

## AGENDA

### **UW-GREEN BAY FACULTY SENATE MEETING NO. 1**

Wednesday, September 19, 2007, 3:00 p.m.

Phoenix Room C, University Union

Presiding Officer: Kevin Roeder, Speaker

Parliamentarian: Professor Clifford F. Abbott

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

#### **2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 10, May 9, 2007 [page 2]**

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

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

- a. Election of Senate Deputy Speaker for 2007-08
- b. Code Change on the Committee of Six Full Professors and Personnel Council (2nd reading) [page 5]  
Presented by University Committee Chair Dean VonDras

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

- a. Memorial Resolution for Associate Professor Emerita Alice Goldsby [page 6]  
Presented by Professor Lynn Walter
- b. Requests for future business

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

#### **7. 2006-07 UNIVERSITY COMMITTEE ANNUAL REPORT [page 8]** Presented by Dean Scott Furlong, 2006-07 University Chair

#### **8. UNIVERSITY COMMITTEE REPORT**

Presented by Professor Dean VonDras, Chair

#### **9. ADJOURNMENT**

## MINUTES 2006-2007

### UW-GREEN BAY FACULTY SENATE MEETING NO. 10

Wednesday, May 9, 2007

Phoenix Room A, University Union

Presiding Officer: Christine Style (COA-UC), Speaker

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

PRESENT: Derryl Block (NUR), Peter Breznay (ICS), Francis Carleton (URS), Franklin Chen (NAS alternate), Sally Dresdow (BUA), Scott Furlong (PEA-UC), Sue Hammersmith (Provost, *ex officio*), Clifton Ganyard (HUS), Allison Gates (COA), Clifton Ganyard (HUS), Cheryl Grosso (COA), Tian-you Hu (NAS), Harvey Kaye (SCD), Pao Lor (EDU), Kaoime Malloy (COA), E. Nicole Meyer (HUS alternate), Steven Meyer (NAS), Tim Meyer (ICS), Terence O'Grady (COA-UC), Debra Pearson (HUB), Donna Ritch (HUB-UC), Bruce Shepard (Chancellor, *ex officio*), Kristin Vespia (HUD), Dean Von Dras (HUD-UC)

NOT PRESENT: Mark Kiehn (EDU), Ann Kok (SOCW), Michael Kraft (PEA), Daniel Meinhardt (HUB), Kevin Roeder (SOCW-UC), Meir Russ (BUA), Brian Sutton (HUS)

REPRESENTATIVES: Paula Ganyard (Academic Staff Committee), Michael Seleskie (Student Government)

GUESTS: Associate Provost Tim Sewall, Dean Fritz Erikson, Scott Hildebrand, Bill Laatsch, Illene Noppe

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

**2. Approval of Minutes of UW-Green Bay Faculty Senate Meeting No. 9, April 18, 2006.** The minutes were approved with no objection.

**3. Chancellor's Report.** The Chancellor presented thanks and tokens of gratitude to the Speaker of the Senate, Christine Style, and the Chair of the University Committee, Scott Furlong. The Senate broke into applause. He then spoke on two issues: the progress of the state budget through the legislature and his recent decision to reorganize the Office of Planning and Budget. Behind the scenes work continues on the state budget but more visible progress will probably not be seen until conference committee work tackles the differences between the Senate and Assembly versions – perhaps in late summer or early fall. The redeployment of resources in the Office of Planning and Budget should allow greater use of institutional research, more streamlined budget administration, and the ability to bring in faculty/staff on various administrative projects to develop the institution's pool of administrative experience. The experiment begun several years ago with the Strategic Budgeting Committee has not been as successful as hoped and Tom Maki and Sue Hammersmith will be responsible for rethinking the process of budget development while maintaining the aims of a bottom-up and transparent process. The Chancellor then fielded questions on our administrative thinness relative to the rest of the System campuses and on whether people will be losing jobs in the Budget Office redeployment.

