

OSA Senate Agenda
February 26, 2019 at 4:45 PM
Reeve Memorial Union, Room 305

- I. Call to Order** – Pledge of Allegiance at 4:45 PM
- II. Roll Call** –
 - Senator McCue**
 - Senator Britt**
 - Senator Dahse**
 - Senator Spilman**
 - Chief of Staff Daniels**
 - President Howard**
 - Vice President Liechty**
 - Senator Sederquist**
- III. Open Forum** –
- IV. Approval of the Agenda** –
- V. Approval of the Minutes** –
- VI. Club/Org Recognition** –
- VII. Guest Speakers** –

Alicia Johnson – The Women’s Center

Alicia Johnson: Director of the Women’s Center. Programs for the spring semester. Invited to the Women’s Center, we are open to all genders. Our mission is to advance gender equality on campus. Women’s HERstory month. Level Up: A Feminist Gaming initiative on Tuesday evenings, every other Wednesday is WOC Wednesday, and biweekly on Mondays we have Masculinity Mondays to promote nontoxic masculinity.

Do we have to pay for tickets to see Angela Davis?

Jean Kwaterski: It is a free event, and all of the tickets for the ballroom have been claimed, but there are tickets available for the overflow rooms in Reeve.

Alicia Johnson: The LeadHERS exhibit will be going up in the second floor gallery at the end of this week. If you all ever see anything having to do with gender inequality on campus, feel free to email me.

Chancellor Leavitt – Campus Updates

Chancellor: I want to start with a few updates and then open up the floor for some questions. Some positive news I have is regarding the Gov. budget that came out over

the weekend. He has approved much more for the system than the system even asked for, it's a long way to go yet, but it's a start. Hopefully he can get it through the legislature. This was the first year in a really long time that any staff at this university were able to get a pay raise. The state funds about 70% of the pay raise and then the university usually is able to cover the other 30% through tuition raises. We have not raised tuition for over seven years now, so there has been a shortfall, but the governor wants to fund the freeze. He has allocated \$10 million to grow high demand programs (nursing, engineering, etc.) and \$5 million to go towards growing the access campuses. The most likely outcome from the Republican legislature is that they say the budget plan will be dead on arrival, and that's their job, but there are some people in the leadership of that party who are actually amenable to this plan. We predict that there will be one more year of low enrollment rates, but we are hoping that those numbers will pick up in the next few years. Different departments on campus have dealt with budget cuts in different ways over different amounts of time. COLS – rolling back some of the curriculum modification which allows research active faculty to roll back the 24 credit hour/year requirement to 18 credit hours/year. It will now be only rolled back to 21 credit hours/year which does increase the workload for some professors, but the university just does not have the resources to cover having extra professors. USRH was generous enough to allow the University to use money from the Dept. of Residence Life to balance the budget from the last two years, this required action from the Board of Regents. They knew that the university really needed this in order to get back on its feet. There is nothing we can do about next year because we are waiting on the Republican legislature to approve any budget. On the restructuring side, a lot of good work is happening, but we are getting into the nitty gritty on the curriculum side of things. We are doing something different than any of the other universities in the system, but I think that it's the right thing to do because everyone has buy-in about what is going to happen. I commend you all that you came to a decision quickly about how you all want your student government to run. You were the first group as students to start meeting to talk about all this.

Would professor hours being bumped up continue if we are able to get the money?
Chancellor: Through next year definitely. We can't plan for money we don't have yet. We can only plan for what we have.

\$150 million per annum? Or biennium?

Chancellor: It won't be split exactly evenly over the two years, but usually these things are backloaded so the second year would be higher most likely.

How much of the debt would we be able to knock out with this money?

Chancellor: Academic Affairs is the dept who spread their cuts out over three years. If we could cut out their third year of cuts, that would be the ideal. Academic Affairs is the core of what we do so we always want to cut that dept the least. There are also other departments that need help in Student Affairs and Facilities and such.

You said that you would be cutting some of the adjunct professors. How many is that going to be?

