

FACULTY SENATE MINUTES
October 22, 2019

Present: Bentivenga, Chrobak, Clark, Cotti, Cortes, Dilkes, Edwards, Feldman, Fondrie, Fuller, Heath, Herzberg, Lancaster, Krueger, Manning, Matson, Mott, Panske, Pereksta, Scribner, Short-Meyerson, Stojilovic, Stuart, Szydlik

Excused: Baltutis, Jurmu

Absent: Loewenstein

Administration Representative:	Provost Koker - excused
Senate of Academic Staff Representative:	Andrew Miller
University Staff Senate Representative:	Sue Jaeke
Oshkosh Student Association Representative:	Zack Debroux
Guests:	Chancellor Leavitt, Carmen Faymonville

Minutes in Brief

At the October 22, 2019 meeting of the Faculty Senate, representatives of the Senate of Academic Staff, University Staff Senate, and Oshkosh Student Association reported. Chancellor Leavitt gave several University updates. The minutes of the October 8, 2019 meeting were approved. The Emeritus Policy, Payment Card Industry-Data Security Standard Policy, 5 HR Policies, and a couple of committee appointments were approved. The discussion items included election results for the open seat in COEHS and Strategic Plan feedback. Information items included a referendum update, and notifications for some upcoming policies. The meeting adjourned at 4:54 p.m.

President Scribner called the meeting to order at 3:10 p.m.

- I. Guest: Chancellor Leavitt – University Updates
Chancellor Leavitt provided updates on the budget and the impacts of having a lower enrollment that projected. Related enrollment factors discussed included declines in the number of transfer students, a fall in retention, a rise in the graduation rate and the strong job market. Goals include: Strengthening our liberal education credentials improving student services to those with mental health issues, demographic targeting in the region, and increasing recruitment of international students. The discussion focused looking forward and thinking about how to position ourselves.
- II. State of the University
 - A. Senate of Academic Staff (Miller) – Highlights: SAS had a presentation on the upcoming E-performance evaluations, collegium endorsement, and discussion related to the bi-weekly paychecks that are scheduled to start next fall for all employees. They considered the same policies coming through the process as Faculty Senate, and it was reported that UWFox Cities will have to start paying for parking passes, to offset costs for the County, which oversees their parking lots.
 - B. University Staff Senate (Jaeke) – Highlights: USS had the Chancellor as a guest and considered policies and the a collegium endorsement, and had a lengthy Title and Total Compensation update related to job mapping and job descriptions.
 - C. Oshkosh Student Association (Debroux) - Highlights: OSA continues to work on their new travel option, UWO GO, with hopes to have it up and running by the middle of November. They recently collaborated with a local business online called 'College Pads' that assists student with finding housing. This new partnership allows UWO's logo to be online, there is a revenue line from it for the University, and landlords have to pay to use it. OSA senate membership is at its highest in years, with 21 out of 25 seats full, and they are working on a new OSA logo. Representative Debroux recently attended a leadership summit and some of the discussion included:

Enrollment numbers and issues and diversity. OSA leadership had lunch with System President Ray Cross today who was here for the All in Wisconsin tour, and they appreciated their chance to share students' thoughts and concerns. They had a good conversation on tuition freeze, student involvement numbers being low, freedom of speech, and the need to utilize social media.

D. Access Campuses – No report

III. Minutes

The October 8, 2019 minutes stand approved as distributed.

IV. Unfinished Business - None

V. New Business

A. Committee Appointments:

(A) Search & Screen Grants Accountant – Brant Kedrowski;

(B) Diversity & Inclusion Action Committee -Jerry Thomas

MOTION: Lancaster/Stojilovic moved to approve the committee appointments. **Passed Unanimously**

FS 1920-13 The Faculty Senate approved the following committee appointments: (A) Search & Screen Grants Accountant – Brant Kedrowski; (B) Diversity & Inclusion Action Committee -Jerry Thomas.

B. Emeritus Policy [Stage 4 – Recommendation]

MOTION: Health/Panske moved to approve the Emeritus Policy. 1 Abstention. **Passed**

FS 1920-14 The Faculty Senate approved the Emeritus Policy.

C. Payment Card Industry-Data Security Standard (PCI-DSS) Policy [Stage 4 – Recommendation]

MOTION: Dilkes/Stojilovic moved to approve the Payment Card Industry -Data Security Standard (PCI-DSS) Policy. **Passed Unanimously**

FS 1920-15 The Faculty Senate approved the Payment Card Industry - Card Industry - Data Security Standard (PCI-DSS) Policy.

