Members Present:

Members Absent:
Ari Anand, Lisa Coen, Mary Elger-Lonzarich, Jeff DeGrave, Olga Diaz, Eric Jamelske, Pat Kleine, Barb Meier, Lisa Schiller, James Schmidt, Daniel Schumacher

Guests:
Rose Marie Avin, Trudy Brickheimer, Mike Carney, Margaret Cassidy, Brewer Doran, Mary Hoffman, Debra Jansen, Bridget Kurtenbach, Paula Lentz, Corry Mahnke, Sarita Mizin, Nicole Owen, Kong Pheng Pha, Jean Pratt, Jill Prushiek, Louisa Rice, Asha Sen, Aleks Stemfeld-Dunn

The regular meeting of University Senate was called to order by Chair Weiher at 3:02 p.m. on Tuesday, March 29, 2022 via online Teams meeting.

1) Approval of the University Senate March 8, 2022 minutes
   • Approved as distributed

2) Administrator Remarks
   • None

3) Reports
   a) Report from University Senate Chair Weiher
      • Last week at Senate Executive Committee
      • We talked about electric vehicle charging stations and their limited number of accessible hours
      • Vice Chancellor Felz is checking on it
      • The head of Human Resources David Miller provided us with written answers to questions from faculty and staff regarding Total Title & compensation
      • He joined our meeting to answer several follow-up questions
      • We'll send the questions & answers to all of you, and please see the minutes from the March 15th Executive Committee meeting for more detailed notes on our discussion
      • There was one thing; while there will be "pay progression" for Professional Academic Staff, but there is none for faculty and Instructional Staff because they have promotion in rank
      • However, I pointed out that faculty have post-tenure review and can earn pay progression, but this no similar opportunity of IAS
      • David Miller took note of that difference and look into it
      • We had an initial conversation about the modality of next year's Senate Executive Committee meetings and University Senate Meetings
      • There are strong pros and cons virtual or in-person so we’re going to talk more
      • I was glad that somebody pointed out how much we don't like hybrid meetings unless they are a pretty small group, such as APC, as they have been hybrid this semester and it's been fine

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• I want to thank Tanya for asking me to put the academic calendar on the executive agenda because it really got the attention of Academic Affairs and Mary Hoffman let us know that they are working on the next three years and these will be ready in early April
• FYI: these have to be approved by Senate Executive Committee
  • In addition, we are going to modify the spring 2023 calendar to accommodate NCUR by having no in-person classes
• Chair Weiher attended the Tommy Thompson science building show
  • Chair Weiher saw one of our senators and the former Governor - they weren't hugging exactly, but maybe more of a distance hug at arm's length but Chair Weiher failed to get a picture but he didn't fail to have a turn smashing up Putnam Hall
• One last item:
  • Senator Brad Gehrke (library - IT) would like to take a place on the University Senate Technology Committee

Without objection, Brad Gehrke to take a place on the University Senate Technology Committee

Elected to the University Senate Technology Committee: Brad Gehrke

• Academic Year Calendars
  • Concern over the academic year calendars so calendars could be shared with Senate due to concerns over lack of faculty input as many are unsatisfied
  • The use of the wording “spring break” could be changed
• Demolition of the dorm(s)
  • With all of the on-campus housing for students being on upper campus then what about transportation for those with disabilities
    • Students can request van rides based on student need
      • This should be more easily accommodating as many have disability and mobility concerns
    • UWEC's level of efficiency is not ideal so we should take accessibility more seriously
      • The Welcome Center used to be a residence hall but due to pushback from the community it left us in a situation with access and disability challenges
    • The transportation service on campus is not ideal in terms of efficiency as students are often late for class, if they show up at all
    • Those with mobility devices have even more problems on our campus
• Access to campus once construction begins and beyond
  • Access to Garfield will not be obstructed
• Concern over mandatory training for research students
  • Concern for the limited budgets as the students need to do this on “work time”
    • Some audits from System do reach to student employees but VC Crickette will look into it