#### **4. New Business**

**a. Code Change for Committee of Six and Personnel Committee.** University Committee Chair Furlong presented a proposed change for the Committee of Six and the Personnel Council. The change essentially reverses a change made about six years ago. The current version of the code has forced so many committee members to recuse themselves that coherence of the committees has been undermined. The proposed change would ask those willing to serve on the university-wide committees to forego participation in reviews at other levels. The following issues were raised in the discussion: university-wide reviews are important but

they are more advisory than budgetary unit reviews; small units will be affected differently by the proposal – there may be less willingness to serve on university-wide committees; promotions to associate professor follow a more predictable time path than promotions to full professor; the constancy of the committee doing the reviews in any one year is important; how much participation (short of voting) in reviews would be possible is open to some interpretation; visitor participation in reviews has been variable in the past; Women's Studies is particularly disadvantaged by the current arrangement; it's not clear how typical the problems experienced this year will be in the future.

b. Election of Speaker of the Senate for 2007-2008. Speaker Style announced that Donna Ritch had been elected chair of the University Committee for 2007-2008 and that the Senate needed to elect a new speaker. Senator Von Dras nominated Kevin Roeder (Senator O'Grady seconded) and the Senate voted unanimously that Professor Roeder become the Speaker of the Senate for 2007-2008.

c. Open Forum on the use of full time lecturers vs tenure track faculty. The Speaker introduced this topic for discussion. The issue is whether the University should have a larger percentage of its instruction done by lecturers than it currently does. Senator O'Grady provided some background that the UC has discussed but not taken a position on the issue and that the discussion was instigated by the possibility of salary savings that might boost faculty salaries. UC Chair Furlong shared a data sheet that confirmed UW-Green Bay as having the highest percentage of instruction done by tenure track faculty in the UW System. About a dozen senators spoke on the issue. They spoke of what was honorable and what was practical. They spoke of quality and degrees of commitment to the institution. They talked of the labor market: of the availability of well educated individuals, of the difficulties of some searches, of exploitation. They recalled the process of granting faculty status to lecturers and the arguments advanced to support such status. They talked of the different purposes of lecturer positions and finding balance points. Michael Seleskie, representing Student Government, offered that students prefer instruction from tenure-track faculty but do not expect it in every class. The senators talked of actions: publicizing the current high percentage, trying to make this a more attractive place to teach (getting to a 3-3 teaching load), lobbying through collective bargaining, running various simulations. Final comments focused on pride and respect for both the faculty and the lecturers.

d. Requests for Future Senate business. Senator Breznay asked for a rule to mandate the UC to react one way or another on requests Senators make for future Senate business in this section of the agenda. He also asked about adding context to student GPAs by providing average GPAs to transcripts. The Chancellor countered that another way to face grade inflation was to make grading practices part of personnel reviews.

## **6. Provost's Report**

Parting with her customary practice of submitting a written report (these are busy times), the Provost gave her report orally to the Senate. She began by congratulating the Senate on its productivity and deliberations over the past year. She then listed some of the major accomplishments: the BAS degree; the 5-year bachelors/masters program in Environmental Science and Policy; the full accreditation of the Masters of Social Work; expanded language offerings in Arabic and Italian; the summer program in ESL; revisions to the Humanities requirement in general education; work on a new calendar (an implementation team is working on this); space and facilities modifications (Student Services, Cofrin Library, Rose and Wood Halls); preparations for the Growth Agenda; and the search for a new Dean of Liberal Arts and Sciences.

## **7. University Committee Report**

UC Chair Furlong noted two items: the work nearing closure on a regularized process for evaluating administrators, an issue that may well come to the Senate in the fall; and work on possibly redefining the relationship between the Senate and two councils, the Academic Affairs Council and the General Education Council. On the latter issue code changes have been drafted and the UC will soon enter into discussions with the two councils with the issue probably coming to the Senate in the fall. Senator Grosso asked about the last administrator evaluation. The UC Chair offered that he thought it went positively and Senator O'Grady, a

member of the sub-committee working on the evaluation process, elaborated that they were still looking for a way to get feedback to the people who provide input without undermining the needed confidentiality of the process.

## **8. Adjournment**

Speaker Style adjourned the meeting at 4:40 p.m.

