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