Chancellor: We have 174 FTE instructional academic staff and 298 FTE faculty currently at this institution. We will probably down 15-20 FTE instructional academic staff once all of this is said and done. Each department has to make their own decisions based on their own budgets. FTE instructional academic staff contracts need to be offered each year, that means that these professors are not being fired, the university is just not able to offer those contracts again.

How many faculty do you think we will lose over the next fiscal year?

Chancellor: Only those who retire. We cannot lay off faculty. There is a whole other level that exists regarding this. The only way to do that, is to cut the programs and that sends a bad message to potential students. Stevens Point went through this, and then said they will not be laying off those faculty.

What does the cutting process look like?

Chancellor: It's done by each department. So each dept. gets a certain amount of money to pay staff and it usually comes down to the department head who has to make the tough decision.

The perception right now is that COLS is getting the brunt of those budget cuts.

Chancellor: The History department has a long history of having administrators in their department. All of those faculty members are coming back to the department at the same time. So even if we hadn't had to cut any money from the history department, the individuals who will not be returning next year would have been displaced. There are a few things that will change if this has to happen in the future and hopefully it doesn't have to happen again in the future. The University Resource Alignment Committee has rated all of the programs on a numeric scale and I won't even begin to understand those numbers. Every academic department has a certain level of responsibility to go out and recruit students. Religious Studies has done a very interesting thing by agreeing to give up the major in religious studies if they are still able to teach lower level classes in the subject because students like those classes, they just don't want to major in it.

Has there been a discussion about letting access campus students use our resources?

Chancellor: There is a student who is singlehandedly upsetting this system by being a member of a fraternity.

Jean Kwaterski: There are a couple of things that will happen starting next fall. Over the summer, we will be migrating all of those students to our TitanCard system so that their IDs will work with our systems. You all pay over \$1000/year in student fees and that goes to funding all of the resources here. Students at the other campuses do not pay those fees. We are looking at a membership fee that would be charged to access campus students if they would like to opt in to using the resources in Oshkosh.

Could you talk a little about the Foundation?

Chancellor: I think you all know the story, the Foundation engaged in some projects that were encouraged by the previous chancellor and he guaranteed the loans. I thought this looked suspicious and that's when things started to unravel. Every time we walked into court, we got our butts kicked. There was nothing we could do, so we settled in Federal

Court. In the meantime, we founded the Titan Alumni Foundation and now we have two foundations that we have to work with. In the coming year, we will most likely have a plan to move forward with a unified foundation.

Chancellor: Titans take to the Capitol on the 12th of March to lobby the state legislature on a few different issues.

Is there anything in the Gov. budget about the continuation of social science programs?
Chancellor: We are not looking to discontinue social sciences on this campus. There is a study being done by the provost right now, that might lead to the breakup of COLS into two smaller, but more manageable colleges.

VIII. Officer Reports –

- a. Speaker Pro-Tempore – (Shane – osaspeakerpt@uwosh.edu) -
- b. Speaker of the Assembly – (Ellen – osaspeaker@uwosh.edu) –
- c. Chief of Staff – (Colin – osacos@uwosh.edu) –
- d. Vice President Pro-Tempore – (– osavppt@uwosh.edu) –
- e. Vice President – (Stephanie – osavp@uwosh.edu) – Senate bylaws and Constitution are under discussion for this week. If you have any questions, please contact me. Recruitment efforts have gone really well so far. The more the merrier on that front.
- f. President – (Ronisha – osapres@uwosh.edu) – Recruitment is really intense this week for us. Colin just left to go to NSLS to recruit there and I am going to RUB when we are done here. I want to give you a quick update on the Titan Transit logo, we just have to take money out of reserves to get those printed yet. I am still waiting to hear back about the Food Pantry, we have a lot of support from students and other students are writing letters to see if we can have a partnership with the Oshkosh Food Pantry. We are going to have another Town Hall Meeting with some Faculty and Staff and it will take place probably in April. There will potentially be an open forum afterwards for student leaders. Liechty – there will likely be a meeting with students and administration afterward to take some action.
- g. OSA Office Manager – (Kyla Brown – brownk31@uwosh.edu) – The mayor is coming next week to talk about building inspections and University Police is coming to talk about a new alcohol policy.
- h. OSA Advisor – (Dr. Art Munin – munina@uwosh.edu) – The mayor is coming next week. OPE is taking place in Gruenhagen at the end of this week. It is for students to interview with Universities from around the country for grad assistantships. It always tends to snow during this time of year so it is certainly not letting us down this year.
- i. OSA Academic Liaison – (Thomas – wolft@uwosh.edu) –
- j. OSA Directors and Ambassadors –

IX. Presidential Appointments –

X. Unfinished Business –

OSA 18-024

BE IT RESOLVED that the OSA Senate and OSA Assembly approve the Service and Therapy Animal Policy as proposed by the University of Wisconsin Oshkosh Administration.