Respectfully submitted,

Clifford Abbott, Secretary of the Faculty and Academic Staff

## PROPOSED CODE CHANGES ON COMMITTEE RECUSALS

[Strikethrough language to be deleted and boldface language to be added]

### Committee of Six Full Professors

**UWGB Faculty Senate Revised 16 March 1988; Revised 9 May 2001 (2)**

1. The Committee consists of six tenured full professors elected by the Faculty, no more than two of whom shall be from a single domain voting district: i.e., one from each voting district and two at-large. Members serve three years and two new members are elected annually. A faculty member shall not serve on the Committee of Six and the Personnel Council or Committee on Rights and Responsibilities at the same time.
2. ~~A member of the Committee of Six shall not take part in the deliberations or voting of the Committee in the review of a candidate if the Committee member is also a member of any other unit, program, or committee which is responsible for reviewing the candidate. When the operation of this rule reduces the active membership of the Committee below five, the University Committee will designate alternative members to fill all vacancies caused by recusal.~~ **While serving on the Committee of Six, a member shall not take part in the deliberations or voting on a candidate for promotion in any review body other than the Committee of Six.**
3. The committee will review and advise the appropriate Dean(s) for promotion to the rank of full professor [Chapter 3.08 (4) (c) (d)].

### 54.03 B. Personnel Council

1. The appropriate Dean(s) shall seek the advice of the Personnel Council whenever a candidate for appointment or promotion is to receive tenure.
2. The Council shall develop written criteria to be used in providing its advice.
3. ~~A member of the Personnel Council shall not take part in the deliberations or voting of the Council in the review of a candidate if the Council member is also a member of any other unit, program, or committee which is responsible for reviewing the candidate. When the operation of this rule reduces the active membership of the Council, the University Committee will designate alternative members to fill all vacancies caused by recusal.~~ **While serving on the Personnel Council, a member shall not take part in the deliberations or voting on a candidate for promotion in any review body other than the Personnel Council.**
4. On its own initiative, or upon the request of the University Committee, the Personnel Council may advise the Faculty Senate about issues of personnel policy and implementation that fall within the jurisdiction of the Faculty.

**MEMORIAL RESOLUTION  
OF THE UNIVERSITY OF WISCONSIN-GREEN BAY  
ON THE DEATH OF ASSOCIATE PROFESSOR EMERITA ALICE GOLDSBY**

Dr. Alice Ingham Goldsby, Associate Professor Emerita of Natural and Applied Sciences (Microbiology), died on June 19, 2007, after a brief illness. She is survived by cousins, Evelyn Henderson and Lea Rawlinson of Georgia and Major George W. Cherry of Virginia.

Alice was born in Charlestown, West Virginia, on December 4, 1919. Her childhood and youth were spent following her father's career moves from one southern state to another, in the process acquiring a southern accent and a taste for mint juleps that she never lost, even after nearly 60 years of living in the North Country.

She earned her baccalaureate degree in biology and English from Lynchburg College in Virginia in 1942 and then worked for two years at Virginia Polytechnic Institute in Blacksburg, Virginia, as a research assistant in bacteriology and parasitology. Although discouraged from pursuing a degree in chemistry by a faculty member who thought the field to be inappropriate for a woman, she persisted in her goal of becoming a professional scientist. In 1944 she accepted a position as a parasitologist and veterinary assistant at North Dakota State University in Fargo. Her job there took her all over the state working with farmers and veterinarians, experiences that were the subject of many of Alice's tales of driving in North Dakota weather and vaccinating sheep. This was a formative experience because she loved her work and decided to pursue graduate science training, taking a sabbatical leave to complete a master's degree in zoology from Utah State University in 1952. In 1953 she moved to Madison, Wisconsin, where she worked briefly for American Scientific Laboratories before beginning her doctoral studies at the University of Wisconsin-Madison in veterinary sciences and pathology. Her doctoral dissertation, which she completed in 1962, was on *Chemical and Bionomical Factors Influencing Swine Nematode Populations*. Those who knew UW-Madison appreciated the story Alice told of how her doctoral research, which necessitated toting pig entrails from Oscar Mayer to the lab, got her a coveted on-campus parking space. In 1958, while continuing to write her dissertation, she became the head of the parasitology department of Jensen-Salsbery Laboratories in Kansas City, Missouri. And in 1963, she accepted a research scientist position at Loyola University in Chicago.

