

## AGENDA

### **UW-GREEN BAY FACULTY SENATE MEETING NO. 8**

Wednesday, April 16, 2008, 3:00 p.m.

**Phoenix Room B**, University Union

Presiding Officer: Steve Meyer, Deputy Speaker

Parliamentarian: Professor Clifford F. Abbott

#### **1. CALL TO ORDER**

#### **2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 7, March 12, 2008 [page 2]**

#### **3. CHANCELLOR'S REPORT**

#### **4. CONTINUING BUSINESS:**

- a. Code change on emeritus status (second reading), presented by the Speaker [page 4]
- b. Code change on course responsibilities (second reading), presented by the Speaker [page 5]

#### **5. NEW BUSINESS**

- a. Memorial Resolution for Anne Kok, presented by Melinda Gushwa [page 6]
- b. Resolution on Granting Degrees presented by the Speaker [page 10]
- c. Resolution on Advantage Wisconsin [page 11]
- d. Requests for future Senate business

#### **6. PROVOST'S REPORT**

#### **7. UNIVERSITY COMMITTEE REPORT**

Presented by Dean VonDras, Chair

#### **8. ADJOURNMENT**

**MINUTES 2007-2008**  
**UW-GREEN BAY FACULTY SENATE MEETING NO. 7**

Wednesday, March 12, 2008  
Phoenix Room C, University Union

Presiding Officer: Kevin Roeder, Speaker of the Senate

Parliamentarian: Clifford Abbott, Secretary of the Faculty and Academic Staff

PRESENT: Lucy Arendt (BUA), Scott Ashmann (EDUC), Kathleen Burns (HUD), Matthew Dornbush (NAS), Stefan Hall (HUS), Catherine Henze (HUS), Curt Heuer (AVD), Tian-you Hu (NAS), Pao Lor (EDU), Kaoime Malloy (AVD), Steven Meyer (NAS-UC), Kim Nielsen (SCD), Illene Noppe (HUD-UC), Terence O'Grady (AVD-UC), Laura Riddle (AVD-UC), Ellen Rosewall (AVD), Meir Russ (BUA), Jolanda Sallmann (SOCW alternate), Denise Scheberle (PEA), Jeanellyn Schwarzenbach (ICS alternate), Bruce Shepard (Chancellor, *ex officio*), David Voelker (HUS), Dean VonDras (HUD-UC), Jill White (HUD)

NOT PRESENT: Susan Gallagher-Lepak (NUR), Sue Hammersmith (Provost, *ex officio*), Vladimir Kurenok (NAS), Daniel Meinhardt (HUB), Thomas Nessler (URS), Debra Pearson (HUB)

GUESTS: Senior Executive Assistant to the Chancellor Scott Hildebrand, Professor Jeff Benzow, Dean Fritz Erickson, Associate Provost Tim Sewall, Dean Scott Furlong, and Associate Dean Donna Ritch

**1. Call to Order.** With a quorum present, Speaker Roeder called the Senate to order at 3:05 p.m.

**2. Approval of Minutes of UW-Green Bay Faculty Senate Meeting No. 6, February 20, 2008.** On a motion by Senator Rosewall (second by Senator Malloy) the minutes were approved by voice vote.

**3. Chancellor's Report.** The Chancellor reported on budgets (how the Governor is trying to protect the UW budget while we expect some political positioning over the state's income shortfall); progress (including a blog in development) on developing a focus on environmental sciences; travel restrictions (how the denial of previously approved travel allocations for faculty is wrong); upcoming mandatory training on sexual ethics in the workplace; and how to react to the proposal by the two-year campuses to offer four-year degrees (if there are needs for four-year degrees, they should be met by the four-year institutions). He asked for questions and got two. One wanted further elaboration on the cooperative engineering degree with UW-Stout and NWTC. In responding, the Chancellor mentioned preliminary plans for a cooperative arrangement in environmental (civil) engineering with UW-Milwaukee. The second question was about how mandatory the training in sexual ethics in the workplace would be. The Chancellor urged a good faith effort to live our institutional values.