D. HR Policies [Stage 4 – Recommendation]

1. Policy Revisions – Pay Plan Reporting Checklist]

2. Policy Revisions – Performance Management – UPS 12543. Policy Revisions - Local Grievance Policies (Revised Language to comply with WI Statues and SYS 1233)

4. Policy Revisions – UPS 1277 – T3, Section 4, Merit Pay and new Appendix

5. Policy Revisions – Extraordinary Salary Ranges – New Appendix to UPS 1277

MOTION: Herzberg/Sydlik moved to approve the 5 HR Policies. **Passed Unanimously**

FS 1920-16 The Faculty Senate approved the following 5 HR Policies: (1) Policy Revisions – Pay Plan Reporting Checklist]; (2) Policy Revisions – Performance Management – UPS 1254; (3) Policy Revisions - Local Grievance Policies (Revised Language to comply with WI Statues and SYS 1233); (4) Policy Revisions – UPS 1277 – T3, Section 4, Merit Pay and new Appendix; (5) Policy Revisions – Extraordinary Salary Ranges – New Appendix to UPS 1277

E. Forms C – APC

1. **COLS: Engineering Tech (Electrical)** – replace EGRT 33-142 or COMPSCI 34-142 or COMPSCI 34-216 with COMPSCI 34-221 [pp 153-159]

2. **COLS: Engineering Tech (Mechanical)** – remove EGRT 33-318 from the list of required courses in the Advanced Study Group [pp 160-166]
3. **COLS: Computer Science** – MS in Cybersecurity [pp 167-186]
4. **COB: Marketing** – Create Marketing Analysis & Insights Certificate [pp 187-194]
5. **COB: Finance & Bus Law** – Real Estate Emphasis [pp 195-197]
6. **COB: Finance & Bus Law** – Insurance Emphasis [pp 198-200]
7. **COB: Info Systems** – Add CS221 Object Oriented Design & Programming 1 as an optional course [pp 201-203]
8. **COEHS: MC-EA** – Remove 13-266 STEM Ed. from MC-EA requirement [pp 204-206]
9. **COEHS: EC-MC** – Remove 13-266 STEM ED. from EC-MC requirement [pp 207-209]

MOTION: **Bentivenga/Lancaster moved to approve the Forms C (1-9). Passed Unanimously**

FS 1920-17 **The Faculty Senate approved the following Forms C from APC: (1) COLS: Engineering Tech (Electrical) – replace EGRT 33-142 or COMPSCI 34-142 or COMPSCI 34-216 with COMPSCI 34-22; (2) COLS: Engineering Tech (Mechanical) – remove EGRT 33-318 from the list of required courses in the Advanced Study Group; (3) COLS: Computer Science – MS in Cybersecurity; (4) COB: Marketing – Create Marketing Analysis & Insights Certificate; (5) COB: Finance & Bus Law – Real Estate Emphasis; (6) COB: Finance & Bus Law – Insurance Emphasis; (7) COB: Info Systems – Add CS221 Object Oriented Design & Programming 1 as an optional course; (8) COEHS: MC-EA – Remove 13-266 STEM Ed. from MC-EA requirement; (9) COEHS: EC-MC – Remove 13-266 STEM ED. from EC-MC requirement.**

VI. Discussion Items

- A. Elections Results – Special Elections in COEHS – Senator Kate Short-Meyerson was welcomed to Senate as the recent election winner.
- B. Strategic Plan Feedback - Senators had a broad discussion of the strategic plan draft that Provost Koker reviewed in the previous meeting. The discussion focuses primarily on a few key topics: core values - raising the importance of liberal education and shared governance; the importance of education in mission of the university; the WI Idea – search for truth; workplace joy; the role of research; and the transitional moment of restructuring.

VII. Committee Reports – None

VIII. Information Items

- A. Referendum Update – Two open forums were sparsely attended on the Oshkosh campus. UW-Fox Cities had one scheduled, but decided that just sharing the information would be sufficient. The website is credited for its clarity and being very comprehensive. Senators Stuart and President Scribner were thanked for their work on the website.
- B. Policy items to be introduced - President Scribner noted that at tomorrow's Leadership Council meeting she will present four policies: The Repeat Policy, Grievance policy, Merit Policy (recommending that the Compensation Committee reviews it), and a possible new all-university subcommittee of APC (with the new OBAM requirements for APC a subcommittee may need to be considered).

IX. Items from Members

- A. Senator Bentivenga – The University Resource Alignment Committee draft report has been sent to the Provost. They anticipate it to be shared with campus sometime in November.

- B. SOS Task Force – They are meeting regularly, and have scheduled four upcoming open forums for the first full week of November (2 at the Oshkosh Campus, 1 at each Access Campus). An email will be sent out with those dates soon. Faculty are encouraged to attend and share feedback at the open forums
- X. President's Report
- A. Provost's Administrative Staff – Highlights included: Pay plan, Unconscious bias training and feedback (recommended but not mandated at this point), Bi-weekly pay roll (will be through shared services) starting next fall, the Senate of Academic Staff has requested full information by February for planning for automatic deductions and other related reasons; Provost reported on the Board of Regents meeting; all the Provosts have been invited to sit at Education committee to present academic planning in the spring.
 - B. Board of Regents – Highlights included: Education Committee (several approved degrees); discussion on behavior and mental health; new offices at System related to Risk Management and Compliance; updates on the Green Bay Chancellor search, and updates on the System Math Initiative (now in its third year).
 - C. Chancellor's Administrative Staff – the meeting was a workshop on employee mental health and suicide prevention.

MOTION: Lancaster/Fondrie moved to adjourn at 4:54 p.m.

April Dutschek,
Recorder