

SENATE OF ACADEMIC STAFF
Meeting Minutes
October 19, 2023
Microsoft Teams Virtual Meeting

Present: Boehler, Carriveau, Christopher, DeJager, Flieller, Heller, Hoffman, Kuss, Lambie, Lenski, Lewis, Miller, Palmer, Schrader, Stevens, Walfish, Zemke

Excused: Biwer

Absent: McArthur

Administrative Representative: Josh Garrison

Guests: Provost Martini, Kim Han, George Paul, Kelly Johnson, Molly Koplin, Meghan Clark, Belynda Pinkston, Mallory Janquart, Michael Brunn, Jason Hubbard, Bobbi-Jean Ludwig, Cordelia Bowlus, Abby Sylvia, Andrew Mammel, Ashley Petr, Elizabeth Whalley, George Paul, Haley Johnson, Jennifer Graf, Kelly Schill, Kim Langolf, Lisa Szromba, Maylean Tryon, Sean O'melia, Rich Marshall, Tyler Klaver, Ciara Kissane, Amber Evans, Erin Grisham, Christopher Tarmann, Christopher Wagner, Ronald Hardy, Kim Calmes, Michelle Rector, Jordan Johnson, Nathan Tauber, Michael Watson, Kelly Garstki

1. Call to Order – President Boehler called the meeting to order at 3:00 p.m. President Boehler welcomed Provost Martini and shared his appreciation for all his work, and also commended him on his actions of taking a temporary pay cut instead of being furloughed.

2. Guest: Edwin Martini, Provost
Provost Martini shared university updates and held a discussion with Senators that included:
 - Empathy for the brutally difficult week, and expressing that survivor guilt is a real thing;
 - Appreciation for having him as a guest;
 - Taking time this week for all things necessary before we start sharing next steps, it is important to acknowledge the challenges, privacy of colleagues;
 - Plans for upcoming open forums, needed conversations, and key steps as we navigate moving forward;
 - Major concerns for the Instructional Academic Staff (IAS) on campus and their roles as we transition; especially as campus continues to focus on being research enhanced;
 - Provost noted that IAS do plan to have a role, and areas that currently have those positions will ideally still retain of them;
 - International student enrollment; federal required position(s) for immigration advising;
 - Transition plans and when will they be released?;
 - How were the layoff decisions made, how were folks selected,
 - Focusing on doing what we can to protect the student experience;
 - Reassignment decisions, some folks were given a letter they were laid off, and then given a letter with a chance to accept a reassignment
 - Some roles that were held by faculty members were offered a position to transition back to a faculty role in which they held a tenure home;
 - Communication with students, assurance and clarification where needed;
 - Concerns over gutting the CAAP program, especially as it is revenue generating program;
 - Legislative decisions to fund 2 years schools far beyond the funding the UW System receives;
 - Student experiences not just in the classroom, but outside and areas being cut that students use, are we using a wholistic approach;
 - Focus Groups to be held for students by the Oshkosh Student Government (OSG) and ways they can reach out to students;
 - Leadership changes to culture and impacts to our students from those decisions;
 - Concerns of negativity from some faculty in their classroom to their students;
 - Key reminder that our students come first;

- Implementation of change, feedback from stakeholders, and worry that the process could take too long;
- Enrollment Managements role and areas of accountability;
- Observation that shared governance has been more informed than involved and the alarming nature of that;
- Hopes for a culture of trust and a common goal for UWO 2.0;
- Research and all the ways that it can be done, and often how students are involved;
- Student retention and engagements;
- Assurance that we are following needed policies;
- Hopes for transparency with the budget;
- ‘When we work together and advocate for change, we have a better chance’.

Provost reminded everyone that these decisions are hard and feedback is appreciated. He is hearing that not doing anything isn't an option, that there is a sense of urgency and decisiveness, and he values the input shared with him today.

President Boehler thanked Provost Martini for his time, insight, and feedback.

3. Approval of the Minutes of October 5, 2023
Minutes stand approved as distrusted.

4. Reports

a. President's Report -

1. It has been a challenging week with the passing of AVC Martin Rudd, layoffs, and then the announcement of the closure of the Fond du Lac campus next summer. Basically it has been a brutal week. The frustrations now are piling up with a lack of a plan and/or lack of sharing it.
2. Provost Administrative Staff – The meetings highlights were already covered in the university updates.

b. Committee Reports

1. Faculty Senate (Boehler) – Highlights included: Their last meeting set to be held at the FDL campus but with the loss of AVC Martin Rudd, they requested to postpone. So the Faculty Senate meeting was held virtually and updates included: Business as normal in addition to discussion on several items related to the layoffs.
2. Oshkosh Student Government – (Palmer) – Highlights included: Their meeting was fairly short: New members were welcomed, they discussed the budget and upcoming layoffs; and hopes for a forum to be held with the Chancellor soon. Senator Palmer noted their overall mood at this point is pretty good, but they are getting a bit of negativity through some professors.
3. University Staff Senate (Stevens) – Highlights included: Instead of their full Senate meeting this month, they hosted a listening session for colleagues at that time. The biggest discussion items included: Concerns over a lack of transparency; no plan shared yet; and the inhumanity of the timing to announce the closure of the Fond du Lac campus after they had just lost AVC Martin.
4. Access Campuses Report:
 - a. Fox Cities (Carriveau/Hoffman) – Highlights included: Their campus isn't doing well, the loss of AVC Martin has hit very hard. He was a colleague and a friend to several for more than twenty years. They postponed collegium a week.
 - b. Fond du Lac – (DeJager/Flieller) – Highlights included: They also are struggling, especially with the news of their campus closure next summer. The timing of the announcement coming just after learning about the loss of AVC Martin was awful. They are going through several stages of grief and trying to support students and staff as they all work through this together.

5. UWS Academic Staff Reps (Zemke) – Highlights included: UWO is not the only campus going through this financial crisis. Several campuses have reached out to our Chancellor for support and guidance as they begin to navigate through similar layoff and furlough needs. The representatives meet in person next week and Senator Zemke asked everyone to share any questions with her that they would like her to ask.
6. AS Professional Development Fund (Miller) – We are still accepting applications and continue to encourage colleagues to use this great resource. The hopes to use all the funding remains. The committee will need two new members due to the layoffs.
7. Leadership Council - (Carriveau) – Highlights included: Nearly everything has been reported already today.
8. Administration Liaison (Garrison) – AVC Garrison shared his heartfelt sympathy for those that were laid off and the difficult week it has been. He noted that he learns so much listening to Senate and expressed that he recognizing that research can come in a variety of forms.

5. Action Items – None

6. Discussion Items –

- a. Data Governance Policy – This policy has a System policy template, but we are making it our own so it needs shared governance approval and that is why it is before us today.
- b. The Faculty Senate will be hosting a listening session that all campus has been invited to participate. It will be held next Monday afternoon, and it will be held hybrid. The meeting link/location will be shared with campus.

7. Information Items/Announcements

- a. For the good of the campus –
 1. President Boehler shared his understanding of the difficult week we have had; reminding everyone to take care of themselves, our students, and colleagues. Be kind to yourself and others.
- b. Guest – Nov 2nd – Chancellor Leavitt

8. Adjourn

Meeting adjourned at 5:00 p.m.
April Dutschek,
Recorder