**4. Continuing Business.**

a. New major in Arts Management (second reading) UC Chair VonDras introduced this proposal and invited Senator Rosewall to elaborate briefly. Senator Voelker (second by Senator Scheberle) moved approval of the new major. In the discussion there was a question about the size and growth trend of the program, a warning about fully supporting newly approved programs, and a show of support with talk about changing careers in the arts. The motion was approved unanimously (21-0-0).

b. New major in Design Arts (second reading) UC Chair VonDras introduced this proposal and invited Professor Jeff Benzow to comment and field questions. Senator Heuer (second Senator Hall) moved approval of the new major. There was no discussion and the motion was approved unanimously (21-0-0).

## **5. New Business.**

a. Code change on emeritus status (first reading). Speaker Roeder introduced this proposal as having its genesis in a problem the Social Work program is facing with only one faculty member from Social Work available for its executive committee. Current Code allows for appointing faculty from other programs to make up the required five member minimum for a budgetary executive committee. In order to have at least some people with expertise in the social work field the unit was considering inviting emeritus faculty to fill this roll, but this is prohibited by Code. The proposal before the Senate was to allow exceptions with appropriate approvals. The ensuing discussion raised a number of concerns. Is it appropriate to change Code for rare situations? Could the required approvals be done quickly enough? Are there cost implications? Is there a danger of unwanted emeritus faculty being imposed on a unit? Should we have an exception mechanism for all governance positions or just membership on executive committees? Wouldn't the part of Code about executive committees have to be changed as well?

b. Code change on course responsibilities (first reading). UC Chair VonDras introduced this change to clarify what seems to be implicit in Code – that every course needs to be approved by a budgetary unit. Concerns were raised about whether there exist current courses in violation of this principle (no examples were forthcoming) and whether the language "an interdisciplinary unit" is better than "some interdisciplinary unit".

c. Requests for future business. There were none.

**6. Provost's Report.** The Provost was away but submitted a written report.

## **7. Committee Reports.**

a. Academic Affairs Council. The written report was attached to the Senate agenda.

**8. University Committee Report.** UC Chair VonDras reported on three matters before the UC. The Administrator Evaluation Committee has been formed and is working on a timeline and process for evaluating four administrators next year. The UC is working to refocus the charge to the Senate Planning and Budget Committee. And the UC has sent some ideas for refocusing the program review process to the Academic Affairs Council for their consideration. The ideas include limiting the length of the self-study, directing the focus away from budgetary requests, changing the periodicity to seven years, and making the results and the reactions by the AAC and deans more public.

**9. Adjournment.** The Speaker adjourned the meeting before 4:00 p.m.

Respectfully submitted,

Clifford Abbott, Secretary of the Faculty and Academic Staff

## CODE CHANGE ON EMERITUS FACULTY AND GOVERNANCE

Current Code does not allow emeritus faculty to "participate in the governance of the University" (UWGB 51.13), but it does allow them to "be engaged for service at the discretion of the Chancellor" (UWGB 51.09). This Code change is to allow exceptions and get these two sections of Code to shake hands better.

### Current version

51.13 C Emeritus status, although allowing a continuation of some of the perquisites of a faculty member, does not permit a person to participate in the governance of the University.

### Proposed version (bold shows added language)

51.13 C Emeritus status, although allowing a continuation of some of the perquisites of a faculty member, does not permit a person to participate in the governance of the University **except as authorized by the Chancellor (see 51.09) and approved by the Faculty Senate.**

Faculty Senate Continuing Business 4(a)  
16 April 2008

## CODE CHANGE ON COURSE RESPONSIBILITIES

### Current version

#### 53.05 INTERDISCIPLINARY UNIT CHAIRPERSON: RESPONSIBILITIES AND DUTIES

The interdisciplinary unit chair shall have leadership and administrative responsibilities in relation to the faculty and the Executive Committee of the unit. The chair's primary responsibility is to organize faculty discussion of key intellectual and practical issues concerning the unit and the institution as a whole, and to work with the unit faculty to address them effectively. These functions are carried out on behalf of the executive committee and unit faculty and are particularly evident in five major areas.

