would be appropriate to ask that the chancellor pass this on
 - Chancellor is included in the list of who it is transmitted to
 - Many chancellors have registered discomfort

Without objection, suspend the rules and vote on this today

VOTE on MOTION: PASSED

c) Announcements

- The next meeting of the University Senate is November 26th in the Dakota Ballroom of the Davies Center

Without objection, meeting adjourned at 4:19 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate