

FACULTY SENATE MINUTES

April 25, 2023

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

Excused: Kim, Matson

Absent:

Guests: Carmen Faymonville, Caroline Geary, Tammy Ladwig, Michael Jurmu, Anne Stevens, Kristi Wilkum, Alayne Peterson, Michelle Pietrzsk, Beth Johnson, Marc Sackman

Administration Representative: John Koker

Senate of Academic Staff Representative: Ane Carriveau

University Staff Senate Representative: Lisa Mick

Oshkosh Student Association Representative: Jesse Ramsey - excused

Access Campus Report: Tirel/Vaz

Minutes in Brief

At the April 25, 2023, meeting of the Faculty Senate, we heard a report from the Senate of Academic Staff, the University Staff Senate, and the Access Campuses. The minutes of the April 11, 2023, Faculty Senate meeting were approved. Associate Dean, Caroline Geary, was a guest. She talked about the history of the Fox Cities Campus and welcomed everyone. The Senate approved the Assessment Rubric & Template documents, several Forms C from APC, a committee appointment to the Strategic Planning Committee, and opened nominations to the Faculty Senate Executive Committee. Discussion was held on the following topics: Faculty Salary Equity; a policy on Changing Evaluation Criteria; a policy on Extending Faculty Voting Rights; GOV 6.6; the meeting platform for 2023-24; and a request to hold the final meeting in person. Information items included the vacancy of a senator seat on the Assessment Committee and the Improvement of Instruction Committee; USP items; and an Elections update. President Szydlik provided University and System updates via the President's Blog on the Faculty Senate website following the meeting. The meeting adjourned at 5:08 pm.

President Szydlik called the meeting to order at 3:13 pm.

- I. Welcome – President Szydlik welcomed everyone and thanked all those that were able to join us today at the FOX Campus. She also expressed her gratitude to the FOX Senators for hosting the meeting today.
- II. Guest: Caroline Geary, Associate Dean for Academic Affairs at Access Campuses. Associate Dean Geary shared the history of the FOX Cities campus, described several significant buildings, and explained the complex and unique funding structure for their campus. She highlighted special events, course offerings, and their amazing staff. Associate Dean Geary also congratulated Dr. Tammy Ladwig who was honored as the Fox Cities Chamber Educator of the Year.
- III. State of the University
 - A. University Updates – Provost Koker shared the following items:
 - Enrollment: Numbers are down a bit from last year. We will continue to work on fall application numbers, retention, and the use of our Navigate team. Registration holds are keeping a large number of students from registering.
 - Commencement is May 13th. Please participate in both the 9 am and 2 pm ceremonies if you can.
 - Graduate enrollment is up about 26%. This is great news!

- B. Senate of Academic Staff (Carriveau) – Highlights included: The Chancellor & Provost attended their last meeting and shared University updates. SAS expressed their appreciation for Provost Koker’s work and wished him well in his upcoming retirement.
- C. University Staff Senate (Mick) – Highlights included: Their guest was AVC Jasmine Buxton. They heard University updates (like reports shared today). University Staff Professional Development Day will be held on May 22. Martin Rudd will be the guest at their next meeting.
- D. OSA (Ramsey) – No Report.
- E. Access Campus/Collegium – FOX (Tirel/Vaz) – Highlights: At their last Collegium they continued work on campus-level priorities of Strategic Planning, and they made updates to the summer curriculum. They recently held their ‘Next Steps’ event that serves as a sendoff for students.
- F. Access Campus/Collegium – FDL – No Report

IV. Minutes of April 11, 2023

The April 11, 2023, minutes stand approved as distributed.

V. Unfinished Business - None

VI. New Business

A. APC Items

1. COB: InfoSys – Data Modeling & Visualization Certificate
2. COB: InfoSys – Data Modeling & Visualization Emphasis
3. COB: InfoSys-Add 301 to the Info Sys Certificate
4. COB: InfoSys Major – no emphasis option
5. COB: InfoSys – add 301 to InfoSys Minor
6. COB: InfoSys – add 301 to Cybersecurity Minor
7. COB: InfoSys – Enterprise Infrastructure Certificate
8. COB: InfoSys – IT Leadership Certificate
9. COB: InfoSys – IT Operations Certificate
10. COB: InfoSys – Master of Science revision
11. COB: ECON – create a Sports Analysis Certificate
12. COEHS: Spec Ed-MSE with Cert. for teachers & students who are deaf & hard of hearing
13. COEHS: T & L – Create ESL Licensure only
14. COEHS: T & L – Create ESL & Bilingual licensure
15. COEHS: Spec Ed- Grad Cert Program & 4 courses

MOTION: Wren/Williams moved to approve the Forms C from APC. (24 YES), Passed

FS 2223-27 The Faculty Senate approved the following Forms C from APC: (1) COB: InfoSys – Data Modeling & Visualization Certificate; (2) COB: InfoSys – Data Modeling & Visualization Emphasis; (3) COB: InfoSys-Add 301 to the Info Sys Certificate; (4) COB: InfoSys Major – no emphasis option; (5) COB: InfoSys – add 301 to InfoSys Minor; (6) COB: InfoSys – add 301 to Cybersecurity Minor; (7) COB: InfoSys – Enterprise Infrastructure Certificate; (8) COB: InfoSys – IT Leadership Certificate ; (9) COB: InfoSys – IT Operations Certificate; (10) COB: InfoSys – Master of Science revision; (11) COB: ECON – create a Sports Analysis Certificate; (12)COEHS: Spec Ed-MSE with Cert. for teachers & students who are deaf & hard of hearing; (13) COEHS: T & L – Create ESL Licensure only; (14) COEHS: T & L – Create ESL & Bilingual licensure; (15) COEHS: Spec Ed- Grad Cert Program & 4 courses.