Sponsored by: Ronisha (Roni) Howard, OSA President

Senator Dahse brought to floor. Senator Britt seconded the motion.

Placard vote unanimous in favor.

XI. New Business –

XII. Committee Reports –

Pepsi Fund – Inclusive events will be happening on campus and I am proud of the campus for funding these events.

XIII. Discussion –

a. OSA VPPT – Vice President Liechty: I don't believe we have been able to talk about this yet. As you can see, we don't have anyone in this position, but it is electable by you all as the senators. We can do nominations now, or we can wait. I just want to see how you all would like to proceed.

Spilman – Based on the silence, I think we should wait a week.

Liechty – There are some changes that would be made in the changes to the bylaws.

b. OSA Constitution – Vice President Liechty: Can't be printed in color, but everything with a line through it would be struck from the Constitution. Everything that would be added is lighter because it is in green on the original word document.

President Howard: I just want to add that there was a young man named Fernando who was interested in the EC position so I would like some feedback on that.

Senator McCue: He seemed like he had good experience and like he was actually interested in the position.

c. Senate Bylaws – Vice President Liechty: I would like you all to also cross out 3.2 and 3.21 on the bylaws. And it will be under new business next week.

XIV. Announcements –

Jean Kwaterski: We have chosen a new dining contractor called Aviance. They will be starting July 11. The contract has to be officially approved by the board of regents in April. There has been some concern about what will happen to the Sodexo employees. The most likely thing to happen is that Aviance will come in to interview the people who worked for Sodexo so they will probably not be out of a job automatically. You will not see the change this year, but there will be changes in signage and venues over the course of the summer. Luckily we own all of the cookware and such so Aviance won't have to

start completely over. Some of the major renovations and things will take place over the next year, but minor changes will happen more quickly.

President Howard: Will there be better food options?

Jean Kwaterski: How we set this up was to score the plans they turned in to us. We were more concerned about the program than the cost of the program because we were keeping students in mind. Costwise Aviance was a little bit higher than Sodexo, but they had a lot more points for their program itself. We looked at everything they were offering students and it was much more what we were looking for in terms of fresh food and variety.

Senator Spilman: This is public information?

Jean Kwaterski: Yes, I am working with University Marketing to come up with an announcement that the Chancellor can send to whoever he chooses. I just wanted to give you all a background about how the process worked over the course of the last couple of years. I feel it was a very fair process, and I am looking forward to the change.

Vice President Liechty: If you didn't submit papers for the upcoming election, you can still run as a write-in candidate, but you will need at least 25 votes to count.

XV. Adjourn - Senator Dahse motioned to adjourn.

Senator Britt seconded the motion.

Meeting adjourned at 5:54 PM.

The University of Wisconsin Oshkosh Policy # [####] Service and Therapy Animal Policy



Original Issuance Date: MMMM DD,
YYYY Last Revision Date: MMMM DD,
YYYY
Next Review Date: MMMM DD, YYYY

1. PURPOSE

This policy addresses the process under which persons may request the use of service animals and therapy animals as an accommodation in accordance with the rights afforded to persons with disabilities under the University policy, state and federal law. UW Oshkosh will accommodate those individuals as outlined below, while simultaneously being mindful of the health and safety interests of its general campus community and complying with Wisconsin Policy Chapter 18: *Conduct on University Lands*.

Although this document is a single policy by definition, it is divided into two specific sections addressing each animal policy separately: Service Animals and Therapy Animals.