A. Program/Curriculum Planning. In this area leadership responsibilities include initiating and organizing the unit's curriculum planning and program development processes. These activities are coordinated with the preparation and implementation of the unit's Program Development Plan and Program Assessment Plan.

#### 53.08 DISCIPLINARY AND OTHER UNIT EXECUTIVE COMMITTEES: MEMBERSHIP AND FUNCTIONS

B. The disciplinary or other unit executive committee has authority to evaluate a faculty member of that disciplinary or other unit concerning appointment, dismissal and promotion according to Faculty Personnel Policy Procedures. The executive committee has the authority to make recommendations concerning the curriculum and programs within the disciplinary or other unit.

### Proposed version (bolded added)

#### 53.05 INTERDISCIPLINARY UNIT CHAIRPERSON: RESPONSIBILITIES AND DUTIES

The interdisciplinary unit chair shall have leadership and administrative responsibilities in relation to the faculty and the Executive Committee of the unit. The chair's primary responsibility is to organize faculty discussion of key intellectual and practical issues concerning the unit and the institution as a whole, and to work with the unit faculty to address them effectively. These functions are carried out on behalf of the executive committee and unit faculty and are particularly evident in five major areas.

A. Program/Curriculum Planning.

1. In this area leadership responsibilities include initiating and organizing the unit's curriculum planning and program development processes. These activities are coordinated with the preparation and implementation of the unit's Program Development Plan and Program Assessment Plan.

2. **The chairperson has leadership responsibilities to approve, schedule, and staff courses, subject to negotiation with relevant disciplines and programs. Each course shall be the responsibility of a specific interdisciplinary unit.**

#### 53.08 DISCIPLINARY AND OTHER UNIT EXECUTIVE COMMITTEES: MEMBERSHIP AND FUNCTIONS

B. The disciplinary or other unit executive committee has authority to evaluate a faculty member of that disciplinary or other unit concerning appointment, dismissal and promotion according to Faculty Personnel Policy Procedures. The executive committee has the authority to make recommendations **through the appropriate Dean(s) to the Academic Affairs Council and Provost** concerning the curriculum and programs within the disciplinary or other unit.

Faculty Senate Continuing Business 4(b)  
16 April 2008

MEMORIAL RESOLUTION OF THE UNIVERSITY OF WISCONSIN-GREEN BAY  
ON THE DEATH OF ASSOCIATE PROFESSOR DR ANNE C. KOK

Dr. Anne Carol Kok, Associate Professor and Chair of Social Work Professional Programs, died on February 4, 2008, in a tragic automobile accident. She is survived by her husband Paul of Sturgeon Bay; daughter Kristen and son-in-law Brian of Minneapolis; son Scott, daughter in law Leslie, and grandchildren Mezi and Jordan of New Brighton, MN; her mother Kathleen Hammink of Brooklyn Center, MN and siblings Terry (Minneapolis), Jean (St. Paul), James (Denmark), Bill (Washington, D.C.) and Lori (St. Paul). She was preceded in death by her father, Gerard Hammink.

Dr. Kok was born in Minneapolis, Minnesota on April 9, 1947. Her youth was spent with her parents and siblings who created a family culture of caring, engagement, and dedication to service. Dr. Kok's first job was at her father's bakery shop. This was the first in a long line of jobs she loved. Although, this job was unique because she got to spend time with her family and with tasty baked goods. According to her daughter, Kristen, "this is where it all began."

Dr. Kok earned her Bachelor of Arts degree in sociology from Calvin College in Grand Rapids, Michigan in 1965 and then embarked on a career in which service to others was first and foremost. She was a Peace Corp Volunteer from 1969 to 1971 and served as an English teacher and established a library in Kombolcha, Ethiopia. Later, she was a Self-help Project Relief Coordinator with the Christian Reformed World Relief Committee in Amman, Jordan. In this role, she worked to empower physically disabled Palestinian refugees. Between 1976 and 1977 Dr. Kok was an English language instructor with the Jordan Department of Statistics. During her time in the Middle East, Dr. Kok became devoted to peace in the region, a goal she worked toward throughout her life.

