Members Present:

Members Absent:
Jan Adams, Jose Alvergue, Wayne Carroll, Lisa Coen, Gail Hanson Brenner, Peter Hart-Brinson, Chris Jones, Pat Kleine, Bill Miller, Susan O'Brien, Kristin Schaupp, Daniel Schumacher, Charlotte Sortedahl

Guests:
MJ Brukardt, Margaret Cassidy, Bailey Curruthers, Eddie Flottemesch, Sadie Hamill, Emily Herwig, Mary Hoffman, Debra Jansen, Leah Olson-McBride, Nicole Owen, Jean Pratt, Jill Prushiek, Louisa Rice, Alex Smith, Jidong Zhang

The regular meeting of University Senate was called to order by Chair Weiher at 3:00 p.m. on Tuesday, March 23, 2021 via an online Teams meeting.

1) Approval of the March 9, 2021 University Senate minutes
- Approved as distributed

2) Administrator Remarks
- April 8th and d 10th will be a virtual Viennese Ball
- This week we have 4 candidates for the Vice Chancellor of EDI and Student Affairs position
  - Will be meeting remotely with them
  - Encourage you to attend their forum(s) and give your feedback
- Governor Evers selected UWEC as a FEMA community site for vaccines
- Thanks to Vice Chancellor Crickette for her work on this as well as the CoNHS for their help in administering the vaccine(s)
  - Will start at 3500 doses and go up to 7000, if needed
  - We are leading most of the country with vaccinations
  - Every person on campus could be vaccinated by the end of this semester if they choose
    - If interested in getting vaccinated, then please sign-up
- Strategic Plan
  - Thank you to UPC for their hard work on this
  - It reflects the direction of our campus, so Chancellor Schmidt encourages you to show your support
- State Building Commission not approving any of the 88 building projects so now it is “kicked over” to the Joint Finance Committee
  - The Science building then can, in theory, be put back up for approval

3) Reports
a) Report from University Senate Chair Weiher
- At Senate Executive Committee we had a wide-ranging discussion about money with both the Chancellor and Vice Chancellor Crickette
  - In summary, there is no definitive news

www.uwec.edu/usesenate/
Here are some highlights:
- Governor Evers budget request; will it provide refunds to UW System for the recent cuts?
- Will the COVID stimulus package help the UW System?
- Will the Dept. of Education funding cover more than certain COVID-related expenses? And What’s the time frame?
- No clear guidance on CARES Act money & how it can be used
- There was some confusion about the capital budget regarding HAAS Fine Arts
- The funds are for A/C & noise control, not the full remodel
- The audit of the Athletics Department is on-going, but has been slowed due to COVID
- Both antigen testing and vaccination have asked for race/ethnicity information
  - That is for the US Department of Health and it is for research, but this raises some concerns about how that information might be used
  - You may decline to answer
- We had an even wider-ranging discussion of the strategic plan with members of the UPC
- The following motions have been signed/approved by the Chancellor
  - Suspension: Learning Disabilities Minor – Teaching – EA/A and MC-EA
  - Suspension: Emotional Behavioral Disabilities (EBD) 1-12
  - Suspension: Intellectual Disabilities ID 1-12 Certificate
- Update from Vice Chancellor Crickette
  - UW System is giving their guidance on their interpretation and the good news is that our loss revenue will be covered, so for example, our enrollment decline will be covered as well as the State lapse
    - The Pay plan payment plus the lapse is about $4.8 million
    - Loss auxiliary funding and general operations will be covered
    - All things in response to COIVD will be covered
    - VSIP’s would not have been covered but it does not impact us
    - Unemployment is on hold
    - 50% being paid by the campus and the State has agreed to make the UW System whole on that
  - If the state doesn’t come through, then we will submit to the federal government
  - We can submit as far back as March 10th, 2020
  - Also doing projections for spring and summer
  - About $29 million in institutional funds, not counting summer, is our loss in expenses
  - Not known how this will impact furloughs but this will leave us in good shape
  - Are down over 500 in our enrollment, which is about $2.3 million so would hope to have a healthy fall so would imagine we would not have furloughs, but that is not the call of VC Crickette