2. RESPONSIBLE OFFICER

Dr. Cheryl Green, Vice Chancellor for Student Affairs

3. SCOPE

This policy applies to faculty, staff, students, and visitors on all UW Oshkosh owned and operated grounds during and after normal business hours.

4. BACKGROUND

This policy is intended to protect the rights of students, staff, faculty, and visitors at UW Oshkosh who utilize a service animal, outline responsibilities for all involved, set parameters for the use of therapy animals, and ensure the welfare of the animals involved.

5. DEFINITIONS

- 1. Reasonable Accommodation** - Reasonable accommodation is a modification to a campus policy, procedure, or environment that will allow a person with a disability to perform the essential duties and functions of their position or allow a person to participate in the academic programs of the campus (including classes, housing,

university events, and activities).

2. Service Animal - A service animal is an animal individually trained to do work or perform tasks for the benefit of an individual with a disability. Species of animals that may be service animals are dogs and miniature horses. Other animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition. The work or tasks performed by a service animal must be directly related to the individual's disability.

3. Therapy Animal - Therapy dogs are trained and certified by qualified handlers who use the dogs to provide comfort and companionship to others in a way that increases emotional well-being and improves quality of life by sharing the animal with students, faculty, and staff of the University.

6. POLICY STATEMENT

1. Service Animals

- a. This section addresses the use of service animals by persons with disabilities on the UW Oshkosh campus and presents a standard of behavior for the animal. This section applies to an individual with a disability who requires the use of a service animal during their employment or to enjoy access and participation in an academic program, activity, or event. This policy also applies to service animal trainers and service animals in training.
- b. When it is not obvious what service an animal provides, only two questions may be asked of the handler by the university:
 - Is the service animal required because of a disability, and
 - What work or task has the dog been trained to perform.
- c. University property/buildings where service animals are allowed
 - For individuals and visitors who are not employees or students on campus, service animals will be permitted at campus locations which are generally open to the public, such as the student center, restroom facilities, common areas and recreational facilities (when not restricted by a pass, permit or ticket). For individuals with disabilities who are either employees or students, service animals will be permitted at campus locations where staff or students are allowed access for purposes of employment or academic matters, such as general classrooms, offices, residence halls, and assembly areas.
- d. University property/buildings where service animals may be prohibited
 - Service animals may be prohibited in the following locations: mechanical rooms, utility rooms, animal research facilities, food preparation areas, laboratories, shops, or studios with hazardous activities. Service animals may also be prohibited where the presence of a service animal would be inappropriate or disruptive to the learning activity.
- e. Responsibilities of the Handler
 - Meet with the Accessibility Center (if student) or the ADA Coordinator (if employee) to discuss equal access and participation, work environment, educational programs, or working conditions on campus.

- Be in control of the animal at all times.
- Have a harness , leash or other tether unless:
 - Handler is unable because of a disability to use the mechanisms or
 - Mechanisms would interfere with the service animal's work or tasks
- Ensure all animal care needs are met and all public health and safety concerns addressed properly; Maintain animal health, hygiene and vaccination.
- Ensure all required state and municipal license requirements (including vaccination) are met.
- Ensure the immediate clean-up and disposal of animal waste.
- Make prior arrangements for a person to take custody of the service animal in the event of a handler emergency.

f. Responsibility of the University

- A reasonable location for the animal to toilet and the animal's toilet area free from obstructions (snow, branches, etc.).
- Faculty and staff will contact the Accessibility Center if they have concerns over the use of a service animal in a particular classroom or other course-related setting or location.
- An identified alternate handler be contacted in the case of an emergency.

g. Service Animals in Training

- Wisconsin Statutes chapter 106.52 provides for individuals to be able to have service animals in public places when the animals are in training. If these animals are being trained by an individual who is not using the service animal for their own personal disability, or the future use of a faculty/staff/student, the training service animal is not allowed in classrooms, residence halls, or other non public areas. Questions should be addressed to the Office of Equal Opportunity and Access for faculty and staff and to Dean of Students Office for students.

h. Allergies and fear of dogs are not valid reasons for denying access or refusing service to people using service animals. When a person who is allergic to dog dander and a person who uses a service animal must spend time in the same room or facility, for example, in a school classroom, they both should be accommodated by assigning them, if possible, to different locations within the room or different rooms in the facility.