b) Faculty Representatives Report
• Had a discussion about developing a common instrument to provide chancelor evaluations to the campuses
  • Been asked to help develop that
    • Geoff will consult with the Administrator Review Committee
• 2-year campus being department chairs on 4-year campuses
  • Battles on some campuses over this
  • Barron County is its own department on our campus, so we do not have any issues with this
• No 2-year reps for faculty representatives but maybe for the academic staff
  • A system-wide blanket policy would not be ideal as all the campuses were set-up differently and perhaps some 2-year campus faculty member should be invited for discussion purposes
• Met with I-System President Falbo and it was a good meeting

c) Academic Staff Representatives Report
• Academic Staff session was about TTC and the growing frustration on pay or job progression
  • Frustration on the lack of direction
  • Want to plan a TTC satisfaction survey
  • Want to work on policy language to work on pay progression
• Joint session on TTC
• 4% did appeal so around 800 total people but most appeals were around ADA positions so 26% of appeals were resolved by HR
• UWEC panelists have not received the final number of appeals they will have to resolve
• Our numbers should be pretty small
• All appeals should be resolved by June 30th
• Pay policies are our next big issue that we will work on
• Hopefully after a meeting in April with “TTC administration” we will have some guidance, direction, or resolution on this
• Met with I-System President Mike Falbo as well and talked with him about morale issues on campuses, employee retention issues that campuses are seeing, especially due to pay as well as about changing public perception
  • Stated that Chancellors will be able to “run” their own campuses and they can take a problem to System, if need be, as there is a chain of command
  • System has become too system oriented so trying to spread that power back to the campuses to some degree
  • He said they are working on a big plan, but he didn’t say what
• TTC
  • Question on if each campus can institute their own pay progression with different criteria
  • System will give us the broad parameters then we decide what works best for our campus so all campuses will not be the same

4) Unfinished Business

a) Second Reading: Motion from the Academic Policies Committee

College of Business to establish a new major: Business Communication

Continued Discussion
• A consultation was held between the CoB and CJ
  • CJ is not objecting to this new major but have concerns that it might impact enrollment numbers
  • Is a cohort with the CoB as CJ has courses in the Business Communication major
  • Are asking to be put into the loop before it reaches senate so can review the full proposal
  • Would like Business Communication to put in some CJ introductory classes
  • CJ was sent the notice of intent and information in January, but it was not shared beyond that
  • Courses work both ways between the disciplines, but the focus and the primary focus of this degree is that it is a business degree
  • Over ½ the credits are business courses
  • Will meet once a year to review curriculum and get input
  • Had a very positive and collaborative meeting
  • Is a unique opportunity

VOTE on MOTION: APPROVED

5) New Business

a) First Reading: Motion from the Academic Policies Committee

Women’s Gender, and Sexuality Studies Program Rename
• Consultations were held with Latin American Studies and American Indian Studies as there is over-lap in framework

Debate
• None
WITHOUT objection we will suspend the rules and vote on this today

VOTE on MOTION: APPROVED

b) First Reading: Motion from the Academic Policies Committee

Women’s Gender and Sexuality Studies Program for Academic Department Designation
- Departments need 4 positions for a senate representative
  - Is open to interpretation at the institutional level
  - This program does have 4 tenure track positions
- We purposely made programs equivalent to departments

Debate
- Elevation of the status of this to a department would be good for the health of the university as well as to society

WITHOUT objection we will suspend the rules and vote on this today

VOTE on MOTION: APPROVED

6) Announcements
- The next meeting of the University Senate is scheduled for Tuesday, April 12, 2022
- Next Tuesday is election day and our colleague, Stephanie Farrar and Marquell Johnson are both running and, on the ballot

Without objection, meeting adjourned at 4:14 p.m.

Submitted by,

Tanya Kenney
Secretary to the University Senate