

**FACULTY SENATE MINUTES**  
**October 19, 2021**

Present: Basler, Chrobak, Cole, Cortes, Dilkes, Elannani, Fuller, Johnson, Jurmu, Kim, Krueger, Kurtz, Loewenstein, Manning, Panske, Stojilovic, Stuart, Szydlik, Tirel, Weglarz, Wren.

Excused: Otto, Palmeri, Matson

Absent: Heath, Hudson

Guests: Faymonville  
Baltutis (representing Global Council)

Administration Representative:	Koker
Senate of Academic Staff Representative:	Smolinski
University Staff Senate Representative:	Koon
Oshkosh Student Association Representative:	Fischer
Access Campus Report:	Jurmu/Tirel/ Weglarz

**Minutes in Brief**

At the October 19, 2021, meeting of the Faculty Senate, reports of the Senate of Academic Staff, University Staff Senate, Student Association and Access Campus Collegia were given, and the minutes of the October 5, 2021, meeting were approved. Action items approved included a committee appointment and APC forms C. TTC Working Group recommendations for Instructional Academic Staff were discussed after a presentation by HR staff Shannon Lemke; Senators were reminded of the open comment period for the Search and Screen for Chancellors; and one USP item was provided as an information item. President Szydlik provided updates from the Conference on Shared Governance, Leadership Council, the Board of Regents meeting held at UW Oshkosh in early October, and Provost Administrative Staff meetings. The meeting adjourned at 4:42 p.m.

President Szydlik called the meeting to order at 3:09 p.m.

I. Guest – Shannon Lemke – Report of the TTC Working Group – Options for IAS

Lemke presented recommendations from the TTC Working Group which had been charged by the Provost to recommend whether and how UWO should use IAS [TTC] titles. Lemke discussed the advantages and disadvantages of various titles available in the UW System Job Library..The majority of comprehensives will be using Teaching Professor title, however, criteria vary. Professor of Practice, Research Professor, and Teaching Faculty were deemed not suitable for IAS at UWO. The title Lecturer is applicable to most IAS at UWO. Teaching Professor and Lecturer titles provide consistency with some other comprehensive campuses in the UW System. The Working Group recommended the Assistant Teaching Professor title to allow for IAS growth and enhanced contributions in teaching, scholarship and or service. Expanded titles and duties for some IAS could relieve some service burden from the shoulders of the faculty. IAS with a Teaching Professor title should carry a 24-credit load and multiple year contract, however, this may prove costly for colleges. Lemke also discussed disadvantages and advantages concerning the use of business titles and senior prefixes for lecturers. The Working group's recommendations is to offer the Assistant Teaching Professor title and the Lecturer title for IAS; and to not use business titles (prefixes such as "senior") as a means to maintain current titles. Titles should be mapped based on job duties, not based on existing title or job type or contract type. IAS receiving the Assistant Teaching Professor title in the future be evaluated on criteria that will still need to be developed. Standard institutional criteria will have to be

developed. Colleges will need to review all IAS for and provide TTC mapping recommendations. Lemke confirmed that those currently in lecturer category could apply for the new title. In response to a question from senator Kurtz, Lemke said that individual academic colleges will be assigning titles and that criteria will differ since the new TTC rules no longer employ pay ranges. As lecturers receive minima of Faculty salaries, compensation will depend on the individual. Provost Koker affirmed that he is endorsing the recommendations of the working group and asking them to move forward through governance channels. Senator Kurtz inquired why Assistant Teaching Professors would be eligible for a reduction in teaching load and Koker responded that it would be part of the criteria that have to be developed but that in principle reassignments of time are possible.

## II. State of the University

- A. Senate of Academic Staff (Smolinski) – The Senate met on October 7, 2021 and discussed the TTC process and title recommendations. Concerns included perception of demotions among academic staff and pay issues. Academic staff from all campuses may apply for \$17,000 in professional development funds.
- B. University Staff Senate (Koon) – The Senate met on October 13, 2021 and appointed a committee to review the University Staff bylaws and another group to look into an award recognition process.
- C. OSA (Fischer) – Had a successful Food Drive so far and the university community is being asked to spread the word regarding the UWO Mobile App.
- D. Access Campus/Collegium  
Fond du Lac: (Jurmu) – Intersections is a new resource for diversity on their campus and it has been well received by students and staff. The College of Letters and Science held its recent meeting on the Fond du Lac campus. Jurmu encouraged all to give input to the University Strategic Planning process.

Fox Cities (Tirel/Weglarz) – Collegium met on October 8<sup>th</sup>. Nothing to report.

## III. Minutes of October 5, 2021

The October 5, 2021 minutes stand approved as distributed.