The time from the beginning of her work at North Dakota State University through her doctoral studies and position at Loyola University was a very productive period of research resulting in 49 published research papers in such journals as the *Journal of Parasitology*, *Veterinary Medicine*, the *Canadian Journal of Comparative Medicine and Veterinary Science*, *Cornell Veterinarian*, and *North American Veterinarian*.

In 1964, when Dr. Goldsby decided to focus her talent on the next generation of scientists, she accepted a faculty position at the University Center-Green Bay Campus, where she received tenure and promotion to Associate Professor in 1966. When the new four-year University of Wisconsin-Green Bay campus opened in 1968, she became a member of its founding faculty. After 26 years of service, she retired as Associate Professor Emerita in May of 1990.

At the University of Wisconsin-Green Bay, where she taught microbiology and other sciences courses, Dr. Goldsby was known for her devotion to undergraduate and graduate students who, like her, had a passion for science. As then Dean Donald Larmouth noted in his support of her emeritus status, "Dr. Goldsby has shown a singular devotion to her students which has taken many forms, perhaps most significantly in the large

number of independent studies and graduate thesis projects with which she has been involved...she has been responsible for sparking an interest in microbiology and related studies for many of our students in the life sciences. While some would make laboratory science esoteric and distant, she has made it accessible and exciting..." Many students remember her with great affection and appreciation for the encouragement she gave them to pursue their own careers in the sciences. The fact that her students have gone on to enjoy distinguished careers in science, medicine, and education is a tribute to her talent and dedication and to her insistence upon the highest standards of science education.

Former students June Dobberpuhl and Dr. Melanie R. Maas are representative of the many who valued Dr. Goldsby's generosity with her time, talent, and resources. June appreciated the times they got together to talk about science, the environment, and life in general--in Madison in Alice's last years and earlier in Green Bay, where Alice always offered her a place to stay whenever work brought her back to town. Melanie, who graduated from UWGB with a B.S. in Ecosystems Analysis with a concentration in Biology in 1972, remembers that: "As a freshman at UW-Green Bay Center I indicated an interest in microbiology as a career choice and after that point Dr. Goldsby took a special interest in the growth and development of all aspects of my career. Personally, the most influential aspects of her mentorship were the excursions to professional meetings. Dr. Goldsby would load several students into her car, and we would take off for far-flung meetings across the country. During these trips I observed areas of the country I had never seen before and learned about their ecology from Dr. Goldsby's vast store of knowledge. One was a trip to Philadelphia for the meeting of AAAS (American Association for the Advancement of Science), which was always held between Christmas and New Year's Day. Alice took two students to this meeting; and along the way we spent Christmas at an old friend of hers in Lynchburg, Virginia (the home of Dr. Goldsby's alma mater) and had an old fashioned Virginia Christmas dinner complete with a Virginia baked ham. During this trip Alice gave us two students the use of her car so we could explore the Blue Ridge Mountains. We also stopped at Colonial Williamsburg and received a history lesson from Alice. At the meeting I had the opportunity to meet Dr. Paul Ehrlich (The Population Bomb) and Dr. Margaret Mead. Seeing all those famous scientists and listening to them debate scientific issues had a huge impact on my academic goals. This was my first professional meeting and after attending it, I decided that obtaining a Ph.D. in microbiology was my ultimate goal. This goal was fulfilled in 1979 when I received my Ph.D. in Biology/Ecology from Utah State University. Due greatly to the mentoring and support of Dr. Alice I. Goldsby throughout my career, I continue to have a successful and rewarding career in microbiology."

Dr. Goldsby was supportive of all interested students, especially returning adult students, women, and minority students, who she thought needed some extra encouragement to study science. In part because of her own experience as one of a very few women in the sciences and in part in response to the requests by women students, she developed a course on women in the sciences and devoted energy and time to the women and science projects of the UW-System. She often said that she liked working with the "sixties" students because they raised new questions about who should do science and what kind of science should be done. Particularly important to her were the questions about the environment that came up at that time. The new field of environmental science would become the focus of her own teaching, research, and service for the rest of her life. It even shaped the way she looked at her own death. In a 2003 statement, Alice requested that her body be cremated so that it might quickly be "...recycled many times, adding to diversity, and hopefully the world will be greener, adequately wet and filled with people who are bent upon betterment of all living things rather than dominating and belittling the poor and weak of the world."

