Members Present:

Members Absent:
  Jan Adams, Jose Alvergue, Donna Anders, Lisa Coen, Grace Crickette, Olga Diaz, Jeff Erger, Billy Felz, Jennifer John-Artisensi, Carol Koroghlanian, Bill Miller, Tamara Miller, Samantha Pearson, James Schmidt, Daniel Schumacher, Tom Sulzer

Guests:
  Margaret Cassidy, Mary Hoffman, Aleks Sternfeld-Dunn

The regular meeting of University Senate was called to order by Chair Weiher at 3:04 p.m. on Tuesday, September 28, 2021 in the Dakota Ballroom of Davies Center.

1) Approval of the University Senate September 14, 2021 minutes
   - Approved as distributed

2) Administrator Remarks – Provost Kleine
   - We have been under the Covid umbrella for 636 days
   - Last Wednesday we had over 300 people listening the chancellors briefing
     - If there is something that you would you like to hear about during those briefings then please contact MJ Brukardt or Kelly Olson with possible ideas or questions
     - Oct 27th at 3 p.m. is the next briefing
     - Chancellor wants to answer questions in real time
   - The Well-being fair was held and the Marshfield clinic van will be here every Thursday for all the faculty/staff and their families
   - The 70 for 70 plan is extended until Halloween
     - We are giving additional time to get vaccinated as many students wouldn’t have had their second vaccination
     - There will be a lottery for prizes and scholarships
       - It doesn’t matter when you got vaccinated just make sure your proof of vaccination is uploaded
       - System will be drawing the names and there is $99,000 available for the students
   - Latin heritage month is happening and hope you take advantage of the activities they have going on
   - Bark breaks happening on campus
     - There will be 30 dogs that will be spaced out between the courtyard and the river
     - This is happening on Friday between 11-1 and feel free to bring a friendly dog if you have one
     - This is not “bring your dog to work day”
   - CoB had a panel of people come talk about sport management
     - It was fabulous as they had people from the Lakers to local teams and all the speakers were UWEC alums
     - Their best advice was to stay on campus over the weekend(s)
       - It would help us be more engaged on campus and we want to bring back campus life
• Provost Kleine knows that we are working face to face with students everyday so thank you and that does not go unnoticed
• Service for Students with Disabilities Office is struggling to meet accommodations and math is disproportionately impacted
  • A green light has been given to hire another person and a quiet place is being looked at
• The deadline date for masks is September 30th but it is UWEC’s plan that masks will continue so System Legal is drafting the language
  • This is not about what is happening on our campus but more about what is happening in our community
• A move to 4 credit courses
  • That group met through the summer
  • Will come to a deans meeting to talk about that specifically
  • Want research into all of our courses
  • There is an effort to take a look at where some might not be filling workload requirements
  • Look forward to hearing from that workgroup

3) Reports
a) Report from University Senate Chair Weiher
  • Biology also weighed in on the 4 credit discussion
    • Seems like something that can be helpful when you teach (4) 3-credit classes but labs make it more difficult
  • University Safety Committee
    • Brian Drollinger, Director of Risk Management & Safety asked for a faculty and academic staff Senate member to join a Safety Committee
    • Evan Weiher will serve but if you have interest as an academic staff then you would be welcomed too
  • Covid meetings
    • Good updates but the county has over 50 positive cases a day
    • Will see what the new numbers say tomorrow
    • We started having leadership meetings again

b) Faculty Representatives Report – Senator Peterson
  • Taking an initiative on a standardized system to evaluate chancellors
  • Working on guidelines and the instruments to be used
  • Title and Total Comp
    • Is an absolute mess
    • Your leadership is looking at this closely
  • UW Whitewater faculty who were given extensions because of covid had to reapply and some of them were denied
  • The Pay Plan is actually still in place
    • 2 and 2 was proposed but we are waiting on JOCER
  • Blue Ribbon panel from Interim UW System President Tommy Thompson looks to not be going anywhere
  • Biden proposal for free tuition for two-year schools
    • This might apply to 2-year campuses as well but the state needs to provide matching money
    • This is an ongoing discussion and System Legal is looking at this too
  • Happy Birthday to Senator Case
  • System President Search
    • Senator Peterson attended nearly all of the listening session
    • UWEC’s attendance was the best of all the meetings
    • Oct 15th is the deadline for applications
    • So far everything is on schedule

