April 13, 2021

Members Present:

Members Absent:
Jan Adams, Jose Alvergue, Roxanne Backowski, Wayne Carroll, Lisa Coen, Jeff Erger, Gail Hanson Brenner, Heather Iverson, Pat Kleine, Tamara Miller, Susan O'Brien, Jonathan Rylander, Thomas Storm, Charles Vue, Isabel Walters

Guests:
MJ Brukardt, Mike Carney, Emily Herwig, Debra Jansen, Jacqueline Nevarez, Nicole Owen, Jean Pratt, Jill Prushiek, Jake Wrasse

The regular meeting of University Senate was called to order by Chair Weiher at 3:02 p.m. on Tuesday, April 13, 2021 via an online Teams meeting.

1) Approval of the March 23, 2021 University Senate minutes
   • Approved as distributed

2) Administrator Remarks
   • It is with grief and anger that we received the news of the killing of a Black man, Daunte Wright, at the hands of the Brooklyn Center Police earlier this week
     • This killing reopens deep wounds from the tragic death of George Floyd this past summer for so many of our faculty, staff and students, especially for those who are Black or other people of color, and for those who call the Twin Cities region home
     • I want to express my deep concern for these colleagues and students, and to reiterate our University’s rejection of racist violence that tears our communities apart
     • As we grapple with the anger, fear and turmoil of this most recent shooting, I encourage you to reach out to our Counselling Services and to each other for support
     • Our University has a deep commitment to equity and inclusion
     • We are determined to support change and to empower our students, faculty and staff to be the leaders in our state and our nation so need
     • I want to commend the efforts of our faculty and our own university police who have worked with local law enforcement to provide training in de-escalation
     • I encourage all the efforts under way to transform our Eau Claire community
     • The killing of Daunte Wright reminds us again that our work continues—the difficult work of becoming a truly inclusive, anti-racist campus and community
     • Thanks to University Senate Executive Committee in providing council on how to hold 2 student wellness days this month
       • This Friday there will be no classes, with exceptions, followed by no classes on April 29th
       • S/U grading will happen again this semester
     • Thanks to the faculty who are teaching in multiple modalities while still meeting the goals for the course
     • We are seeing a cumulative effect from this pandemic
     • Tomorrow there will be another briefing from the chancellor
     • Chancellor asked us to sit with nature and take a moment to destress

www.uwec.edu/usenate/
• Many students are holding off on recommitting to attend UWEC
• Many are hoping to have a traditional Blugold fall
• Vaccines for students are available and registration information was given
  • Vaccinate.wi.gov
• Murray Hall will remain open through May 22 in case students need to stay on campus or come back for their shots
• We have fewer reserves and more fatigue
• Will have a new initiative that will be announced tomorrow as well as a special guest
• Update on vaccines: 74% of our faculty and staff have now been vaccinated and 26% of our student body have been vaccinated so we are making great progress
  • The Pfizer vaccine is being used at Zorn
• The Vaccine Clinic has been busy but are ramping up for the second shots
  • We are equipped and staffed for 1400 vaccines a day
• Concern that the wellness days negatively impact faculty and staff, and they should have been planned differently
  • May cause more stress as things will be shuffled around for staff and students
    • It was disingenuous that it was stated that the Chancellor met with the Senate Executive Committee because when it was brought to them, they did not have a choice
      • Wondering who to ask for guidance or questions on what is allowed on these wellness days
        • The spirit of the wellness days is to not add work to the students
        • Was a lot of frustration expressed but the Executive Committee tried to minimize the difficulties
  • The wellness days complicate things and it would have been nice if this decision could have been made last fall
• Chancellor should have brought this to the Senate Executive Committee earlier
• There was no solution that was going to fix the stress, so we attempted to do something
• It was already determined that this was going to happen, and the executive committee made it better with the exceptions and etc.
• Summer expectations
  • No decisions have been made on the guest policy
• UWEC is looking to create a more flexible workplace
  • Working on a research report so more to come on that
• The Blugold Protocol App bugs people about the testing even when you’ve been vaccinated
• Programmers are working on that change and it should be out within a week or so
• Scooters may be coming to Eau Claire
  • Eau Claire City Council will vote on it today
    • Scooters would have to be licensed and the city wants parameters on where they can be parked
    • The university is supportive of different modes of modality but would want reasonable parameters around them
• Question on if we should require students to have the vaccine to come back to campus
  • The vaccines are all still emergency use vaccines, but we are strongly encouraging people to get them
  • UW System will not require campuses to require vaccines
  • 80% is needed for herd immunity and we are confident we will reach that