b) Faculty Representative’s Report
- Most of the discussion was to dramatically ramp up the flex degree program
  - Multimillion dollar add-in to cover this
  - Most disturbing part is that System will help sell your program but what if we choose to not participate then System would or could compete with us so this is upsetting as this feeds into System deciding what programs campuses should have
  - System is getting involved in programmatic decisions
  - Not sure where this is going but all the faculty representatives, except Parkside, are deeply concerned
  - In theory, this will go to the BOR in April
  - Many questions from the representatives went unaddressed
  - The projections for their last project were way off so not confident in the numbers that were shared
  - Who would grant the degree is still up for debate as HLC says that System cannot grant degrees
  - Extension has housed these programs on campuses so would assume they would do the same for this
  - Would be for graduate and undergraduate degrees

c) Academic Staff Representative’s Report
- Biweekly payroll begins July 2021
  - Paid every other Thursday or the Wednesday prior if it falls on a holiday
  - Workshops are available and the System HR website has a spot where you can ask questions
  - We were told that leave reports shouldn’t be more frequent, but you should report leave as close to the date as possible
• Title and Total Compensation
  • This was on the agenda but then it was cancelled mysteriously
  • We were promised that it would be on another meeting agenda in May
  • It is the hope that it goes live in fall
  • Titles are active in HRS and employees will be notified in a letter
  • Title’s appeals process opens winter 21/22
  • Hoping for a year delay
  • Concern over lack of progression

4) Unfinished Business
   a) Second Reading: Motion in Support of the 2025 UPC Strategic Plan
      
      MOTION from the floor for Senate to endorse the UPC 5-year Strategic Plan

Continued Debate
• Draft says draft but webpage says final
  • It’s a final draft
  • Have been gathering feedback but more tweaks can be made
• We need a bigger picture adopted
  • Recruitment, retention, and graduation is important but what happens in the middle is left out
  • Many departments have lost ½ of their tenure lines, yet the university has decided that we need a baseball team
  • Is leading us away from our primary purpose
  • What is urgent vs. what is important
  • So this is leaving what is important as an afterthought
  • We are being driven by marketing decisions
  • Peripheral items have become central
• The UWEC liberal arts identity is not being taken away so since the liberal education core stays the same then it should be supported
  • The perception that certain majors are put at the forefront is inaccurate as that is already happening
• If no solid suggestions to vote against then should vote in favor
• We are going from being regional to going national and that is a strong approach, so we should support it

VOTE on MOTION: PASSED

5) New Business
   a) First Reading: Motion from the Physical Plant Planning Committee
      Supporting Cessation and Prevention: Toward a Comprehensive Commercial Tobacco-Free Campus
      • This policy is phased in but adversely impacts university staff
      • This is concerning as we push smokers into the 3rd Ward
      • Exceptions sites are identified but we already have those
      • This is for commercial tobacco but what if the tobacco is grown in one’s backyard
      • University Police would not enforce this
      • Questioning why the inclusion of smokeless tobacco or why one can’t sit in their car as this seems like an overreach
      • Met with 3rd ward Association but in the end the president took a poll, and it was split evenly
      • Intent of this is less for secondhand smoke but more to be consistent in the identity of the emerging of health and well-being
      • Promoting cessation resources is consistent in the idea that it is conducive for people to stop smoking