## IV. Action Items

- A. Committee Appointment – Jennifer Basler – USP

**MOTION: Manning/Stojilovic moved to approve the committee appointment. Passed Unanimously**

**FS 2122-05 The Faculty Senate approved the appointment of Senator Basler to USP.**

- B. APC: Forms C
  1. COLS: Biology-Microbiology revision, remove BIO106, MATH171 & 201
  2. USP: Transfer Student Revisions
  3. COEHS: Prof. Counseling – add 4<sup>th</sup> emphasis option
  4. COEHS: Prof. Counseling – revisions for CACREP accreditation

Manning and Kurtz moved to separate Item B.2 because it was a controversial item at APC.

**MOTION: Manning/Kurtz moved to approve B.1. Passed Unanimously.**

[Discussion included questions from Senator Weglarz concerning whether removal of a course goes through any access campus review. She asked how access

campuses voices are represented in departments and at APC. She added that only 2 of the Microbiology courses are offered on the access campuses and students cannot take any further courses to progress towards their degrees there. This may disadvantage students because they only can take non-major courses. Senator Kurtz explained that the Biology Department has to issue a lot of course modifications. President Szydlik recommended that different courses could be offered on access campuses to address the removal of some courses. The Department is the appropriate level to address questions of student access and which courses should be offered as departments also initiate the APC paperwork. Senator Lowenstein will raise the issue at the next APC meeting. One could add a question on the APC form that reflects on what the impact of the change would be on access campuses, just as is currently done with impact on other units/departments. Senator Elannani asked when the changes will be effective. President Szydlik said that the changes apply retroactively for students who are already in the program in Fall 2021. However, students can also choose which catalog they want to graduate under].

**MOTION: Jurmu/Cortes moved to approve of B.2 USP Transfer Student Revisions (Abstentions 1) (YES\_16\_\_) (NO\_\_4\_\_) Passed.**

[Discussion centered on the decision to waive the Global Citizenship requirement for transfer students who have more than 64 credits without having completed an Associate of Arts or an Associate of Science. Although other courses can be substituted they are currently not accepted as a UWO course that meet the requirements. Michael Baltutis (representing the Global Council) was present to explain the decision. The idea was to remove obstacles for students who are already taking courses in their major. Baltutis said it was a relatively arbitrary process because he made the decision himself and there could be an equity issue because only students who know they can ask for the waiver can take advantage. Senator Cole asked if the System Ethnic Studies requirement presented a similar case and noted that it currently cannot be waived. Provost Koker explained that Ethnic Studies is a UW System requirement whereas the Global citizenship requirement is a local Oshkosh rule. UWO has no authority over the Ethnic Studies requirement. The waiver of the GC requirement is meant to be only a short time waiver and Advising needs to be adjusted. Senator Lowenstein said that a UWO requirement should not be waived when the problem is only procedural not curricular. Senator Stuart remarked that students had flexibility in their choices of courses that transfer. President Szydlik contributed that previously there were concerns also about language courses as a hurdle. However, she felt that these types of gen ed requirements created the Oshkosh brand and that the general education program is offered precisely because it is important learning. ]

**MOTION: Jurmu/Stojilovic moved to approve B.3 and B.4. Passed Unanimously.**

**FS 2122-06 The Faculty Senate approved following APC Forms C: ) (1) COLS: Biology-Microbiology revision, remove BIO106, MATH171 & 201; (2) USP: Transfer Student Revisions; (3) COEHS: Prof. Counseling – add 4<sup>th</sup> emphasis option; (4) COEHS: Prof. Counseling – revisions for CACREP accreditation.**

## V. Discussion Items

TTC Recommendations – There was robust discussion. Senator Cole said he recognizes that many IAS contribute to scholarly work and create research in SOTL. He inquired how many people will be eligible for the new Assistant Teaching Professor title. Lemke responded that the title probably would apply to very few current IAS and that the majority would remain in the

lecturer title. Provost Koker added that there could be decisions in the future to hire and to create more opportunities for retention. Senator Wren requested clarification of the 24-credit load per 9 months for the Teaching Professor role. And why the teaching load would be the same as faculty load? She is concerned because the research and service loads of the different ranks are dissimilar. Was there a plan to reduce the faculty teaching load to 18 credits? President Szydluk responded that the 24-credit teaching load was intended to free up time for IAS research. Provost Koker said two other UW institutions also adopted 24-credit loads for this new title because employees would have to perform additional duties. However, the level and frequency of activities are expected to be different from faculty work. The differences in work are a large component that will be administered by departments and the university. President Szydluk added that Teaching Professors will still have less job security, be paid on a different scale, and continue to have IAS status. Senator Fuller inquired why there was no progression in title for teaching professor, as that could present a drawback for the employees in the market. Szydluk explained in response that none of the other titles for Academic staff will have progression in title and that those assigned the lecturer title cannot progress in title. Also, the Assistant Teaching Professor title was chosen to make it distinguishable for the general public from faculty titles. Provost Koker added in this regard that he as initially accepted the recommendations of the committee with two notes: 1. Once TTC has been implemented for 2-3 years, he would like to explore adding associate teaching professor. 2. In the future, he would like to explore the use of college-based working titles for "lecturers" that would be managed by the colleges. No compensation increases would be connected to these future titles. Senator Kurtz wondered if the Teaching Professor title would require terminal degrees. Koker replied that individual colleges will set criteria. Szydluk explained that documentation of qualifications can be diverse. Senator Kim remarked that the number of faculty lines on campus has decreased and asked whether the proposal would further change the IAS-Faculty ratio. She expressed fear that students would think there are enough professors and there would be less focus on hiring faculty in the tenure track. It would make students confused about roles. Senator Dilkes said that the lecturer title seems to function fine and that there is no confusion if UWO doesn't use the proposed Teaching Professor title at all. There would be a clear-cut distinction between academic staff and faculty titles. President Szydluk reported that initially among the Faculty Representatives within UW System, there was strong concern about creating another class of "faculty" as it would add another class of employee not on the tenure track. Senator Manning expressed concern that giving academic staff professor titles would open the door to not hiring tenure-track positions and would be normalizing a trend of fewer faculty hires and dilute the concept of the professoriate that urges the discipline forward. Senator Kim added that the fear among faculty is that possible future increases in faculty lines would be endangered because of higher salary costs for faculty. Senator Tirel remarked that other comprehensives are also considering these changes. Provost Koker agreed that it was a surprise turn by system to add all these different possible academic staff titles late in the process. In response to Senator Wren, Koker responded that mere name changes in title are not possible outside the personnel system.

#### VI. Committee Reports –

- A. Improvement of Instruction Committee – Jurmu reported that the Qualtrics tool is not perfect and the SOS project is still a big list item. The committee needs feedback from departments about the proposed questions for the SOS form. Please email questions to him.
- B. Faculty Advocacy Committee – Dr. Stephen Kercher will present on Faculty Workload report at the next meeting.
- C. There were no other committee reports.

#### VII. Information Items

- A. Open Comment Period until November 4<sup>th</sup> for Proposal to Modify Provisions of Regent Policy Document 6-4 re: Search & Screen for Chancellors  
Link: <https://www.wisconsin.edu/regents/draft-policy-proposals-for-comment/>
- B. USP Items [In One Drive for Senators]
  - 1. Music 237 – Country Music and American Culture

VIII. Items from Members  
None

IX. President's Report

- A. Conference on Shared Governance – Chancellor reported being pleased with Board meeting. President Szydlik will meet with the Chancellor on 11/6/2021.
- B. Leadership Council – President Szydlik reported on a presentation by AVC Hanni which documented UWO-wide enrollment declines. For example, on the access campuses there is a decline of 30%, with 118 fewer students alone in Fond du Lac. The Oshkosh campus is also 480 students down. Among the reasons are: the continued effects of the pandemic preventing in-person recruitment visits; transfers are flat; retention is poor. The biggest loss of students have occurred within COLS. However, UWO's retention is the 3<sup>rd</sup> best in System. Chad Cotti presented on the Strategic Planning process that is under way and invited structured feedback.
- C. Board of Regents – The BOR meeting went well, as expected. Faculty have a stronger voice on chancellor and president searches within the System. Two system faculty members are now on the search and screen committees. Chancellor Leavitt presented an up-beat talk on UWO's achievements and academic successes. UW System and the Wisconsin Technical College System entered into a Transfer Agreement, which specifies that 72 core general education courses can transfer, starting with the 22/23 academic year.
- D. Provost Administrative Staff- An offer for the Dean of COLS is pending. CON is ready to launch its search for a new Dean. Advertisements of the position are underway. Provost Koker invited his administrative staff to provide feedback to a planned Academic Partnership contract seeking to serve 800K students without degrees. The educational company (for profit) would like to collaborate with UWO to provide online programs, including the Associate Degree. An informational meeting is planned for October 29, 2021, from 1-3 pm. Interested individuals can contact their Deans for an invitation. It has become apparent that students are struggling this semester with attendance and completing assignments. Early alerts in Fall 2019 numbered about 1600, whereas in 2021, they numbered about 2700. COLS has offered a listening session on this topic for instructors recently. The UWO Library will again offer "crunch-time" events.

**Meeting adjourned at 4:42 p.m.**

April Dutschek/Carmen Faymonville,  
Recorder