3) Reports
   a) Report from University Senate Chair Weiher
      • We had two Senate Executive Committee meetings last week
        • At the first meeting we discussed the online automated exam proctoring tool that has been suspended at other universities because it doesn’t treat people of color fairly
          • We don’t use the particular product, but there are continued concerns because there have been reports on a wide variety of similar complaints across similar products, such as Honor lock
          • Hibbard lot being taken by FEMA
          • University Executive Committee membership
          • Fall reopening plans are fluid as we’ll follow CDC guidelines and work with the Eau Claire County Health Department
        • At the second meeting on Wednesday, the chancellor consulted with us on the
          • Satisfactory/Unsatisfactory grading policy and the two wellness days
          • Faculty & staff frustration, which day other than Friday, which days would be least harmful, and we discussed the exemptions
The origin of selecting S/U grading versus pass/fail is not known

b) Faculty Representative’s Report
- Reps have not met but there was a board meeting this past week
- Most of the discussion was on Systems efforts to move forward with distance education plus
- It is clear that Interim President Thompson is pushing this forward regardless of what faculty or chancellors/provosts are saying
- The presentation was focused on this as a new way to market ourselves with online programs
- There was no indication that System is backing down on this and the feedback they're getting isn’t impacting their decisions
- The impact for UWEC is relatively small but it impacts other campuses dramatically (30%) but we are concerned about the precedence setting grounds
- There are multiple regents that support this idea
- One regent mentioned that there are too many campuses and it is time to go regionally
- No input from the chancellors was sought
- Students can earn credentials but if no degree then extended campus can do it themselves but if a degree attached it then would need a campus
- This opens up questions about accreditation and faculty
- The flex program hasn’t even broke even
- Worry is that this will suck up a bunch of resources and time
- System uses our money to do things with as they do not make money themselves

c) Academic Staff Representative’s Report
- None

4) Unfinished Business
a) Second Reading: Motion from the Physical Plant Planning Committee
Continued Debate
- Sanctions were not the intent

AMENDMENT to remove the entirety of the SANCTIONS AND APPEALS section of the policy document, seconded

Debate on MOTION
- We would still have violations of any policy so striking it just makes it look better

VOTE on AMENDMENT: PASSED

AMENDMENT to amend the policy document to be a “Smoke- and vape-free campus” and change all of the applicable language from “commercial tobacco products” to “smoked or vaped commercial tobacco products”, including changing the DEFINITION section to read:
For the purpose of this policy, “commercial smoked and vaped commercial tobacco products” are defined to include any lighted cigarette (including clove, bidis, kretkes), cigars, pipes, and hookah products; and any other smoked or vaped products (such as e-cigarettes); and any smokeless, spit or spitless, dissolvable, or inhaled commercial tobacco products, including but not limited to dip, chew, snuff or snus, in any form (such as orbs, sticks, pellets, etc.), seconded

Debate on AMENDMENT
- Tobacco is addictive so if we do this will we drive students to chew
- Smoked and vaped products are much more prevalent
- PPPC looked at products that impact people around them, such as smoked or vaped

VOTE on AMENDMENT: PASSED
MOTION to include language on page 3, in that last paragraph right before it gets to the phases of implementation part to reflect: The Implementation Team shall not institute a commercial-tobacco-free campus policy if sufficient resources for cessation or prevention cannot be acquired, or if suitable off-campus locations cannot be identified for students or employees who choose to continue using tobacco products, seconded

Debate on amendment
- The chancellor and/or implementation teams would decide if things are suitable
- We don’t have control over things that happen off our property
- Wondering about feasibility of telling people where to go if we do not control the property
- Is about being practical with the intention
- If a place can’t be “identified” on campus then it is implied that they would be telling people where to go off campus to go to smoke, even though that is not our jurisdiction
- Suitable off campus locations may not be able to be found
  - If UWEC can not find a suitable location, then the policy cannot be implemented
- This is consistent with how PPPC was thinking but that was the intent is in the phases part of the document (phase 3)
- This policy does not state how the implementation team responds
- Question on if someone from Davies could walk out to Garfield avenue
  - It was seeded to the campus when it was redeveloped
  - The closest public place to Davies is Park Avenue
  - We own Putnam Park too but we give public access