2. Therapy Animals

a. For the purposes of this University, the only therapy animals approved are canines. This Section applies only to dogs certified through Therapy Dogs International (TDI), or an equivalent organization. Therapy dogs are trained and

certified by qualified handlers who use the dogs to provide comfort and companionship to others by sharing the animal with students, faculty, and staff of the University. This is done in a way that increases emotional well-being and improves the quality of life for the people being visited. For the purpose of this policy, therapy dogs are not defined as service dogs or assistance animals.

b. Therapy Dog Requirements

- Therapy dogs on the UW Oshkosh campus must be registered with Therapy Dogs International (TDI) or an equivalent organization and be in good standing with that organization and comply with identification requirements as applicable. All therapy dogs must meet health requirements as required by their registered organization. Because the registration through TDI requires these documents, the University does not need additional documentation. Therapy dogs must comply with all provisions under this section.

c. Rules applied to Therapy Dog visits

- All therapy dogs require advanced review and approval from the Risk Management Office.
- Therapy dogs are only allowed in commons areas/entrances of University buildings, and possibly in other specified areas (such as a classroom) with advanced approval and are required to have authorization and approval for the visit.
- Therapy dog visits are not allowed in food preparation areas, laboratories, or research areas where the animal is in potential danger of any form of contamination.
- Therapy dogs are not allowed in classes unless all requirements are met, including but not limited to:
 - The class professor has approved the visit in advance.
 - That class's subject matter pertains directly to the study of therapy dogs and their work.
 - The dog and handler are not disruptive to the learning environment.
- During visits, handlers are expected to protect works made by students, faculty, staff, and the general public wherever those works are on display and could be damaged.
- University employees who act as handlers during a therapy dog visit, must do so at times completely separate from any other University-related work. While the dog and handler are on campus, the handler's sole responsibility is to the therapy dog work.
- Handlers are allowed to bring personal items to an office/designated area for storage during a therapy dog visit, but are not allowed to leave the dog alone in an office/designated area. Further, handlers may not keep the dog as a companion in

their office during University-related work time on the day of the visit.

- Handlers must keep the dogs on leash and under control at all times.
- Any pet waste deposited on university lands shall be removed and properly disposed of by the handler.

d. Exemption: The Counseling Center maintains a separate, pre-approved therapy dog program. Contact the Counseling Center for more information. Any other request for approval of a therapy animal must be routed through the Risk Management Office and the Institutional Animal Care and Use Committee (IACUC) for advanced review.

3. Liability and Insurance

a. The handler shall be responsible for all liability and claims and insurance related to the service or therapy animal. UW Oshkosh/State of Wisconsin provides no indemnification to the animal, handler, or resident using the animal. UW Oshkosh/State of Wisconsin provides no personal property insurance coverage. Any events involving animals on campus require consultation with Risk Management and the Institutional Animal Care and Use Committee (IACUC) prior to approval.

7. REFERENCES

Fair Housing Act (42 U.S.C. Part 3604);
Titles I and II of the Americans with Disabilities Act, as amended, Section 504 of the Rehabilitation Act of 1973;
Wis. Stat § 106.52(3)(am);
Wisconsin Policy Chapter 18: Conduct on University Lands

8. PROCEDURES

1. Removal of Service or Therapy Animal

- a. If a person has a dispute, disagreement or complaint as to a service or therapy animal or its handler/owner under this policy, or said person suspects or has observed animal abuse or neglect of an animal, the Dean of Students Office (for students) and the Office of Equal Opportunity and Access (for staff) should be contacted immediately for appropriate action.
- b. The University may require a service or therapy animal to be removed from a UW Oshkosh facility for the following reasons, including but not limited to:
- The animal's behavior is aggressive in nature.
 - The handler is unable or unwilling to maintain proper control over the animal.
 - The animal's presence creates a significant hazard to the academic, workplace, or residential environment.

- The animal's presence fundamentally alters or is disruptive to the workplace, education program, or residential or learning environment.
- The animal poses a direct threat to the health or safety of others.
- The animal is not properly housebroken.