c) Academic Staff Representatives Report – Senator Case
  • Title and Total Comp
    • Many issues were not able to be heard as a presentation was held but the appeal process is all part of the process
    • When this started were only 800 jobs and now they are up to 1300
    • This is a sore spot for many people
    • This is a classification so people are being asked to map to these duties so that is problematic
    • This job library was created at UW Madison so is sometimes irrelevant to other campuses
- We are to select the best fit for the majority of our time
- Nov 7th everything goes live
- Titles have been sent back to System and they're open to add more jobs to the library
- Salary ranges will be made for the entire library and will be updated around November 1st
- In late October or early November we will get a notification letter with the salary range for that job and November 7th we will see it on our paycheck
- VC Crickette said 10 people will get a bump in pay
- Title appeals process will be in November through December then there will be a wait time before you hear back
- The appeal process will be made up of two people (Human Resources and shared governance)
- Mercer estimates that 10% of people will appeal but all should be resolved by June 30th
- Only the job description can be appealed
- Looks like the promotion process might be taken away so this is being looked at
  - Pay progression is pay increases within the same job where promotion is a new job with a higher pay range
- October 22nd is the next meeting
- LTS stated that 90% of the employees are not happy with their new title
- It will be up to the specific campus to determine where you fall regarding pay in your range
- Contracts for academic staff
  - VC Crickette met with the Academic Staff Personnel Committee and stated that campuses are doing away with multiyear contracts
  - It is expected that more information will be coming
- Question on how TTC plays into new hires
  - These processes are out of date for reviews and contracts according to our FASRP so if someone is not renewed then they will win the appeal as it does not follow our processes d) For the record
  
  Credit-bearing certificate in Sustainability and Climate Action

Without objection, this item will be entered For the Record

4) Special Orders
   a) Elections for University Senate and University-Wide Committees (see details on next pages)

5) Unfinished Business
   a) Second Reading: Motion from the University Senate Executive Committee
      University Senate Executive Committee Membership

Continued Discussion
- The votes reflected on this motion were because people abstained from voting on this during our Executive Committee meeting
- We allowed all Executive Committee members to vote regardless of status
- Concern that these are small units so to elevate them to a status of a college for the purpose of membership on a committee
- This was made into an equity issue and the Library and Barron County were looked at like Washington DC and Puerto rice but both units are on Senate as well as the Executive Committee so the mathematics department, for example, would have more of an argument than them
- The Executive Committee is looked at like a star chamber but it isn’t so it shouldn’t be
- The Executive Committee acts on behalf of Senate but am confident that the Executive Committee members so not just push things through when they meet on behalf of Senate, so the Library’s and Barron County’s argument doesn’t hold true
- Concerned that this would mean two fewer seats to at-large senators on the Executive Committee
- These two units are already broadly represented so to give them two appointments is a slap in the face to Senate and shared governance
- The Executive Committee also looked at other options
- Want the different and unique needs of Barron County and/or the library to be considered as there are important conversations that are had in the executive committee meets so they would like to advocate in those meetings
- Concerned about the reduction of the at-large memberships
• Executive Committee is not about representing certain units or departments but about perspectives
• The 10-minute Open Forum on the Executive Committee agenda is available to anyone

MOTION to AMEND the language to: 24 members with 12 faculty senators, seconded

Debate on amendment
• This only makes the imbalance even greater
• Representation of academic staff has decreased due to working conditions
• This seems hasty as it will cause other issues
• The proportionality concerns are legitimate
• Academic staff do not have tenure so they do not always feel like they can ask the questions they want, but faculty can so the increase in faculty makes sense

VOTE on AMENDMENT: FAILED

MOTION to amend the motion to read: , seconded

1. University Senate Executive Committee
   a. Membership: The committee includes at least 22 members: 10 faculty senators and four academic staff senators elected by the members of the University Senate; the chair and the vice chair of the University Senate; the chair-elect or the immediate past chair of the University Senate (whoever is serving); the vice chair-elect of the University Senate (if serving); the academic staff representative; the faculty representative; and the chancellor and vice chancellor(s), who will be ex officio and non-voting members of the committee. There shall be at least one academic staff member from each of the colleges,
   the Barron Campus and the library. In the event that Senate Executive Committee acts as the functional equivalent of the University Senate (see below), if the Executive Committee does not include a senator from the Barron Campus or a senator from the Library (or both), then the membership of the Executive Committee shall temporarily expand so that it includes senators from both of these units as full voting members during period in which the Executive Committee acts as the functional equivalent of the University Senate. Members shall serve two-year terms unless membership is terminated by expiration of University Senate membership as described in the bylaws. The chair of the University Senate shall serve as chair of the executive committee. (US 3/09, 10/09, 10/12, 10/14, 9/21)
   b. Function: Included among the functions of the executive committee are establishing the agenda for senate meetings, calling special meetings of the senate, and making recommendations on matters referred to it by the senate, and acting as the functional equivalent of the University Senate if the Senate is unable to meet during its regular session. This committee may suggest policies and means of implementing them to the senate, act as a coordinating agency among senate members, recommend to the senate interpretations of the constitution of the University Faculty and the University Academic Staff. The executive committee may also serve as an advisory body to the chancellor and may provide the regents or system administration with faculty and academic staff reaction to documents and proposed policies when time does not permit their normal consideration by the senate and other senate committees. Such advice or reaction shall be reported to the University Senate and channeled through the chancellor to the regents or system administration. The executive committee shall serve as the Institutional Ethics Committee (as per motion 02/2007) as set forth in Part III, Article Five, Section D.3.g. The executive committee along with UW System president (as per motion 09/2009) shall serve as the UW-Eau Claire Honorary Degree Committee

Debate on amendment
• Not sure these units are disenfranchised but in the case that the Executive Committee exec acts on behalf of Senate then this addresses that
• This might not address every situation
• Concern that there are times when the Executive Committee goes into closed session so then Barron County or the Library would not be included in those conversations
• Both units are aware of happenings on campus and can represent those viewpoints
• Is not inclusive enough for these units
• We are not supposed to on a committee as part of our unit/department but acting as a whole

VOTE on AMENDMENT: PASSED

VOTE on MOTION as AMENDED: PASSED
6) New Business
   • None

7) Announcements
   • The next meeting of the University Senate will be held via Teams on October 12, 2021

Without objection, meeting adjourned at 4:29 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate
VICE-CHAIR

Must be elected from among the current academic staff members of the University Senate
Term: takes office and starts immediately and will serve until June 30, 2023. There is an annual 10% assignment for this position. You will also serve on the Executive Committee, See FASRP for more details (page 24)

Nominations (September 14) and election (September 28) to take place on the Senate floor

Nominees:
AS Senator: Kelly Murray, Biology

(No additional nominees will be taken from the floor)

Elected to serve as the University Senate Vice Chair: Kelly Murray

FACULTY REPRESENTATIVE (ELECT) TO UW SYSTEM

Must be tenured faculty and serve on the University Senate

The term of the Faculty Rep-elect is to begin immediately upon election. The term of Faculty Representative shall be for two years beginning the next July 1. Therefore, the term is to expire June 30, 2024 and they will also be the chair of Faculty Personnel Committee and member of the Executive Committee

Nominees:
1. Geoff Peterson, Political Science
2. Jill Markgraf, Library

(No additional nominees will be taken from the floor)

Elected to serve as the University Senate Faculty Representative to UW System: Geoff Peterson

EXECUTIVE COMMITTEE

Meets alternate Tuesdays from 3-5 p.m.
2 Academic Staff Senator vacancies
2-year terms
Any Area

Continuing Members:
Officers:
Evan Weiher, Chair
Chip Eckardt, Vice Chair
Geoff Peterson, Political Science, Faculty Rep.
Jasmine Case, ARCC, Academic Staff Rep

Continuing members of the Executive Committee:
Sean McAleer, Philosophy & Religious Studies
Marquell Johnson, Kinesiology
Jill Markgraf, Library  
Abbey Fischer, Barron County  
John Mann, History  
Kelly Murray, Biology  
Colleen Marchwick, International Education  
Charlotte Sortedahl, Nursing  
Pedro Sottile, Accounting & Finance  
Kristin Schaupp, Philosophy & Religious Studies  
Ryan Weichert, Geography & Anthropology  
Elizabeth Glogowski, Materials Science & Biomedical Engineering

Nominees:  
Academic Staff Senator: Kent Gerberich, LTS  
Academic Staff Senator:

Additional nominations from the floor: None

Without objection, the rules were suspended to allow Kent Gerberich to serve on the University Senate Executive Committee

Elected to serve on the University Senate Executive Committee: Kent Gerberich

UNIVERSITY SENATE ACADEMIC STAFF PERSONNEL COMMITTEE

2 vacancies  
2 APAS Senator vacancies  
3-year terms  
Meets alternate Tuesdays from 2-3 p.m.  
Vote Code: 5, 6, or 7

Continuing members:  
Elected Senators:  
Linda Pratt, Housing & Residence Life, APAS  
Mary Elger-Lonzarich, Biology, IAS

Academic Staff Rep.:  
Jasmine Case, ARCC

Elected by Academic Staff at-large:  
Craig Ernst, LTS, APAS  
Lori Snyder, Geology, IAS  
Pam Baughman, Accounting & Finance, APAS  
Jeff DeGrave, Student Services, APAS

Nominees:  
APAS Senator: Samantha Pearson, Nursing  
APAS Senator:

Additional nominations from the floor: None

Without objection, the rules were suspended to allow Samantha Pearson to serve on the Academic Staff Personnel Committee

Elected to serve on the Academic Staff Personnel Committee: Samantha Pearson
ACADEMIC POLICIES COMMITTEE

1 University Faculty Senator vacancy
3-year term
Meets alternate Tuesdays from 2-3 p.m.
Must be a senator
Any Area
Vote Code 1

Continuing Elected Faculty Senators:
  Marquell Johnson, Kinesiology, EHS, Chair
  Evan Weiher, Biology, A&S
  Bill Miller, Accounting, BUS
  Scott Clark, Geology, A&S
  Abby Hemmerich, Communication Sciences & Disorders, EHS
  Carol Koroghlanian, Education Studies, EHS
  Jamie Tester Morfoot, Social Work, EHS
  Dalete Mota, NHS
Elected from the Library:
  Kati Schaller, Library

Nominees:
  University Faculty Senator: Rahul Gomes, Computer Science

Additional nominations from the floor: None

Without objection, the rules were suspended to allow Rahul Gomes to serve on the Academic Policies Committee

Elected to serve on the Academic Policies Committee: Rahul Gomes

PHYSICAL PLANT PLANNING COMMITTEE

2 vacancies
1 University Faculty Senator and 1 University Academic Staff Senator vacancy
3-year terms
Must be senators
One must be a University Faculty Senator and one must a University Academic Staff Senator

Continuing University Senate members:
  Jim Boulter, Watershed
  Jill Markgraf, Library
  Linda Pratt, Housing & Residence Life

Continuing department members and US Council members:
  Karen O’Day, Art & Design
  Sean Hartnett, Geography

Nominees:
  University Faculty Senator:
  University Academic Staff Senator:

Additional nominations from the floor: Gunnar Larson, Nursing

Without objection, the rules were suspended to allow Gunnar Larson to serve on the Physical Plant Planning Committee

Elected to serve on the Physical Plant Planning Committee: Gunnar Larson
COMPENSATION & BUDGET COMMITTEE

1 Vacancy
University Faculty Senator vacancy
Must be from with EHS or NHS
3-year term
University Faculty Vote Code: 1 or 4

Continuing University Senate members:
  Ellen Mahaffy, Communication & Journalism
  Robert Berg, Mathematics
  Tom Sulzer, LTS

Continuing members and US Council members:
  Sasha Showsh, Biology
  Linda Carlson, ARCC
  Paula Collins, A&S
  Brewer Doran, BUS
  Kati Schaller, Library

Nominees:
  EHS or NHS University Faculty Senator:

Additional nominations from the floor: None

UNIVERSITY-WIDE NOMINATING COMMITTEE

1 University Academic Staff Senator Vacancy
2-year term
University Academic Staff Senator Vote Code: 5, 6, or 7

Nominees:
  University Academic Staff Senator:

Additional nominations from the floor: None

FACULTY COMPLAINT, GRIEVANCE AND TERMINATION REVIEW COMMITTEE

1 tenured faculty vacancy
3-year term
Must be tenured

Nominees:
  Tenured Faculty: Stacy Thompson, English
  Tenured Faculty: Maria DaCosta, Economics

Additional nominations from the floor: None

Without objection, the rules were suspended to allow Maria DaCosta to serve on the Faculty Complaint, Grievance and Termination Review Committee

Elected to serve on the Faculty Complaint, Grievance and Termination Review Committee: Maria DaCosta
ACADEMIC STAFF COMPLAINT, GRIEVANCE, AND REVIEW COMMITTEE

2 vacancies
2 Instructional Academic Staff vacancies
3-year terms
IAS: Vote Code 4 or 6

Nominees:
Instructional Academic Staff:
Instructional Academic Staff:

Additional nominations from the floor: None

ACADEMIC STAFF PROFESSIONAL DEVELOPMENT COMMITTEE

1 at-large academic staff vacancy
3-year term
Vote Code 4, 5, 6, or 7

Nominees:
Academic Staff: Trudy Brickheimer, EHS
Academic Staff: Jim Seliya, Computer Science (*)

{Jim Seliya was removed from consideration due to coding status}

Additional nominations from the floor: None

Without objection, the rules were suspended to allow Trudy Brickheimer to serve on the Academic Staff Professional Development Committee

Elected to serve on the Academic Staff Professional Development Committee: Trudy Brickheimer

UNIVERSITY LIBERAL EDUCATION COMMITTEE

1 Academic Staff vacancy
2-year term
Meets from 2-3 p.m. on Mondays
Vote Code: 4, 5, 6 or 7

Nominees:
Academic Staff: Katie Ritland-Clouse, ARCC
Academic Staff: Jim Seliya, Computer Science (*)

{Jim Seliya was removed from consideration due to coding status}

Additional nominations from the floor: None

Without objection, the rules were suspended to allow Katie Ritland-Clouse to serve on the University Liberal Education Committee

Elected to serve on the University Liberal Education Committee: Katie Ritland-Clouse

(*) checking on status