

**FACULTY SENATE MINUTES**  
**October 8, 2019**

Present: Baltutis, Bentivenga, Chrobak, Clark, Cortes, Dilkes, Edwards, Feldman, Fondrie, Fuller, Heath, Herzberg, Jurmu, Lancaster, Loewenstein, Manning, Matson, Mott, Panske, Pereksta, Scribner, Stojilovic, Stuart, Szydlak

Excused: Krueger

Absent: Cotti

Administration Representative:	Provost Koker
Senate of Academic Staff Representative:	Rich Marshall
University Staff Senate Representative:	Sue Jaeke
Oshkosh Student Association Representative:	Zack Debroux - Excused
Guests:	Erin McArthur, Shawna Kuether

Minutes in Brief

At the October 10, 2019 meeting of the Faculty Senate, representatives of the Senate of Academic Staff, University Staff Senate, Oshkosh Student Association, and Access Campuses reported. Erin McArthur presented updates from UW Oshkosh Libraries, and HR Director, Shawna Kuether, presented several HR policies. The minutes of the September 24, 2019 meeting were approved. The discussion items included an election update for the open seat in COEHS, and the HR policies. Upcoming notification of the referendum, a Strategic Plan update from the Provost, and the Chancellor's Response to the Senate's May 2019 resolution to reaffirm the value of shared governance were information items. The meeting adjourned at 4:15 p.m.

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

- I. Guest: Erin McArthur – Library Updates  
Erin introduced herself and her services for faculty as the Online Services Librarian. The library is placing focus on the needs of the faculty following a needs assessment conducted last spring. Faculty support areas include: Article retrieval, citation support, journal selection, curriculum development, etc. Senators were encouraged to check out the newly updated website, and take a look at the new services and support options. The collective libraries for all three campuses is now called UWO Libraries.
- II. Guest: AVC for Human Resources, Shawna Kuether - HR Policy Revisions. AVC Kuether summarized the purposes of the policies, and highlighted the responsibilities that fall to the faculty. Each of the policies presented is an update that System found necessary after a recent audit.
- III. State of the University
  - A. Senate of Academic Staff (Marshall) – Highlights: They are updating their bylaws and website and hope to have them both completed this academic year. They had policies presented, committee appointments, and standard reports given.
  - B. University Staff Senate (Jaeke) – No report, they haven't met yet.
  - C. Oshkosh Student Association (Debroux) -Shared via email: They recently had recognized student organization training.
  - D. Access Campuses – FDL (Jurmu) - At their Collegium meeting they had a Library update, upcoming theatre events were announced, National Coming Out Day and LGBTQ events were shared, Club sports are getting under way for Athletics, and a faculty talk series on 'what can I do with a major in ...' has begun. Senator Jurmu also noted it was a pleasure to have April attend as a guest to their meeting and see their campus.  
FOX (Scribner) – President Scribner and April both attended their Collegium meeting.

They also had a Library update, a presentation from the Counseling department noting hours and days their staff are on each campus, a United Way campaign was shared, and they received a campus update from VC Martin Rudd which mostly related to budget and parking.

IV. Minutes

The September 24, 2019 minutes stand approved as distributed.

V. Unfinished Business - None

VI. New Business

A. Emeritus Policy – Postponed

VII. Discussion Items

A. Elections Update – COEHS Special Election, Voting 7<sup>th</sup> & 8<sup>th</sup> – Voting ends tonight and the election committee will verify the results tomorrow.

B. HR Policies

1. Policy Revisions – Pay Plan Reporting Checklist [Stage 3 – Feedback]
2. Policy Revisions – Performance Management – UPS 1254 [Stage 3 – Feedback]
3. Policy Revisions – Local Grievance Policies (Revised language to comply with WI Statutes and SYS 1233) [Stage 3 – Feedback]
4. Policy Revisions – UPS 1277-T3, Section 4, Merit Pay and new Appendix [Stage 3 – Feedback]
5. Policy Revisions – Extraordinary Salary Ranges – New Appendix to UPS 1277 [Stage 3 – Feedback]

VIII. Committee Reports –

- A. Task Force SOS – The committee continues to meet; an update will be shared once available.
- B. Task force for Ethnic Studies - No senator volunteered.
- C. S & S for Grants Accountant - No senator volunteered.
- D. Provost reported that a national search for a Grants Director to replace the current interim role, will be coming soon. This office reports to the Provost Office and he will be sure that the correct representation is requested.
- E. Faculty Senate committees – President Scribner reported that she will try to get committees on a regular reporting cycle.

IX. Information Items

A. Referendum – Upcoming notification: On October 9<sup>th</sup> the referendum will be announced to campus. The email will have the below link, and highlight the changes being presented for the vote.

<https://uwosh.edu/facultysenate/resources/information/>

B. Strategic Plan Update – Provost Koker noted that Ron Rindo chaired the committee of 10 (which included representation from all three campuses) as they worked last spring. Dr. Rindo then met with Leadership Council over the summer hosting workshops to get all their feedback. The mission and vision were the primary focus for being sure they encompass the Strategic Plan goals. Feedback will be gathered through the end of the semester, and then a committee will be formed to move forward with inputting changes as needed.

C. FS Resolution May 2019 – Chancellor’s Response – Two responses were given to this: One was opening day when the Chancellor reaffirmed his commitment to shared governance in his opening remarks. Second was a memo, also reaffirming this, in which shared governance was invited to attend Chancellor’s Administrative Staff meetings. President Scribner noted that attending chancellor’s administrative staff will help Faculty Senate be better informed.

- X. Items from Members
  - A. Senators were encouraged to attend a 'Reaching for Higher Education' Panel with Katrina Shankland on the future of education in Wisconsin, that will be held on November 19, 6:30 pm, in Reeve Theatre.
  
- XI. President's Report –
  - A. Provost's Administrative Staff – No report, they will be meeting monthly this year.
  - B. Leadership Council – In addition to just a few policies updates, the meeting was primarily used for Unconscious Bias Training. Then Council members were asked for feedback if they think this training should be mandatory or voluntary as they look to the future.
  - C. Council on Shared Governance – They discussed how to support each other, what things they are working on this academic year, and their responses to the Chancellor's memo reaffirming shared governance. The technical needs of shared governance bodies as we expand to three campuses was also discussed; clearly needed is a designated location with working options for virtual participation.

**MOTION: Lancaster/Heath moved to adjourn at 4:15 p.m.**

April Dutscheck,  
Recorder