

## **FACULTY SENATE MINUTES**

### **March 28, 2023**

Present: Alnsour, Belnap, Chrobak, Cole, Dilkes, Elannani, Heath, Hersey, Jurmu Kim, Krueger, Manning, Matson, Otto, Palmeri, Purse-Wiedenhoef, Robson, Schmitt Siemers, Stuart, Szydluk, Tipps, Tirel, Vaz, Wagoner, Williams, Wren

Excused: Hudson, Feldman, Kurtz

Absent:

Guests: Carmen Faymonville, Anne Stevens, Charlie Hill

Administration Representative:	John Koker
Senate of Academic Staff Representative:	Laura Smolinski
University Staff Senate Representative:	Lisa Mick
Oshkosh Student Association Representative:	Jesse Ramsey
Access Campus Report:	Jurmu/Tirel/Vaz

#### **Minutes in Brief**

At the March 28, 2023 meeting of the Faculty Senate, we heard a report from the Senate of Academic Staff, University Staff Senate, Oshkosh Student Association, and the Access Campuses. The minutes of the March 7, 2023 Faculty Senate meeting were approved. The COLS Dean, Anne Stevens, was a guest and spoke about efforts to achieve salary equity in their college. Senate approved the COB bylaws, as well as Forms C from APC. Discussion was held on the following topics: the Faculty Salary Equity Technical Document; the formation of a new Strategic Planning Committee; and a 2013 Policy on Criminal Background Checks. Senator Siemers shared the work of the Compensation Committee on the Faculty Salary Equity. Information items included the vacancy of a senator seat on the Assessment Committee, an Elections update, and items from USP. President Szydluk provided University and System updates. The meeting adjourned at 4:55 pm.

President Szydluk called the meeting to order at 3:10 pm.

- I. Welcome – President Szydluk welcomed everyone and thanked Dean Stevens for joining Senate today as a guest.
- II. Guest: AVC for Intercollegiate Athletics – Darry Sims – AVC Sims was unable to attend, but President Szydluk noted that the women’s Gymnastics team just earned our 49<sup>th</sup> national championship!
- III. Guest: COLS Dean Anne Stevens – Dean Stevens shared a presentation that summarized the equity process in her college. She has brought COLS faculty (regardless of campus home) up to a minimum salary of \$60,000 for Associate Professors and \$68,000 for Full Professors. The discussion focused on the inclusion of the access campus faculty, the possibility of similar actions from the other colleges, and the overall morale of the faculty. Senators asked questions related to equity efforts, PPSI application, and the Tenure and Renewal Criteria under which FOX and FDL faculty are reviewed. Provost Koker thanked Dean Stevens for her leadership and initiative.
- IV. State of the University
  - A. University Update – Provost Koker thanked everyone for their participation in the HLC visit. Preliminary reports from HLC are positive. They were particularly impressed that our mission drives our goals. Provost Koker noted that the upcoming Board of Regents (BOR) meeting has two items that will affect us: a vote on the Biomedical Engineering Program (the first engineering program offered by UWO if approved); and a vote on a System-wide tuition increase. If the tuition increase is approved by the BOR, it will

support many of the student services offered on campus. Finally, Provost Koker talked about IAS teaching loads in COLS and the efforts to allow 0.2 of IAS positions to be funded through Student Affairs and used to engage students outside the classroom, and 0.8 funded by COLS to support a 24-credit teaching load.

- B. Senate of Academic Staff (Smolinski) – SAS had the new AVC for Student Affairs and Dean of Students, Jasmine Buxton as guest; they discussed UWO+ and HLC; they welcomed a new Senator, discussed the joint statement from Faculty Senate, and approved several committee appointments.
- C. University Staff Senate (Mick) – AVC Sims was unable to attend and share Athletics updates; Provost candidate visits are coming; AVC Faymonville's replacement will be announced soon; USS approved updated Senate bylaws; and they discussed their upcoming University Staff Professional Development Day and the upcoming elections schedule.
- D. OSA (Ramsey) – Representative Ramsey shared his enthusiasm for attending his first in-person FS meeting. He announced that OSA election results were being finalized and that OSA is considering increasing stipends for their senators.
- E. Access Campus/Collegium – FOX (Tirel/Vaz) – Nothing to report.
- F. Access Campus/Collegium – FDL (Jurmu) – Their campus hosted Corks & Forks. The event was well attended and proved to be a great fundraiser for scholarships. They are starting to work on the next big event, a celebration for “students moving on” to be held on April 12th.