B. Assessment Rubric & Template

**MOTION: Heath/Cole moved to approve the Assessment Rubric & Template. (24 Yes)
Passed**

FS 2223-28 The Faculty Senate approved the Assessment Rubric & Template.

C. COEHS Faculty Representative to the Strategic Planning Committee: Eric Brunsell (2-yr term)

MOTION: Kurtz/Wren moved to approve the committee appointment: COEHS Faculty Representative to the Strategic Planning Committee: Eric Brunsell (2-yr term). (24 Yes) Passed

FS 2223-29 The Faculty Senate approved the committee appointment: COEHS Faculty Representative to the Strategic Planning Committee: Eric Brunsell (2-yr term).

D. Call for Nominations to the Faculty Senate Executive Committee – 1 Access Campus Liaison & 3 Oshkosh Members-At-Large from amongst the Senators. President Szydluk announced that nominations (including self-nominations) are open now until the next meeting for senators interested in serving on the Executive Committee. Please contact President Szydluk if you wish to make a nomination any time before the next (and final) meeting.
Senator Robson nominated Senator Stuart – Nomination Accepted
Senator Wagoner nominated Senator Belnap – Nomination Accepted

VII. Discussion Items

A. Policy on Extending Faculty Voting Rights – Discussion included: A request to have professional academic staff vote if permitted by department and clarification of language regarding last-minute hires.

B. Faculty Salary Equity Technical Document (two versions) – The discussion described below in C included these documents as they are each paired with a policy on changing evaluation criteria.

C. Policy on Changing Faculty Evaluation Criteria -- (two versions)

The version titled 'Take 2' was discussed at length. Highlights included:

- Explanation of the updated document and ways this will allow two different paths for faculty work;
- Wishing for one path and a unified evaluation process;
- The importance of peer-reviews,
- Credit-load differences among the colleges;
- The rigor in the expectations needed for promotion;
- Accreditation expectations and standards;
- Understanding that difference between changing standards and lowering standards;
- Rebuilding relationships across faculty and campuses;
- The idea of RESET to move forward with collegiality;
- The use of recently updated Strategic Planning serving as the RESET;
- Understanding research vs. professional development;
- The outward value of high expectations for promotion at UWO;
- Teaching Intensive vs. Research Intensive paths;
- Value held on Research;
- Language consideration of "research-heavy" vs. "research-light"
- Clarification that the policy could make us one faculty with choices, and one not more important than the other;

- Concerns over the definition of research;
- Clarification of research and peer-reviewed outcomes;
- UW Colleges five years ago compared to now;
- Understanding we can have different outcomes that are equally valued;
- Asking administration to address inequities that have been identified;
- Impacts of DFW;
- Wondering if we need a policy at the university level, or if it could stay at a college level;
- Appreciation of everyone for having courage to share today;
- Use of the Faculty Workload Policy;
- Creative work and exceptional service as other ways to look at research;
- Understanding morale, respect, and logistics.

President Szydluk reminded everyone we are all UWO Faculty regardless of our campus, and we will continue to work on these important issues. Senators were asked to take a straw poll on a direction to move forward. Seventeen Senators indicated support for the Take 2 documents. She expressed her appreciation for these conversations and promised that she and the Executive Committee will be considering how to move forward. Constructive comments and feedback are welcome to either her or President-elect Manning.

- D. Request to hold the final Senate meeting in person (Reeve 306) – President Szydluk asked Senate to consider holding the final senate meeting in person instead of virtually. Discussion included the possibility of conversations being better in person, but faculty are concerned over travel and schedules. We will hold the last meeting virtually as planned.
- E. Meeting Platform for 2023-2024 – Discussion included a few ideas to use a similar platform to this year, potential use of the OWL technology for hybrid, and a request to consider ZOOM instead of TEAMS.
- F. GOV 6.6 – Policy on Addressing Irregularities in the Conduct of Department Affairs
Senator Stuart noted that this item will be considered for elimination in the Fall.

VIII. Committee Reports - None

IX. Information Items –

- A. Elections Update – President Szydluk shared the results of the final elections, thanking all that ran, congratulating all those that were elected and re-elected, and for all that participated.
- B. Senator Seat- Assessment Committee: VACANCY
- C. Senator Seat- IOI Committee: VACANCY -
- D. USP Items:
 1. PHYS/AST 100 – Survey of Astronomy
 2. CHEM 124 – Chemistry and Society
 3. ANTHRO 103Q1 – Intro Hmong/American Studies
 4. ANTHRO 215Q1 – The Local and Global in Hmong Studies
 5. REVSED: ENV STDS 282 – Environmental Humanities

X. Items from Members – AVC Geary thanked the Senate again for having her as a guest and reminded everyone of the many great things to see on the FOX campus.

XI. President's Report – President Szydluk shared that, due to the lateness of the hour, the report will be shared on the President's Blog of the Faculty Senate website tomorrow.

President Szydluk shared her appreciation to the FOX Senators and colleagues for hosting today's meeting.

The meeting adjourned at 5:08 p.m.

Respectfully submitted,
April Dutscheck, Recorder