She returned to the United States with her husband and two young children in the late 70s and began work on a Master of Arts degree in Social Work at the University of Chicago, with a concentration in policy, planning, administration and community organizing. After completing her M.A. in 1979, Dr. Kok worked with the Blue Gargoyle Youth Services Center in Chicago as the Campus Community Program Director and later on as the Interim Executive Director. In 1985, she and her husband decided to relocate to Door County, as they wanted their children to grow up in a small-town environment. Dr. Kok was hired as the Executive Director of HELP of Door County in Sturgeon Bay, where she oversaw the implementation of crisis intervention, domestic violence, and runaway services for the community.

While working at HELP, Dr. Kok met Dr. Rolfe White, Professor Emeriti and former Chair of the social work program at UWGB, and thus she began her relationship with the University, which lasted for more than 21 years. Dr. Kok started out volunteering as a student field placement supervisor and eventually became an Ad Hoc lecturer in 1987. She was promoted to Instructor in 1989 and became an Assistant Professor in 1994. From 1997 to 1998, Dr. Kok returned to the role of Lecturer, as she was working on her doctoral degree and was commuting to the University of Wisconsin-Milwaukee. Still, she also found time to work as a Family Living Specialist and Lecturer with UW Extension/Cooperative Extension. She earned a Ph.D. in Urban Studies in 1998. Her dissertation, "Shelter Workers and the Battered Women's Movement" gave attention to domestic violence, an area of study and practice about which she was extremely passionate. In 1998, Dr. Kok returned full time to the social work program as a Lecturer and Interim Chair. In 2000, she was promoted to Assistant Professor. In June of 2001, she was awarded tenure and promoted to Associate Professor and was formally installed as the Chair of the program. According to Rolfe White, Professor Emeriti,

This "home grown" faculty member has made remarkable contributions as the longest sitting chair of

the Social Work Professional Program. The abrupt and tragic ending of Anne's stellar career leaves behind the love and admiration of so many whose lives she has touched. Through all the frustrations and struggles of administering a complex program and the sacrifice of delaying personal goals to do so, Anne's testimony to me has always been about "what is in the best interest of the student."

Dr. Kok was instrumental in working to establish a Collaborative Master of Social Work (MSW) program with the University of Wisconsin-Oshkosh. Shortly after she became interim chair, she set a goal of building an MSW program. Because Wisconsin had only two MSW programs at the time (UW Madison and Milwaukee), the region was desperately in need of an MSW program of its own. Dr. Kok enlisted the support of the community and the university system in her quest to offer graduate social work education in Northeastern Wisconsin. The Collaborative MSW Program was officially accredited by the Council on Social Work Education in 2005, and the program graduated its first class of MSWs in December of 2005. Northeastern Wisconsin has benefitted in countless ways as a result of the program, as our graduates have taken the lead in providing advanced practice services to the most vulnerable members of our region. Most recently, in the Fall of 2007, Dr. Kok was recognized by the University Founders Association and received the Award for Excellence in Collaborative Achievement in honor of her work in developing and maintaining the MSW program with the UW Oshkosh. Dr. Quintin Sullivan, Associate Professor and Chair of the Social Work Program at UW Oshkosh provided a window into Dr. Kok's enthusiasm for collaboration and her joy in working with colleagues, in describing the genesis of the MSW program:

Anne deserves more of the credit for the development of the MSW than anyone else. I found a proposal from the 1960s in our file cabinet that proposed the MSW. Why did it take so long? We all know that it takes a huge amount of teamwork, negotiation, patience, hard work, and money to make a huge venture like this happen. She really put all that together - finally. She was smart enough, determined enough, and cared enough to finish a job that started 40 or more years ago. That is no small achievement. Not only did she do it, she did it with a grace, style, and wit unmatched.

Dr. Kok also provided distinguished service to the University and professional community. She was a member of the Faculty Senate since 1996, a member of the University Leadership Council (since 1999), and the Professional Program Chairs Committee (since 1998). She also served on numerous ad hoc committees throughout the years. She was a member of the National Association of Social Workers, the Council on Social Work Education, the Wisconsin Council on Social Work Education, and the Social Work Baccalaureate Program Directors Association. She was a member of the Academy of Certified Social Workers and licensed as a Wisconsin Certified Independent Social Worker. Dr. Kok was also a member of the Board of Directors of HELP of Door County (since 1997).

Dr. Kok's interest in family violence and child welfare benefitted both students and the community. She actively sought out government funding through the Title IVE Education and Training Program, which provides tuition stipends for students who agree to work for public or Tribal child welfare agencies upon graduation. Currently, most of the child welfare agencies in Northeastern Wisconsin have at least one (some many more) graduates of our program. As a result of Dr. Kok's commitment to providing high quality child welfare education, the children of Northeastern Wisconsin are safer, and their families are stronger. Ursula Bunnell, a graduate of the BSW program and Director of Golden House Client Services, shared that

Anne had a way of guiding students into making sense out of what would of otherwise not be understood. Her understanding of the dynamics of domestic abuse is what has kept me working passionately at Golden House for 13 plus years. Anne would always tell us that you could only help

those that are ready to be helped. She helped me understand the value of giving victims options and resources and knowing that even when victims returned to the abuse that I have indeed planted a seed.

Dr. Kok's scholarly work reflected her abiding interest in shedding light on the plight of oppressed populations and developing strategies that would lead to change through acts of social justice. One of her most influential articles, "Toward a Taxonomy of Batterers" (Moore, Greenfield, Wilson & Kok, 1997), examined domestic violence and was published in *Families in Society*. Her work on food insecurity in Green Bay resulted in multiple publications and presentations, including the article "A Community Food Security Survey and Action Plan" (Kok, Early & Dethlofs, 2000), which was published in the *Journal of Extension*. Her work with the Wisconsin Coalition Against Domestic Violence also resulted in monographs, presentations, and the publication, "Economic Advocacy for Survivors of Domestic Violence" (Kok, 2001) in *Affilia: The Journal of Women and Social Work*. Dr. Kok's list of invited presentations, reports commissioned by federal and state agencies, and activities as Principal Investigator of various federal grant programs is indeed vast. She was well-known within the social work academic and practice communities as someone who added to the knowledge base and advanced the level of discourse. Tammy Snortum, a former student of Anne's (BSW) and now the Child Welfare Training Manager with the Northeastern Wisconsin Child Welfare Training Partnership, shares her memories:

Anne Kok lit the halls of academia with incomparable radiance. Her strength was in her ability to remain a humble scholar, mentor, colleague and friend. Anne radically stepped across barriers with quiet conviction, refusing to be bound by conventional norms and viewing all those around her as life teachers, regardless of their status. She demonstrated unbridled passion and dedication to her students, the social work profession, and touching the world with gentle hands. Although an unsurpassed leader, Anne preferred to travel life's journey side by side – sharing the triumphs, disappointments and laughter as a companion. I have been honored in traveling life's journey with Anne – she was my educator, mentor, colleague and friend. Communities around the world have been touched and changed by her radiance – may we continue to carry the brilliant and beautiful torch that has been passed.

Dr. Kok's commitment to fostering peace, developing understanding and creating educational opportunities in the Middle East never wavered. In the summer of 2007, she went to Amman, Jordan as part of the UWGB International Project Office's "Journey to Jordan" program, which gave high school students the opportunity to learn Arabic and immerse themselves in Jordanian culture. Dr. Kok returned from this trip invigorated, wanting to do as much as she could to help empower those people struggling in the Middle East. To that end, she applied for and was awarded a sabbatical for the Fall of 2008, in which she planned to collaborate with the University of Jordan to develop educational programs that would foster peace and social justice. Dr. Iptesam Al Atiyat, a visiting Jordanian Fulbright Scholar in residence at UWGB during the 2005-2006 academic year, reflected on Dr. Kok's ability to create immediate comfort, as well as her focus on global well-being:

My very first encounter with Anne was during convocation. It was my second day in Green Bay, so far away from my family, home and environment. God only knows how I felt then. And there she was, crossing the crowd finding her way to me with a big smile and open arms. With a hug and three kisses on the cheeks she immediately made me feel like meeting someone from back home. She and I felt connected due to the fact that she had spent some time in Jordan. She would spend hours talking about her experiences, and how much she loved Jordan and Amman. Her warm spirit pushed her to start a program in Jordan too. People here speak highly of her passion, enthusiasm and, on the top of all, her deep respect and appreciation to people from different backgrounds.

To say that Dr. Kok loved teaching and interacting with students would be an understatement. She was truly in her element in front of a classroom and advising students. She instilled in students an appreciation for the need to analyze policies and programs, challenge the status quo, demonstrate professional social work behavior, honor the profession's ethical code, and engage in acts of social change. Becki Heitpas, a UWGB BSW and MSW graduate, gives voice to Dr. Kok's talent and skill as an educator:

What I remember most about Anne as an educator was her passion. Anne stood out as one of the best educators I've ever had, because her tremendous love for the field was contagious...There was never a doubt in my mind how much Anne cared about me as a student, almost willing me with her enthusiasm and overwhelming confidence for me to do well. She is one of the people who inspired me to go on to graduate school, and her passion will clearly live each day in the work that I do with each and every one of my families.

Dr. Anne Kok was an enthusiastic educator, an active and valued member of the community, a leader among social workers at home and abroad, a champion of peace and justice, a loving and beloved family member, a true friend, and a cherished colleague. Her legacy will live on in a myriad of ways. Since her death, we have heard from so many students who were profoundly touched by her teaching abilities, who credit Dr. Kok with getting them energized about exploring their passions as social workers. They are now working to make the world a better place, and thousands have benefitted. We have consistently heard from members of the local and global community who were touched by Dr. Kok's fairness, tolerance, joy for life, and human kindness. Those of us who had the pleasure of working side-by-side with her have vowed to carry on the traditions that she established: devotion to students, commitment to providing high quality social work education, engagement in the community, empowerment of the oppressed, and dedication to social change. She was a remarkably strong woman, and we are lucky to have known her, to have worked with her, to have been cared for by her, and to have cared for her. Her service to the University of Wisconsin-Green Bay and beyond will never be forgotten.

Melinda Gushwa

## **RECOMMENDATION ON THE GRANTING OF DEGREES**

(Implemented as a Faculty Senate Document #89-6, March 21, 1990--action to be taken in advance of each commencement exercise and in the following language--dated as appropriate):

Be it resolved that the Faculty Senate of the University of Wisconsin-Green Bay, on behalf of the Faculty, recommends to the Chancellor and the Vice Chancellor of the University that the students certified by the Registrar of the University as having completed the requirements of their respective programs be granted their degrees at the spring 2008 commencement.

Faculty Senate New Business 5(a)  
16 April 2008

**RESOLUTION IN SUPPORT OF THE 2009-2011 BUDGET INITIATIVE  
“ADVANTAGE WISCONSIN: GROWING THE RESEARCH INFRASTRUCTURE”**

Language for a resolution in support of the 2009-2011 budget initiative for “Advantage Wisconsin: Growing the Research Infrastructure” which increases access to electronic information for students, faculty and staff. Drafted by the LaCrosse campus, presented to the UW-Green Bay University Committee by Leanne Hansen and Kathy Pletcher, March 26, 200.

**RESOLUTION:**

WHEREAS the lifeblood of academic research is authoritative information and UW System libraries are purveyors of that content; and

WHEREAS information is essential in increasing research capacity and productivity across the UW System; and

WHEREAS information sources available “virtually” are essential so that faculty, staff, and students can use them from their computer at work, at school, at home for distance and lifelong learning; and

WHEREAS the information marketplace has exploded in response to growth in new areas of knowledge; and

WHEREAS the recruitment and retention of talented faculty and students, which is influenced by the availability of resources that support their academic success, is paramount for the success and reputation of the UW system; and

WHEREAS UW has not received new funding for the acquisition of library resources since the 1999-2001 biennium;

THEREFORE, BE IT RESOLVED that the UW-Green Bay Faculty Senate supports the request for funding to increase electronic access to information to benefit students, faculty/staff, and all Wisconsin residents.

Faculty Senate New Business 5(c)  
16 April 2008