

University of Wisconsin – Eau Claire
University Senate Executive Committee

Minutes from February 15, 2022
Volume 58, Number 10

Present: Jasmine Case, Grace Crickette, Olga Diaz, Billy Felz, Abbey Fischer, Kent Gerberich, Elizabeth Glogowski, Marquell Johnson, Patricia Kleine, John Mann, Colleen Marchwick, Jill Markgraf Sean McAleer, Kelly Murray, Geoffrey Peterson, Kristin Schaupp, Charlotte Sortedahl, Pedro Sottile, Ryan Weichert, Evan Weiher

Absent: James Schmidt

Guests: Mike Carney, Margaret Cassidy, Brian Drollinger, Marc Goulet, Kyran Hamill, Mary Hoffmann, Debra Jansen, David Miller, Teresa O'Halloran, Nicole Owen, Jean Pratt, Jill Prushiek, Louisa Rice, Aleks Sternfeld-Dunn, Jake Wrasse

A meeting of the University Senate Executive Committee was called to order by Chair Weiher at 3:01 p.m. on Tuesday, February 15, 2022 via online (Microsoft Teams) meeting.

- 1) Approval of the University Senate Executive Committee Minutes of February 1, 2022
 - Approved as distributed
- 2) Review of the tentative agenda for the February 22, 2022 meeting of the University Senate
 - Approved as amended
 - Removal of the Rep's Reports

Without objection, the Open Forum discussion was moved as the last item of business.

- 3) Organizational Changes Update on Blending OMA/Blugold Beginnings
 - A PowerPoint was shared
 - Summary of retention
 - Summary of types of programming BB and OMA has previously engaged in
 - Moving from passive to intentional as there is much overlap
 - Proposed organizational chart
 - Open House event details
 - New name will be given to the newly merged office(s)
 - Floor plan of the office space
 - PowerPoint on VC Diaz's division and proposed reorganization
 - Includes a Director of Inclusion Programs as this will align based on function, not a person
 - A letter of concern was shared with the Executive Committee, but VC Diaz feels the narrative that she knows was not reflected in that letter
 - The new director position would be overseeing the new area
 - Would be over 200 per case load with a hands-on approach so that is a reasonable and feasible caseload
 - This is more of a supplemental advisor
 - There needs to be a balance as an addition takes away from teaching staff
 - Concern about the letter that was shared as the stakeholders do not feel like they have been included
 - If one is convinced it is the right model, then it shouldn't take much to convince others so concerning that those who signed the letter are not convinced
 - Being able to help name a department is superficial
 - The intrusive advising piece isn't going to work if people aren't on board
 - VC Diaz is at an accelerated pace for this merger because of turnover
 - Retention is a problem, and we want to serve our students, but staff are breaking down

- The programming part of it has some issues
 - The amount of time being invested in events was a problem so then we should do fewer events
 - Make them more substantive and don't overlap events
 - Want departments to be less siloed so they do not compete, and collaboration can be standardized
 - VC Diaz met with two Student Senate leaders, and they will solicit feedback then VC Diaz will summarize the feedback once it is received
 - VC Diaz offered to come and talk to you if you have further questions so please reach out to her if you have interest in that, otherwise she will come back with another update
- 4) TTC Questions
- David Miller agreed to provide written responses to the questions that were presented so then we can have follow-up questions based off his responses
 - Looking at a new category of IAS
 - Would have to work with governance to see what the qualifications are so that is why those titles do not exist (has not been developed yet)
 - It would be up to each institution when or if they want to implement those changes, but UWEC is open to changes, so will be using shared governance and academic affairs simultaneously
 - There will be differences on campuses
 - Director titling
 - If it says that you are required to supervise at least 2 FTE then you need to do that to get the title but supervising is only part of the duties
 - For many positions HR allowed previous working titles to roll right into what a person had for a working title with TTC go-live
 - System has guidelines for working titles, but HR hasn't yet addressed that
 - Pay progression has not been developed yet
 - System and several other campuses are looking at this, but those titles may not include positions that are eligible for promotion
 - Basically, only the title was rolled out
 - Administrative positions
 - A lot of trouble with these titles and there is no pay progression plan in place, so this is concerning
 - Also concerning is that students pay is bumping up close to what our staff make
 - We were told to find the best match for our new working title and now we are told that those positions are in too high of a range, but the pay portion was not included when we had to decide plus the duties are closest to our current position
 - Seems like TTC is 25 years behind
 - This is a huge issue and concern
 - The UWS Standard Job Description Library is getting a new administrative support title and that new title will most likely be used for 25-30 positions here at UWEC
 - HR has the overall responsibility for UWEC to ensure UWEC complies with the Fair Labor Standards Act (FLSA)
- 5) Discussion on moving the Ethics Committee from the University Senate Executive Committee to the CARE Committee
- Is a more wholistic committee approach
 - The Executive Committee hasn't been active in having to meet for ethics issues
 - Executive Committee to discuss this subject again in two weeks
 - Most campuses designated through Senate instead of external
 - UWS 8 is narrowly focused
 - Ethics and compliance go hand in hand
 - You have to make good decisions but there isn't always a rule in place so that is where ethics comes in
 - Membership allocations should be addressed as there are less faculty
 - The membership is not set in stone
 - This membership will be a draft for a year
 - This is not a policy making group

- Concerned that academic affairs is listed as an administrative unit as it seems like the ethics part should play a larger role
- Unclassified staff on campus are teaching faculty and that is probably more than half of the people on campus, yet the CARE Committee looks like it has a non-teaching and nonfaculty focus based on the current membership
- Some committee members would have expertise, but many do not
 - This group collects the information then brings it back to who can make the decision
 - This committee does not set policy or procedure
- Big issues will be addressed by UW System legal council
- Hope that we do not follow through with calling this committee the CARE Committee

6) Announcements

- None

7) Open Forum

- None

Meeting adjourned at 4:25 p.m.

Submitted by,
Tanya Neary (fka:Kenney)
Secretary of the University Senate