

FACULTY SENATE MINUTES
December 10, 2019

Present: Baltutis, Bentivenga, Chrobak, Clark, Cortes, Cotti, Dilkes, Feldman, Fondrie, Fuller, Heath, Herzberg, Jurmu, Lancaster, Manning, Mott, Panske, Scribner, Short-Meyerson, Stojilovic, Stuart, Szydlak

Excused: Corley Schuhart, Edwards, Loewenstein, Matson, Krueger, Pereksta

Absent:

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

Minutes in Brief

At the December 10, 2019 meeting of the Faculty Senate, representatives of the Senate of Academic Staff and University Staff Senate reported. The minutes of the November 5, 2019 meeting were approved. The Merit Policy, Grievance Policy, Salary Adjustment Guidelines, Compensation Committee Composition, University Studies Program Committee Composition, committee appointments, and the Forms C from APC were approved. The discussion items included: Administrators Evaluation Committee direction, SOS Task Force Update, and the UW System President’s Search. Information items included a referendum results announcement, APC-AQI Task Force, and two USP courses. The meeting adjourned at 5:03 p.m.

President Scribner called the meeting to order at 3:11 p.m.

- I. State of the University
 - A. Senate of Academic Staff (Miller) – Highlights: Their updated website will be launched soon and it will be similar to the structure and look of the Faculty Senate.
 - B. University Staff Senate (Jaeke) – Highlights: They had an E-Performance presentation, and discussion about titan alerts and a possible cookbook to have recipes from employees and to promote at the next University Staff Professional Development Day.
 - C. Oshkosh Student Association (Debroux) - Highlights: President Scribner was emailed updates to share in representative Debroux’s absence. They recently passed three resolutions: One related to needed repairs for blue lights; one pledging to reach carbon neutrality by 2030; and one related to promoting the accessibly walk. UWO-GO is getting a new transit vehicle that will be handicap accessible.
 - D. Access Campuses (Jurmu) – Highlights: They reviewed the merit process because the process will now be effective for all three campuses jointly. A search is to be conducted to replace the Associate Dean for Academic Affairs for Access Campuses, Bill Bultman.

- II. Minutes
The November 5, 2019 minutes stand approved as distributed.

- III. Unfinished Business - None

- IV. New Business
 - A. Committee Appointments:
(1) IRB: Anca Miron, (2) LGBTQ Committee: Sarah DeArmond

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

FS 1920-22 The Faculty Senate approved the following committee appointments: (A) IRB: Anca Miron; (B) LGBTQ Committee: Sarah DeArmond.

B. Merit Policy *[Stage 3 & 4 combined]*

MOTION: Lancaster/Dilkes moved to approve the Merit Policy. Passed Unanimously

FS 1920-23 The Faculty Senate approved the Merit Policy.

C. Grievance Policy *[Stage 3 & 4 combined]*

MOTION: Herzberg/Stojilovic moved to approve the Grievance Policy. Passed Unanimously

FS 1920-24 The Faculty Senate approved the Grievance Policy.

D. Salary Adjustment Guidelines

MOTION: Bentivenga/Dilkes moved to approve the Salary Adjustment Guidelines as amended. Passed Unanimously

FS 1920-25 The Faculty Senate approved the Salary Adjustment Guidelines.

E. Handbook Change Form: Compensation Committee Composition

MOTION: Lancaster/Chrobak moved to approve the Handbook Change Form: Compensation Committee Composition. Passed Unanimously

FS 1920-26 The Faculty Senate approved the Handbook Change Form: Compensation Committee Composition.

F. Forms C – APC

1. COLS: Engineering Tech – Environmental Engineering Tech
2. COLS: Sociology – Create new interdisciplinary minor in Health, Humanities and Society
3. COLS: Sociology – Sociology Major – require a cumulative GPA of 2.5 or higher
4. COLS: Biology – Environmental Health revision of required course and elective
5. COLS: Biology-Radiological Science, update the major to Medical Imaging
6. COLS: Multiple Departments – Humanities Certificate [Tabled at APC 12-5-2019]
7. COB: Healthcare Management Emphasis – Discontinue
8. COB: MBA HRM Emphasis – Add BUS 769 to courses for HMR Emphasis
9. CON: Healthcare Informatics Certificate
10. CON: GAP- FNP GAP Skill Expansion Option
11. CON: BSN @Home and MSN Program

MOTION: Lancaster/Feldman moved to approve the Forms C 1-5, & 7-11.

MOTION: Lancaster/Cotti moved to split the original motion and pull item 3.