Debate
• The references to university owned or leased campus properties: that includes many places so questioning if that is what the committee intended
  • One exception to that is the points discussed by committee #11
  • Barron County would not be included in this
• This policy includes personal vehicles, but it is exceedingly low probability that someone would police vehicles as the University Police will not enforce
• Last smoking policy was in 2012 and things have changed significantly since then, so the last map didn’t have those external satellite locations
• Teresa O’Halloran will look at this before implementation for legality
• Even though there is no intention to police this, discipline can happen, so this can be significant if a supervisor wants to make something of it
  • Policed means not enforced by citation or fine
• The University Council vote was: 1-15 but that was regarding the previous draft that didn’t have exception sites
• The Survey data was done in 2015 with everyone that had a campus email and paper surveys were sent to Sodexo employees
  • We had 2960 respondents but have not done a survey since then
  • None of the students surveyed then are on campus anymore
• The letter of support from Sodexo was probably from Sodexo management
• Cessation support is in the title, but it seems that prohibiting is the primary goal
  • Prevention is more geared towards students
  • Prohibition was not discussed
• The scope of this committee is limited so other action activities, such as sugary drinks, is not part of the scope of this committee
• Enforcement through the residence halls
  • Questioning that since students are required to live by state statute does this mean that this would go into hall and judicial codes
  • Implementation is needed to identify unforeseen problems, so this hadn’t been spelled out in this policy proposal
• External people and international students on campus may be less tied into health and well-being
  • Developing communication strategies would address this
• Community members crossing campus
  • Goal is to gain clarity and don’t want misunderstanding
• Concern as this is a legal substance and it is not the role of university is to determine legal behavior
• Concern over the distance many would need to walk, including smokers who work in Davies
  • Initially, in first year, there is a degree of experimentation, so do not know to what extent this will cause problems, so the goal is to go through this gradual reduction
  • Current sites may be out of compliance
  • In the short term, we want a diversity of locations, but long term one can use cessation products
• Concern of Discrimination of a protected category
  • An employer does not need to provide space for smokers
  • Concern that smoking off campus is sometimes closer than an exception site so that casts light on the safety of employees and students on what implications would be for the university if someone got hurt or injured on work time while getting to that “outside” location
  • PPPC has not discussed that and since it is of a legal nature Teresa O’Halloran would need to be consulted
• This argument relies on a narrow perception of well-being
• Someone’s control of their own decision has a dramatic impact on one’s well-being
• This is encroachment
• Feel more and more alienated at this university by the week
• Disproportional targets racial and socioeconomic lines
• Questioning why the University Police aren’t charged with enforcing this
  • University Police enforce policies and laws very differently
  • They enforce UW System policies
• This motion is problematic in a lot of ways
  • US Council only had one member in favor of this and University Staff are regularly overlooked and undervalued
    • Not surprising to them they were overlooked in this as well
    • Idea that they already have inequities then we want to impose this on them is shameful
  • We live in a democracy so have certain rights and this is one of them
  • PPPC is shamefully using the Strategic Plan as a springboard in their argument
• We don’t have the right to do this
  • The UN Universal Declaration of Human Rights has the following provision, “In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.”
• This is about autonomy
• We have the right to make our own choices especially when it doesn’t impact others
• This is a slippery slope
• Concerned about the message that we send to potential students and their families when we prohibit a perfectly legal behavior
• Ironic that Sodexo is supporting this with all their additives in their food
• This is a personal choice so we shouldn’t endanger someone’s job
• We should call this motion what it is as it is about prohibition, not cessation
• We are out of compliance with smoking locations on campus so if this doesn’t pass, then the sites that are out of compliance will still have to dealt with
• Cessation visits are more successful when you reduce the amount of triggers
• Air intake problems or smoking near doors are often reported to SHS
  • We don’t know where the future sites will go so that is concerning
• EDI is valued on this campus so this should be considered as part of that
• The Implementation team is to be tasked with what the implementation will actually look like
  • Chancellor can pull the plug if the stress on people is too high
     • This policy makes progress towards an aspiration goal but that can be ceased if the stress is too high
  • The implementation team determines how far to go
• The University does prohibit other personal freedoms as a term of employment, such as, alcohol, weapons, laptop to go shopping or pornography, etc.
• Classist issues can be argued both ways
• Many other campuses and places have smoking bans

VOTE on MOTION: POSTPONED until the next University Senate Meeting

b) First Reading: Motion from the Academic Policies Committee
   Establish a new major in Bioinformatics
Debate
  • The Biology Department looks forward to working with this major, if approved

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

VOTE on MOTION: PASSED

c) First Reading: Motion from the Academic Policies Committee
   Teaching of English to Speakers of Other Languages, Minor-Early Childhood/Adolescence Rename
Debate
  • None

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

VOTE on MOTION: PASSED

d) First Reading: Motion from the Academic Policies Committee
   Elimination of Teaching of English to Speakers of Other Languages, Minor EA/A & MC/EA Debate
Debate
  • None

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

VOTE on MOTION: PASSED
6) Announcements
   • The next meeting of the University Senate is scheduled for April 13, 2021
   • Campus Climate Survey was launched yesterday so please encourage the students to participate

Without objection, meeting adjourned at 5:10 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate