UNIVERSITY OF WISCONSIN-EAU CLAIRE
UNIVERSITY SENATE MEETING
VOLUME 58, NUMBER 6

November 23, 2021

Members Present:

Members Absent:
Roxanne Backowski, Robert Berg, Lisa Coen, Scott Clark, Jeff DeGrave, Billy Felz, Liz Glogowski, Marquell Johnson, Chris Jones, Charlotte Sortedahl

Guests:
Mike Carney, Margaret Cassidy, Mary Hoffman, Debra Jansen, Corrynn Mahnke, Carmen Manning, Nichole Owen, Jean Pratt, Jill Prushiek, Louisa Rice, Teresa Sanislo, Jake Wrasse

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

1) Approval of the University Senate November 9, 2021 minutes
   • Approved as distributed

2) Administrator Remarks
   • Celebrated NCAA Division 3 Volleyball as they won the St. Louis championship
   • Men’s and Women’s Cross Country represented us well at the NCAA in Louisville
   • Last week, the mask order was extended
     • Decisions about January and spring semester will be made closer to those dates
     • We do expect to see increases in covid after this break
   • Fall break also means closed offices for general operations so all can enjoy the break
   • Attended UW System Awards Ceremony on November 11
     • Winifred Bryant received an award for Outstanding Women of Color and Josh Brown received an award for Outstanding Achievement on behalf of LGBTQ+ people
     • Two retired professors recognized as well for their contributions to university departments
       • Dr. Foust was recognized by the Geography Department for the naming of a research area in Phillips Hall
       • Renaming of the radio and broadcast studio, and control rooms in Hibbard Hall as the Henry Lippold Broadcast Suite

3) Reports
   a) Report from University Senate Chair Weiher
      • The following motions have been approved by the Chancellor:
        • University Senate Executive Committee Membership
        • Certificate in Sustainability and Climate Action
        • FCGTRC Clean-up Language
        • At the last Senate Executive Committee meeting:

www.uwec.edu/usenate/
• Talked about concerns over privacy policy on antigen testing but VC Crickette verified that the privacy policy is in place
• Talked about the withdrawal process as students were allowed to withdraw without instructor approval plus concerns over student comments as it complicates the withdrawal process
• EDI Strategic Plan update but VC Diaz will also be with us today in Senate
• Talked about transparent design and engagement initiatives so Chair Weiher met with Mary Hoffman, and this was also talked about at the leadership meeting
• Provost Kleine is working on a statement, which will be hopefully shared later this afternoon

b) Academic Staff Representatives Report – Senator Case
• Update on TTC
• Emails went out with job title and salary grade
• Title appeals can be submitted as of November 7th through December 31
• It is tricky to find the pdf on their website so Representative Case will share that information
• We have another meeting on December 3
• The appeal panel is made up of:
  • Sam Pearson (APAS)
  • Jeff DeGrave (APAS)
  • Craig Ernst (APAS)
  • Jasmine Case (APAS)
  • Mary Elger-Lonzarich + Pam Baughman (IAS)—Alternates
• Appeal procedure pdf has a lot of good information
• Cannot appeal pay rate, business or working title, job description or exempt status
• UWEC will use an e-form
• The e-form is to be filled out with any attachment then it goes to the employee’s supervisor so you can have comments or a discussion then it will move on to the unit director or college dean
• If everyone agrees that a change should be made (before the appeal moves forward) then HR will review it with the final review and decision by VC Grace Crickette
• Decisions will be made no later than April 30th, 2022, with a final decision by VC Crickette on June 30th
• The training for appeals might be in late January
• Only the job that you have been mapped to is appealable
• If you have any question(s) on the appeal, then check with your HR representative
• There is an e-form that will allow a correction for an incorrect business title

c) EDI Update – Vice Chancellor Diaz
• A presentation was shared
• UWEC started a strategic planning process about a year before VC Diaz arrived
• After receiving that plan, she put together an adhoc team on what to do with this plan as the plan was very long, passionate, and detailed as it had 150 action items in it with strong perspectives and voices
  • The adhoc committee consolidated it down from 7 priorities into 4
• Many are burnt out so tried to align with Academic Affairs
• Want to push our 4 goals out to our departments/units to see what we are already doing to accomplish these four goals
• Will take training, effort, and growth but we can improve
• Individual level contributions can be in evaluations
• LTS will likely help with the organization of this
• Institution Strategic Plan will also be playing a part in this as our EDI goals should move us in the direction(s) of the institution strategic plan
• VC Diaz will rework the timeline to allow for the holidays and she will also work closely with Mary Hoffman for alignment in a synchronized way
• Contact VC Diaz if you have questions/comments
• The logistics will be the hardest to figure out so will work with LTS
• EDI assessment in performance reviews: would like to replace or supplement with our 4 goals as we want every employee to be able to say how they are contributing to these goals
• Question that the goals seem general/broad so how are they different that what we are already doing?
• Any overlap from the old committee and their 150 goals – have been simplified for the presentation
  • Some have already been worked on and some were not consulted on but they will not be lost as will provide them to the specific areas for a review
• It was kept general because a lot of areas cannot be put in writing in a way that applies to everybody so the generic way allows all areas to reflect
• The EDI Committee disbanded after completion then VC Diaz called them back and worked collectively to arrive at the new report
• The original draft, consolidated goals and instructions on how we move forward will be on the website

d) For the Record
Health Humanities Certificate

Without objection, this item will be entered For the Record

4) Unfinished Business
• None

5) New Business
a) First Reading: Motion from the Academic Policies Committee
8th Authorized Absence Category

Debate
• In quest for EDI we want to include everyone so we can be explicitly exclusive is to have this 8th category
  • The pandemic showed us discrepancies and we could be the first in the system to have this
  • Important this this is spelled out as many do not otherwise ask
  • There are complaints about the ambiguity of the term caregiver, but we live with ambiguity, so that is not a reason to vote against this
  • It is rare that we get a motion that has such a significant “no” vote so curious as to why
    • Some were opposed because we have a fixed reason already in our FASRP for emergencies
      • So students would already be excused
    • Felt the 6th authorized absence already addressed illness
    • Concerns about the ambiguity on interpretation but APC members still voted “yes” so they could hear what Senate had to say
  • Nice that it is explicitly laid out for the students \n  • Our faculty/instructors do our best to be accommodating but this empowers our students/community and it allows students to open up that conversation and advocate for their needs
  • Authorized absence(s) already addresses a lengthy illness
  • Probably won’t change what most of us do but it is about student perspectives
  • Concerns about students abusing this policy but it isn’t much different than what we already have
  • We have flexible options for using vacations, etc. but students do not have that opportunity, so this gives them that
  • Incorrect that the idea that this opens things up for the students to present this to faculty as instructors have discretion only if it does not fall under these categories so this would not allow a discussion to open up with their instructor
  • What is caregiving as that is not defined
    • Caregiving of a pet would be at the discretion of the faculty
    • Concerns over not defining caregiving would require “negotiations”
    • Many were not in favor of the motion but rather in favor of wanting Senate to hear this motion
  • This policy/phrase will be more equitable instead of falling unevenly on people
  • Concern that could be abused so could tighten up the language
    • Maybe use “emergency”
  • Caregiving can be a verb or an identity
  • Questioning what is the distinction of routine activities versus emergency?
    • APC discussed that but talked about nonemergency scenarios as emergency might be too restrictive
  • Many points are already in #6
  • Some are willing to be abused to explicitly include people
  • Do not think the 8th category will open us up to additional abuse than what is already allowed
  • Use of word “necessary” was removed as it was considered redundant
Vote on Motion: Postponed

6) Announcements
   • The next meeting of the University Senate is scheduled for Tuesday, December 14th via Teams

Without objection, meeting adjourned at 4:06 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate