

FACULTY SENATE MINUTES April 11, 2023

Present: Alnsour, Belnap, Chrobak, Cole, Dilkes, Elannani, Feldman, Heath, Hersey, Hudson, Jurmu, Kim, Krueger, Kurtz, Manning, Otto, Palmeri, Purse-Wiedenhoeft, Robson, Schmitt Siemers, Stuart, Szydlik, Tipps, Tirel, Vaz, Wagoner, Williams, Wren

Excused: Matson

Absent:

Guests: Carmen Faymonville, Jane Luker, Michael Ford, Charlie Hill, Angela Subulwa, Chad Cotti, Karee Orrick

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 April 11, 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 28, 2023, Faculty Senate meeting were approved. Dr. Michael Ford was our guest. He described the mission and work of the Whitburn Center. The Senate approved the Special & Early Childhood Education Department bylaws, the formation of a new Strategic Planning Committee; faculty appointments to the Strategic Planning Committee, and the Policy on Criminal Background Checks, as well as Forms C from APC. Discussion was held on the following topics: a technical document on Faculty Salary Equity and a Policy on Changing Evaluation Criteria. Information items included the vacancy of a senator seat on the Assessment Committee and an Elections update. President Szydlik provided University and System updates. The meeting adjourned at 5:08 pm.

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

- I. Welcome – President Szydlik welcomed everyone and thanked Dr. Ford for joining Senate today as a guest.
- II. Guest: Dr. Michael Ford – The Whitburn Center – Dr. Ford shared the origin and activities of the Whitburn Center since their launch in 2021. He shared their 5-year vision, budget information, and their monthly Wednesday Whitburn event. He noted that he would be happy to talk to anyone that has questions.
- III. State of the University
 - A. University Updates – Provost Koker traveled to New York City with the UWO Model UN team. He reported that the team earned an Outstanding Delegation Award for the 39th consecutive year. The provost also thanked everyone for all their work throughout the HLC process.
 - B. Senate of Academic Staff (Smolinski) – At their last meeting, AVC Martin Rudd shared UWO+ updates; they approved the Strategic Planning Committee and made appointments; and a report was shared on Dual Reports.
 - C. University Staff Senate (Mick) – No Report
 - D. OSA (Ramsey) – Highlights included: OSA discussed the outdated directory located outside Blackhawk and mold problems in Taylor Hall.
 - E. Access Campus/Collegium – FOX (Tirel/Vaz) – They hosted a luncheon recently through the Advancement Office.

F. Access Campus/Collegium – FDL (Jurmu) – No Report.

IV. Minutes of March 28, 2023
The March 28, 2023, minutes stand approved as distributed.

V. Unfinished Business - None

VI. New Business

A. APC Items

1. Item one was withdrawn
2. COLS: Chemistry-remove Chem446 from list of electives
3. COLS: Engr. Tech- Electrical Engr. Tech revisions
4. COLS: Journalism – department name change
5. COLS: Poli Sci – delete elective courses from the major and minor
6. COLS: Psychology- Lab and GPA course requirements for major & minor
7. CON: Traditional Prelicensure Program – GPA change
8. CON: Post Grad PMHNP Certificate

MOTION: Wren/Robson moved to approve the Forms C from APC (2-8). 24 YES, Passed Unanimously

FS 2223-22 The Faculty Senate approved the following Forms C from APC: (1) COLS: Chemistry-remove Chem446 from list of electives; (2) COLS: Engr. Tech- Electrical Engr. Tech revisions; (3) COLS: Journalism – department name change; (4) COLS: Poli Sci – delete elective courses from the major and minor; (5) COLS: Psychology- Lab and GPA course requirements for major & minor; (6) CON: Traditional Prelicensure Program – GPA change; (7) CON: Post Grad PMHNP Certificate

B. Special & Early Childhood Education Department Bylaws

MOTION: Tirel/Vaz moved to approve the Special & Early Childhood Education Department Bylaws. (23 Yes) Passed

Note: Senator Stuart reminded Senators to please encourage departments to get necessary bylaws updates made.

FS 2223-23 The Faculty Senate approved the Special & Early Childhood Education Department Bylaws.

C. UWO-Strategic Planning Committee: Formation of a new committee

MOTION: Manning/Robson moved to approve the UWO-Strategic Planning Committee: Formation of a new committee. (26 Yes) Passed Unanimously

FS 2223-24 The Faculty Senate approved the UWO-Strategic Planning Committee: Formation of a new committee.

D. Strategic Planning Committee Appointment: Faculty Representatives - CON: Erika Janssen (2-yr term); COB – Jason Woldt (2-yr term); COEHS - Josh Garrison (2-yr term); COLS - Jennifer Christus (1-yr term); Access Campus Rep - Jillayne Halverson (1-yr term).

MOTION: Stuart/Tirel moved to approve the following committee appointments: Strategic Planning Committee Appointment: Faculty Representatives – CON: Erika Janssen (2-yr term); COB – Jason Woldt (2-yr term); COEHS – TBD (2-yr term); COLS – Jennifer Christus (1-yr term); Access Campus Rep – Jillayne Halverson (1-yr term). (24 Yes). Passed

The COEHS appointment previously listed is unable to serve, and a new representative will be found.