V. Minutes of March 7, 2023

**The March 7, 2023 minutes stand approved as distributed.**

VI. Unfinished Business - None

VII. New Business

A. Bylaws - COB

**MOTION: Jurmu/Schmitt moved to approve the COB Bylaws. Passed Unanimously**  
***These bylaws were updated to include the required language for SOS.***

**FS 2223-19 The Faculty Senate approved the COB Bylaws.**

B. APC Items

1. COEHS: HKHE- eliminate HE410 and add HE310
2. COEHS: Prof. Counseling-CACREP Accrd. Guidelines expand from 48 to 60 credits
3. CON: BSN to DNP Nurse Anesthesia Emphasis revisions
4. COLS: Engr. Tech-New Major in Automation Engineering
5. COLS: Env. Studies- reduce min. credits – Env. Science emphasis
6. COLS: IPM – revision- admission to major
7. COLS: Music – remove Ed. Fnd 380 from all affected programs for DPI
8. COLS: Poli. Sci.- move 342 from group 3 to 1
9. COLS: Poli. Sci. – move 346 from group 6 to 1
10. Academic Policy change- Accelerated Degree Program
11. COLS: RTF – Digital Content Creation Certificate
12. COLS: RTF – Film and TV Certificate
13. COLS: RTF – Medial Literacy Certificate
14. COLS: RTF – Sports Media Certificate
15. OCE: Waive USP 200 for OCE students
16. COB: SCM – add a Residency Requirement to the major

**MOTION: Wren/Heath moved to approve the Forms C from APC –1-9 & 11- 16. Passed Unanimously**

**FS 2223-20 The Faculty Senate approved the following Forms C from APC: (1) COEHS: HKHE- eliminate HE410 and add HE310 ; (2) COEHS: Prof. Counseling- CACREP Accrd. Guidelines expand from 48 to 60 credits; (3) CON: BSN to DNP Nurse Anesthesia Emphasis revisions; (4) COLS: Engr. Tech-New Major in Automation Engineering; (5) COLS: Env. Studies- reduce min. credits – Env. Science emphasis; (6) COLS: IPM – revision- admission to major ; (7) COLS: Music – remove Ed. Fnd 380 from all affected programs for DPI; (8) COLS: Poli. Sci.- move 342 from group 3 to 1; (9) COLS: Poli. Sci. – move 346 from group 6 to 1; (10) *Policy approved later (not in this approval)*; (11) COLS: RTF – Digital Content Creation Certificate; (12) COLS: RTF – Film and TV Certificate; (13) COLS: RTF – Medial Literacy Certificate; (14) COLS: RTF – Sports Media Certificate; (15) OCE: Waive USP 200 for OCE students; (16) COB: SCM – add a Residency Requirement to the major.**

**Item 10 . Academic Policy change- Accelerated Degree Program**

**MOTION: Wren/Heath moved to approve Item 10 – Academic Policy Change – Accelerated Degree Program. Passed Unanimously**

**FS 2223-21 The Faculty Senate approved the Academic Policy Change – Accelerated Degree Program.**

VIII. Discussion Items

- A. Faculty Salary Equity Technical Document -- A lengthy discussion focused on how to use CUPA data across the three campuses given that Tenure, Renewal, and Promotion Criteria for FOX and FDL faculty hired before the merger are different from criteria used on the OSH campus. Senators also raised concerns about salary disparity by gender and college. Other comments included the suggestion that equity and merit be run in the same year and that equity be run prior to merit.

President Szydluk asked for a straw poll to determine how to proceed.

- (1) Compare all faculty to the “All Masters-Large” CUPA category for the purpose of salary equity regardless of Tenure, Renewal, and Promotion criteria.
- (2) Compare faculty using only the UWO Colleges’ Tenure, Renewal, and Promotion criteria to the “All Associate Colleges” CUPA category for the purpose of salary equity. In that case, we will need to create a policy that allows faculty to change evaluation criteria over time.

1 – VOTE: 6

2 – VOTE: 13

- B. UWO- Strategic Planning Committee: The formation of a new committee responsible for monitoring progress toward our strategic planning goals will be an action item at the next Senate meeting.
- C. Policy on Criminal Background Checks: Senator Stuart shared that this will be the first of many items moving from the old handbook to the new policy format.

IX. Committee Reports – None

- A. Bylaws Committee: Senator Stuart asked everyone to remind their departments that many department bylaws need updates to reflect the new language for SOS.

B. Improvement of Instruction Committee: Senator Jurmu reported that the committee is working on SOS reporting resources for faculty.

X. Information Items –

A. Elections Update – Access Campus election winners: Warren Vaz & S. Evan Kreider

B. Senator Seat- Assessment Committee: VACANCY

C. USP Items

1. ANTHRO 201Q2 – Archaeology in Pop Culture

2. ES 102 – Introduction to Sustainability

3. ES 102Q2 – Introduction to Sustainability

4. *This item did not move forward*

5. HISTORY 293 – Civil War and Reconstruction

6. POLISCI 231Q1 – Sex, Power, Policy

XI. Items from Members –

A. Provost Koker reminded everyone to complete their mandatory training by March 31. Those with incomplete training will not receive the pay plan increases.

XII. President's Report

A. Provost Administrative Staff – The interim AVC for Faculty and Academic Affairs position and the new USP Director will be announced soon. PAS held a lengthy discussion on student success that included a presentation on the decade-long decline in degree-seeking students.

B. Shared Governance Leaders – The group held a discussion on their questions for the Provost Candidates.

**The meeting adjourned at 4:55 p.m.**

Respectfully submitted,  
April Dutscheck, Recorder