MOTION: Bentivenga/Cotti moved to approve items 1-2, 4-5, & 7-11. Passed Unanimously

MOTION: Bentivenga/Chrobak moved to approved item 3. Discussion included concerns that this a progression issue and the use of grade vs. GPA bar raises concern. It was recommended that they consider changing the pre-requisites.

MOTION: Bentivenga/Jurmu moved to postpone until a Sociology department member can attend a future Faculty Senate meeting to address concerns. Passed, 19 Yes, 2 Abstentions. ITEM POSTPONED

FS 1920-27 The Faculty Senate approved the following 9 of 11 Forms C from APC: (1) COLS: Engineering Tech – Environmental Engineering Tech; (2) COLS: Sociology – Create new interdisciplinary minor in Health, Humanities and Society; (4) COLS: Biology – Environmental Health revision of required course and elective; (5) COLS: Biology-Radiological Science, update the major to Medical Imaging; (7) COB: Healthcare Management Emphasis – Discontinue; (8) COB: MBA HRM Emphasis – Add BUS 769 to courses for HMR Emphasis; (9) CON: Healthcare Informatics Certificate; (10) CON: GAP- FNP GAP Skill Expansion Option; (11) CON: BSN @Home and MSN Program.

V. Discussion Items

A. USP Membership Change

MOTION: Cotti/Stojilovac moved to consider at its first reading. Passed Unanimously

MOTION: Cotti/Stojilovac moved to approve the Handbook Change Form – Compensation Committee Composition. Passed Unanimously

FS 1920-28 The Faculty Senate approved the Handbook Change Form: Compensation Committee Composition.

B. Administrator's Evaluation Committee Direction – Discussion topics included: Faculty participation, mechanism for the evaluations, who determines criteria, past practice, recommendations and how they are used, and long and short-term goals. Senator Szydlik is willing to chair the committee if we move forward.

C. SOS Task Force Update – Today the last open forum was held, and recommendations from the task force will go to the Improvement of Instruction Committee. Currently, there is a senator seat vacancy on the IOI and a volunteer was requested. Senator Feldman volunteered.

MOTION: Bentivenga/Cotti moved to approve Senator Feldman to serve on the Improvement of Instruction Committee. Passed Unanimously

FS 1920-29 The Faculty Senate approved the appointment of Senator Jim Feldman to the Improvement of Instruction Committee.

D. UW System President Search – President Scribner asked for any feedback or questions anyone would like her to bring to the meeting this coming Friday. The desire to have credibility amongst the faculty, embracing the WI Idea, demonstrated commitment to shared governance, sustainability, what approach will be used for all the budget challenges, more faculty involved, diversity in the pool, advocating for all the campuses-not just UW Madison, and input into the committee charge were all shared at topics.

VI. Committee Reports

A. Assessment Committee – Senator Matson - Excused

- B. Compensation Committee – Senator Cotti - Their committee completed the Salary Adjustment Guidelines that Senate just approved today.
- C. Personnel Policies Committee – Senator Mott - Their committee’s upcoming task is to review the Performance Management (annual review of faculty) framework.

VII. Information Items

- A. USP Items: (1) Quest I: CJ 125-The Real Criminal Justice System; & (2) Explore: GLC 251- Honors - Seminar of German Culture and Literature in English Translation.
- B. Referendum Results Announcement: It passed with a vote of 136 Yes to 12 No.
- C. APC-AQI Task Force – A task force will be charged and begin looking at how APC will be restructured to meet its obligations under the new budget model. Discussed were the Task Force’s membership, representation, and requirements vis-à-vis the new budget model. The Task Force will have recommendations ideally before the end of the spring semester.

VIII. Items from Members

- A. Senator Feldman reminded everyone of the BOR Assembly Bill 444 [freedom of expression] hearing on campus this coming Thursday at the Welcome Center.

IX. President’s Report

- A. Provost’s Administrative Staff – An overview of the volunteer retirement incentive program and financial goals was shared. Academic Planning was discussed, possible new Enrollment Management initiatives were shared, and a URA process update was given.
- B. Council on Shared Governance – No Report
- C. Leadership Council – Provost gave an update on the University-Wide Academic Structure process and potential recommendations. HR provided an E-performance introduction and update.
- D. Chancellor’s Administrative Staff – Reports as normal were given, and a heads up to his upcoming email related to enrollment and retention and the voluntary retirement incentive program.

MOTION: Jurmu/Lancaster moved to adjourn at 5:03 p.m.

April Dutschek,
Recorder