FS 2223-25 The Faculty Senate approved the Strategic Planning Committee Appointment: Faculty Representatives - CON: Erika Janssen (2-yr term); COB – Jason Woldt (2-yr term); COEHS - TBD (2-yr term); COLS - Jennifer Christus (1-yr term); Access Campus Rep - Jillayne Halverson (1-yr term).

E. Policy on Criminal Background Checks

MOTION: Manning/Hudson moved to approve the Policy on Criminal Background Checks. (21 Yes), (2 No), (3 Abstentions). Passed

FS 2223-26 The Faculty Senate approved the Policy on Criminal Background Checks.

Discussion was held related to consideration of endorsing the resolution drafted when the Senate first approved this policy, and due to the lack of clarity on relevance still held for those concerns, the Senate decided not to move forward with another resolution.

VII. Discussion Items

A. Assessment of Rubric & Template – AVC Hill shared the work done by the assessment committee in the creation of these documents. These updates are more effective, and they provide feedback to departments. Please reach out to AVC Hill or Senate President Szydluk with any further feedback or questions.

B. Faculty Salary Equity Technical Document and Policy on Changing Faculty Evaluation Criteria – The draft items were updated to reflect concerns shared at the last Senate meeting.

Discussion topics included:

- The policy provides an option for access campus faculty hired pre-merger to choose the criteria under which they are considered for tenure and promotion. All new Access Campus faculty hires will fall under the Oshkosh departmental tenure and promotions processes
- Concerns that we are not treating Access campus and Oshkosh campus faculty equally by not becoming one faculty reviewed under the same criteria
- Suggestion that while we have come a long way since the merger to become one university, in many aspects, there appears to be still a distinct difference on review and a need for two tiers
- There are many differences between departments across campus and differences in the processes that are used in these reviews and evaluations
- Comparison of tenure and promotion criteria and work expectations
- Discussion of the salary equity efforts shared by Dean Stevens at the previous meeting
- The need for clarification as to how job expectations really are different between the Access campuses and the Oshkosh campus
- The value of research and creation of knowledge held by the faculty
- Strategic Planning goals and the naming of “three campuses, one university” and how we move forward with this branding
- Acknowledgment that policies must be made and hopes to move forward collaboratively and with a unification of criteria
- The ability to acknowledge distinctions but still be equals without the hierarchy that these policies seem to impose
- The use of CUPA data and the work of the committee for the process

- Concerns that no one policy will serve faculty equally
- The policy allows everyone to align if they choose
- The complexity of the process for changing evaluation criteria – could the process be made simpler?

President Szydluk reminded everyone that we are working to solve tough issues and move forward. These conversations are how we become one university, and this is where it happens. FSEC will update the policy on changing evaluation criteria to reflect the discussion.

Everyone was thanked for the input. A straw poll was taken to assess whether the Technical Document still reflects the majority position (it does).

VIII. Information Items –

- A. Elections Update – President Szydluk shared the results of the primary elections and reminded everyone to vote in the final elections that will be held later this week.
- B. Senator Seat- Assessment Committee: VACANCY

IX. Items from Members – None

X. President's Report

- A. Provost Administrative Staff – No Report. This committee meets next week.
- B. Shared Governance Leaders – Shared governance leadership is meeting with all the provost candidates. Please see the Faculty Senate announcements on the website for the link to share feedback on those candidates. Discussion was also held on the possibility of an IAS teaching load option of 0.2 appointment through Student Affairs for student support.
- C. Leadership Council – UWO has been authorized by the BOR to offer a Biomedical Engineering Degree. The BOR has approved a tuition increase and this will help in many ways to increase students support across campus. Fall registration is going on – please encourage and support our students in registering. Graduation is May 13th. Faculty are encouraged to attend both ceremonies. Aggie Hanni reported that we are ahead in confirmations for fall and housing contracts are up from last year. AVC Martin Rudd reported on capital projects that were approved for the access campuses. Most of them will be starting updates soon; Dr. Tammy Ladwig of the FOX Cities Campus was recently named Educator of the Year by the FOX Cities COC; The Institutional Effectiveness division is creating a dashboard to make key data from across campus available to all. Finally, Brad Spanbauer reminded everyone that this is Earth Month and has invited everyone to attend events.
- D. Faculty Representatives – President Szydluk & President-Elect Manning both attending the meeting in Madison last week. UW System is creating a policy on academic policies processes that includes a process to resolve issues when two campuses have a disagreement. There was discussion on creating a UW System policy process on intellectual property rights (who owns the course materials) and the definition of “substantive support” in the development of creative materials. During the joint session, there was a presentation of the health services available to students and ways to increase awareness of “You at College” (the platform for the services).

The meeting adjourned at 5:08 p.m.

Respectfully submitted,

April Dutscheck, Recorder