VOTE on AMENDMENT: FAILED

Continued Debate on MOTION as AMENDED
- What this plan does
  - Clarifies vague smoking policies on campus and helps to emphasize cessations services and campaigns to make polices more known
  - Create implementation and phased in study and with gradual reduction of smoking areas
  - Addresses underlying concerns
  - This is a plan to establish a policy and it is aspirational
  - It actively discourages starting but it is not a ban or a prohibition on smoking as science backs this proposal up as this is no different than air pollution or climate change and smoking is a question of equity
  - The Free choice argument is overly simplistic as the systems in which we live are racist and perpetuate inequality
  - It is troublesome as there are no opportunities for those who choose to still smoke then where will they go
  - We should not dictate to people how they should live their lives
  - Those advocating are experts in areas of health, but we have many experts in this room and we need to see all sides
  - Is an issue of quality of life versus quantity
    - This is not just a medical decision as one needs to make that decision on their own values
    - We all make different decisions because we have different values
    - Well-being and health extend beyond a narrow definition of health
  - Part of living in a democracy that people have the ability and right on how they live their lives and what they prioritize
    - We need to respect autonomy
  - Smoking is limited to outside designated areas, not in the buildings
  - We shouldn’t tell smokers that they aren’t welcome to campus
  - Behaviors can change so concerned about the 2000 plus people a year coming to campus
  - Sodexho employees do not have a break room so their environment is set-up so their break room is the smoking area
  - We only have jurisdiction on our campus
  - This sets a standard on our campus as it is important that we have clean air
    - People shouldn’t have to breath in a carcinogenic substance to do their job
  - Smoking among students has dropped dramatically so this impacts faculty and staff
  - We serve beer in the Student Union
• Concern as there is a population that does not get their voices heard
• Sodexho employees would be trapped as they couldn’t get to another area to smoke

**VOTE on MOTION: FAILED**

5) New Business
   a) First Reading: Motion from the Compensation & Budget Committee
      Compensation Plan 2021-2023
      • The following language should be changed as follows:
        • 1. Participation in the Comprehensive Salary Plan
          The following policies apply to all continuing faculty, academic staff, and limited employees at the
          UW-Eau Claire. All policies apply only to funds remaining after any minimums mandated by the
          State or Board of Regents are distributed. Eligibility also requires completion of the three
          mandatory training programs (Preventing Sexual Harassment and Violence, Information Security
          Awareness, Diversity: Inclusion in the Modern Workplace, COVID-19 Formal Training). (UWSA
          1278).

      Debate
      • Above 2% is chancellor discretion but below then it follows another process
      • Do not know if we would implement that process
      • We have been told it is a 2% pay plan
      • We selected 2% because that was a decent threshold
      • Governor recommended 2%
      • It doesn’t matter because if more than 2% then it is addressed
      • Use of language “fiscal year” might cause problems if implementation might happen at different times
      • concern about equity adjustment as many have severe compression
      • This was a numbers game
      • The committee had a discussion on the rating systems and components and the work required for such
        small dollar figures
      • System used to mandate 2% then it changed to 1%
      • Unknown how 12-month faculty are figured but 12-month equivalency charts used to be available
      • This plan should be revamped as many do not think the scale should remain the way it is
      • Equity component distribution is a problem as it went to departments, so faculty and academic staff were
        competing, so the money went to faculty for retention
      • Many staff do not have internal equity comparisons
        • If you do not have an equivalent, then you get left out
        • Equity isn’t always equitably distributed
      • System mandates that there is a salary minima for faculty
      • We should consider these items in the future
      • Title and total compensation study will include salary range for every title

**VOTE on MOTION: POSTPONED until the next University Senate Meeting**

6) Announcements
   • The next meeting of the University Senate is scheduled for April 27, 2021
   • Currently May 4, 2021 is scheduled to be an Executive Committee meeting but if the University Senate has
     unfinished business from the April 27th meeting then we may need to change May 4th to a University Senate
     meeting so please keep that date open

Without objection, meeting adjourned at 5:03 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate