Members Present:

Members Absent:
Jan Adams, Silviana Amethyst, Ari Anand, Grace Becker, Lisa Coen, Jennifer Dahl, Jeff DeGrave, Mary Elger-Lonzarich, Jeff Erger, John Mann, Dalete Mota, Lisa Schiller, Jamie Tester Morfoot, Isabel Walters

Guests:
MJ Brukardt, Mike Carney, Catherine Chan, Rossellin Gaitan, Margaret Cassidy, Mary Hoffman, Jessica Kraker, Jean Pratt, Louisa Rice, Nicole Rindone, Aleks Sternfeld-Dunn

The regular meeting of University Senate was called to order by Chair Weiher at 3:00 p.m. on Tuesday, May 10, 2022 via online Teams meeting.

1) Approval of the University Senate April 26, 2022 minutes
   • Approved as distributed

2) Approval of the April 19, 2022 University Faculty and University Academic Staff Spring Meeting
   • Approved as distributed

3) Administrator Remarks
   • Thank you to all the nurses
   • UWEC is having a Robert Frost celebration of the Frost Collection
   • Spring semester finally feels like spring
   • Provost Kleine is back
     • Thanks to Mike Carney for acting as i-provost in her absence
   • University Senate is foundational to UWEC, and Chancellor Schmidt is thankful for governance and for the ability to meet with governance leaders
     • This is all possible because of this deliberative body – we make better decisions when we work together
   • As the semester ends, please continue to watch emails
     • Multiyear appointments will be updated
       • Updated notice of continuation by email by June 1
   • Understanding Contract Types
     • Clarifying and maintaining the types of contracts under which UW-Eau Claire employees work is a complex and ongoing effort. Vice chancellors and deans will continue to review our current contract types to support institutional goals and provide clarity to employees. We are aware that this document will not resolve all questions but is intended to help clarify existing contract types.
     • All academic staff members work under one of three types of contracts:
       • Fixed term terminal also known as no-intent-to-renew – there is no expectation of continuing employment beyond the current contract term, new appointment is at the discretion of the employer. No minimum notice required for employment to end at end of current contract term

www.uwec.edu/usenate/
• Fixed term renewable – the expectation is the contract will be renewed unless the employee is provided at least minimum required notice of nonrenewal. Renewable by supervisor. Letter issued only in event of nonrenewal.
• In years 1 and 2, employee needs to receive 3 months-notice of non-renewal
• In years 3-6, employee needs to receive 6 months-notice of non-renewal
• In years 7 and over, employee needs to receive 1 year notice of non-renewal
• Multi-year contracts/appointments – type of fixed term renewable ranging from two to three years in length, renewable by supervisor
• If Academic Staff have previously received notice of a multi-year contract, then they will receive an updated notification of continuation via e-mail by June 1st, 2022

• Academic staff do not always feel honored by our institution, but we understand how needed they are
• We are facing declining state support, so we need to balance what we do have
• Look at peer institutional practices and come back to the chancellor to see what we find but it should be sustainable
• In closing, please go to year end events
• Thank you to Catherine Chan and her team for making CERCA so successful
• May 21st is graduation of 1500 graduates
• Thank you for all you have done to keep our campus safe and healthy
• Wish you a good summer
• 51 multi-year contracts will continue but as they retire, they will be phased out
• The original intent was to phase them out, but Chancellor Schmidt would like a fresh look
• The 51 referenced includes APAS and IAS
• With multi-year contracts they continue as multi-year contracts
• Ongoing appointment is used for terminology
• Many questions need to be resolved and it needs to be studied

4) Reports

a) Report from University Senate Chair Weiher
• The following motions have been approved by the Chancellor
  • Business Communication Major Establishment
  • Women’s Gender, and Sexuality Studies Program Rename
  • WGSS Program Academic Department Designation
• At our last University Senate Executive Committee meeting
  • We talked about scheduling conflicts between athletics and academics
  • Main point: we must accommodate competition/games but we are not required to accommodate practice
  • The chancellor was put on the spot by one of our members who had learned about David Miller’s departure
  • We also talked about the interim appointment and national search
  • We talked about the leaked Roe vs. Wade draft, no news on how the UW system might respond; we were reminded that we’re not supposed to use state resources like email to advocate
  • New hires still have to wait 2 months for healthcare; this is top issue that the administration brings to System on a regular basis.
  • We also discussed modality of senate meetings next year and the committee decided to go with online TEAMS meetings
  • We’re going to have to figure out how the election voting will work
  • We’re also thinking of doing an end of semester in person meeting for a social type gathering
• AY calendar discussion
  • In 23/24, grades are due on Dec. 26, which nobody likes
  • Fall semester is always squeezed
  • Some other campuses have gone to 55- or 60-minute classes and there is not a lot of interest to do that
  • We do not usually turn on the transcription during meetings
  • Thank a nurse, and thank school board members

b) Faculty Representatives Report – Senator Peterson
• Faculty Representatives met last week
• Concern about System policies that are sent out that do not get sent to shared governance for feedback
• Will have a small group look at it to determine if should be shared
• Professional development dates back to the mid-1970’s and it would be nice to have a voice in it
• Update from UW System Government Relations as they start designing budget allocations
• The WI Senate has not confirmed Governor Evers appointed confirmations and the implications of that
  may not be good as there is a BOR meeting in Milwaukee in June and that is when we will see first
draft of budget and leadership typically transitions in June

c) Academic Staff Representatives Report – Senator Case
• 2412
• Thanks to chancellor for looking at the academic staff contract issues
• Joint session:
  • Announced David Miller will be joining System and TTC Compensation issues
  • Wrapping up appeals; tweaking/creation of job descriptions; wrapped up by end of fiscal year
  • Pay progression policies—April meeting with CBOs/HR; every campus is at a different place in that
    process; productive discussion, nothing to share today
  • TTC process is “shepherding us to more consistency over time”-but in reality every campus has a
different ability to pay
  • Meet with HR directors bi-weekly on policy development; loop CBOs on regular basis; back in the
court of HR to develop policy; check every other meet (“we meet too frequently on TTC”)
  • Frustration—no clear timeline; fear that each institution will have a very different pay progression
  plan
  • Ask for timeline: I don’t have a timeline here. That’s the next phase of the process and come up
  with timelines. Totally reasonable to have a timeline for second phase of the project by next
governance meeting (in September)
  • Academic Staff reps are asking to meet with Dan and David this summer to discuss the timeline
  • Dana Wachs, will be new System rep

d) NCUR Update
• Logistics of the conference
• Abstract submission and the portal is being procured (software platform)
• There will be a request for the campus to support this work
• This summer to debug the system
• Portal will open in October and close at the end of November so please get your students ready for
  submission
• Thousands of abstracts will come though this portal and we will need reviewers so help from the
  faculty/staff will be important
  • The Leaders are Rahul Gomes and Tim Vaughn so contact them if you have interest
• Conference starts Wednesday April 12 and end April 15 mid-day
• Thursday and Friday all classrooms will be for NCUR activities so ALL classes should be re-directed
• There will be low or no cost opportunities for observers and presenting
• Lab course concerns was brought up but there is no plan to use lab spaces for presentation(s) at this
time
• There is not going to be a UW System Research Symposium in 2023 but a provost honors symposium
  or an honors program for a different offering would be up to them
• Final decision on the pool of reviews would be up to Rahul and Tim
  • Depends on workload and expertise but do not know until we start getting abstracts
    • If you have interest, please contact them regardless of title
• In March an email was sent for participation and it is not restricted to faculty/IAS
• Tanya can forward to senators
• Assigning academic reviews to be assigned by specialization, not thematic strains
• Our abstract submission system should make it easy to route
• Financial considerations: NCUR
  • We as hosts will have 100 free registrations then have a much reduced rate for those who will
    observe
  • Abstracts will need to be in earlier than usual

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

University Planning Committee (UPC) Membership
Continued Debate

- None

**VOTE on MOTION: PASSED**

6) New Business
- None

7) Announcements
- This is our last senate meeting of the year
- Rossellin Gaitan introduced herself as the new Student Body President

Without objection, meeting adjourned at 3:53 p.m.

Submitted by,

Tanya Neary
Secretary to the University Senate