

**University of Wisconsin – Eau Claire**  
**University Senate Executive Committee**

Minutes from February 18, 2020  
Volume 56, Number 10

Present: Jasmine Case, Chip Eckardt, Elizabeth Glogowski, Bob Hooper, Marquell Johnson, Patricia Kleine, John Mann, Jill Markgraf, Bill Miller, Geoffrey Peterson, Kristin Schaupp, James Schmidt, Pedro Sottile, Ryan Weichelt, Evan Weiher

Absent: Warren Anderson, Albert Colom, John Haven, Colleen Marchwick, Charlotte Sortedahl, Ka Vang

Guest: Katie Wilson

A meeting of the University Senate Executive Committee was called to order by Chair Weiher at 3:02 p.m. on Tuesday, February 18, 2020 in the Council Oak Room of Davies Center.

- 1) Approval of the Minutes of February 4, 2020
  - Approved as amended
    - Amended to reflect Volume 56, Number 9
- 2) Ten Minute Open Forum
  - Searches are underway but asked Rodd Freitag (Interim Dean) to remain for an additional year
    - Will create the advertisement and go through the processes but need the job description to be reviewed
    - Will come to Executive Committee
  - Investigator(s) for the recent complaint has been chosen
    - There are two investigators and they are part of UW Central Services Option
    - It was encouraged for them to start the investigation right away
    - Will see where the data leads them
    - Affirmative Action would know if the outcomes of the investigation can be shared
      - Some things are available through public request but not all personnel documents can be protected
    - Most complaints are not taken out into the public
      - Questions on a recent Search Committee that has been disbanded and if someone is being investigated can they still appoint directors
        - If they are still in their position, then they would still have the authority to appoint
    - System Legal stated that if personnel matters are discussed in a public open forum then one will not receive legal protection from UW System
  - Concern noted about protections for those that are speaking up
    - If retaliation is experienced, then the State of WI has several ways to file a complaint
    - Concern that it is not difficult to figure out who gave the information, so it is a concern if they are not protected
    - Affirmative Action can pull the appropriate laws and policies so it can be shared with the investigators
    - There are appropriate ways to file a complaint and you should always tell the truth
    - Question on the process on a vote of no confidence
      - It would be a resolution that comes through Senate
    - Tenured faculty have protection versus everyone else
      - Concerning that at an institution of higher education we cannot have debates without fear of retaliation
        - What can we do to recreate a work climate for all to speak
    - Affirmative Action or System Legal is a good place for people to go if they have questions or concerns

- 3) Review of tentative agenda for February 25, 2020 meeting of the University Senate
  - Approved as distributed
- 4) Announcements
  - Want our work culture to welcome dissent so we need to ensure that
    - Questioning what the role of leadership on campus is to ensure this
    - The union is not here to protect us anymore
    - We need to address this as part of our EDI efforts

Meeting adjourned at 3:41 p.m.

Submitted by,  
Tanya Kenney  
Secretary of the University Senate