

University of Wisconsin – Eau Claire  
**University Senate Academic Policies Committee**  
**Vol. 57, Meeting No. 5**  
Tuesday, October 27, 2020  
Via Microsoft Teams

**Present:** *Members:* Abby Hemmerich, Mary Hoffman, Bob Hooper, Marquell Johnson, Carol Koroghlanian, Jamie Tester Morfoot, Kati Schaller, Evan Weiher  
*Guests:* Margaret Cassidy, Deb Jansen, Colleen Marchwick, Jill Prushiek

**Presiding:** Chair Marquell Johnson called the meeting to order at 2:00 p.m.

## Meeting Minutes

### 1. Approval of minutes from October 13, 2020

- Motion to approve the minutes of October 13, 2020, as distributed. Motion was seconded and approved unanimously (7-0-0).

### 2. Center for International Education (CIE) Programmatic Update

- International and domestic immersions have been canceled for Winterim 2021. Students have option to withdraw from program or transfer their application to a future term. Currently accepting applications for summer and fall 2021, being upfront with students about the uncertainty: State Department and CDC recommendations, student's ability to get a VISA, quarantine policies and safeguards in place by host university, all will be watched and shared with Academic Affairs prior to canceling (3-month advance notification allows students to pursue other options).
  - How are international partners faring? UWEC tends to work primarily with universities which have more support than non-profits, CIE's program providers haven't laid off large numbers of people like others or indicated they don't expect to be here in 2021
- Three faculty were scheduled to teach in China as part of the dual-degree program during summer 2020, converted to online instruction, not ideal but did work. Applications are available for future teach-abroad opportunities. USAC has put teach abroad on hold, waiting for guidance on when they will resume.
- Many international students returned home this spring/withdrew due to uncertainty with classes, 300 students in spring and currently at 204. Some normal attrition/graduates and received only a few new students in fall. Admissions expecting small intake for spring 2021. Working with Chinese partnerships to see if some students can access online courses next semester in the hopes of retaining them until they can come in-person. Administration's past words on immigration haven't been helpful, another impact to faculty hiring and international students is change to the duration of status which will limit institutions to issuing immigration documents for 2 years instead of 4-5.
- The five international scholars on campus this spring departed early, fall 2020 and spring 2021 scholars won't come

### 3. Follow-up Discussion on Sustainability of Academic Program post budget cuts and post COVID-19

- Topic previously discussed by APC during November 26, 2019, meeting. Concerns relating to UWEC's difficulty attracting/retaining faculty, candidates not accepting offers due to salary + workload, program reviews continuously noting issues relating to sustainability, unbalance of student support services vs. instruction. March's APC Meeting with VC Haven to discuss resource distribution was canceled. Budget cuts in spring and expecting another cut of \$43-47M.

## University Senate Academic Policies Committee Minutes continued

Tuesday, October 27, 2020

- UW System Accountability Dashboard compares numbers of employees by category between 2004 and 2019: faculty numbers decrease, IAS remains same, non-instructional staff doubles. Adding services for students at expense of instructional staff, impacts sustainability.
- Athletics staff were considered instructional and changed to non-instructional.
- National trends show non-instructional staff and contingent/IAS are laid off and furloughed first, increasing workload for those who remain. Chronicle notes some institutions are requiring tenured faculty to teach outside of their discipline.
- Discuss with Academic Affairs when to hire IAS vs. faculty? Future may not allow us to continue to offer the same things, what role are faculty going to play in those decisions?
- Demographics of the state and country are changing, will we be able to attract the number of students needed to run programs and courses, will retiring and departing faculty be replaced?
- How does FTE and what legislature controls affect this conversation? Limited number of FTE in System? Easier to hire in non-faculty areas?
  - FTE not the concern after large budget cuts, lack funding for salary. Academic Plan is moving forward. Faculty and other staff from around Academic Affairs are part of an advisory group charged with gathering data during the next five months to determine how people across Academic Affairs see what they do fitting into what the plan for the next five years talks about.
- Provide VC Crickette with background info and questions we'd like answered.
- Per the Chronicle, currently 224 institutions have laid off furloughed or issued non-renewal contracts for 51,793 faculty, IAS, AS. HigherEd.com discusses struggles of other Systems similar to ours (CA + FL) and the PA State System's decision to consolidate 4 branch campuses to 1.
- Also of note: faculty:student ratio and 2025 cliff

Chair Marquell Johnson adjourned the meeting at 2:50 p.m.

Respectfully submitted,

Sarah Forcier  
Secretary for the Meeting