Her lifelong attention to the environment, animals, and veterinary medicine was reflected in her life outside the laboratory and the classroom. She was known as a person who would adopt stray animals, nurse them back to health, and give them a good home. Strays--four-legged and two-legged--who found their way to Alice's house were fortunate indeed.

Lynn Walter

## **University Committee** **2006-07 Annual Report**

The University Committee (UC) members, Scott Furlong (chair), Terry O'Grady, Donna Ritch, Kevin Roeder, Chris Style, and Dean Von Dras met weekly. Paula Ganyard was the Academic Staff Committee representative. During most meetings, Provost Hammersmith met with the committee in an information exchange. Professor Cliff Abbott, in his position as Secretary of the Faculty and Academic Staff, regularly met with the committee. During the year, various guests attended to discuss specific issues including representatives from the General Education Council (GEC) and the Academic Affairs Council (AAC).

The UC spent the year discussing a number of issues related to UW-System initiative dealing with personnel concerns (e.g., UWS Chapter 7, Criminal Background Checks) and also had a number of discussions regarding faculty governance and responsibility for the curriculum particularly as it relates to the role of the GEC and AAC. As always, there were a number of code changes suggested and adopted. The other major issue areas were curricular as the University Committee discussed and brought forward a new Bachelors of Applied Studies degree program, the First Nations Studies major, the Global Studies minor, and changes to general education requirements.

The issues below of the activities of the Senate and the University Committee are categorized by categories and topics.

### **Senate Passed:**

#### Curricular Issues:

- Curriculum Handbook
- An interdisciplinary minor in Global Studies
- Changes in the General Education Humanities requirement
- First Nations Studies Major
- Bachelor of Applied Studies degree

#### Resolutions:

- Faculty Resolution on UWS Chapter 7
- Faculty Resolution in support of Domestic Partner benefits
- Faculty Resolution on Wisconsin Technical College System transfers and including faculty governance in the review of such programs
- Faculty Resolutions for the Granting of Degrees (December and May graduates)
- Memorial Resolution for Werner Prange

#### Code Changes:

- Elimination of the Student Affairs Committee
- Code change to stagger the terms for the Committee on Awards and Recognition
- Code change in regards to the ex officio member of the General Education Council being from the Provost office and not the Dean of LAS.
- Minor change to the Search and Screen Procedures for Administrative Appointments

#### Other:

- Background checks for new faculty/staff
- A new UW-Green Bay Mission Statement
- In closed session to discuss the awarding of honorary degree
- Approved slate of nominees for faculty elective committees

#### **Presented to Senate, action to be taken in 2007-2008**

- Additional policy issues regarding sick leave reporting and colleague coverage.
- Revising code so that the AAC and GEC become committees of the Faculty Senate
- New administrator evaluation process
- Change in code regarding recusals from the Personnel Council and the Committee of Six

#### **Senate Discussion Items – action not required**

- Completed faculty administrator evaluations and met with the administrators to discuss results
- Student Government Textbook Resolution
- Comprehensive Academic Program Review
- Movement to a fourteen week academic calendar
- Addressed the LAB audit on sick leave reporting and suggested changes provided by UW System on sick leave reporting and collegial coverage.
- Faculty forum on the percent of lecturers used on campus and the issues related to this
- General Education domain committees

#### **University Committee Discussion and Actions**

##### Committee and Personnel Issues

- Provided names for the LAS Dean Search and Screen Committee
- Provided faculty names to the Assistant Chancellor for Advancement for an internal capital campaign committee
- Provided names based on recommendations from the Committee on Nominations for the Community Building Task Force.
- Replacement names were provided to the Personnel Council and the Committee of Six
- Provided nominations for the Committee on Rights and Responsibilities and the Senate Appointed committees
- Most UC members participated in the LAS Dean interview process
- Asked the deans to ensure that all units had written merit/tenure guidelines and that these be provided to the deans and SOFAS
- Discussed and provided recommendations on the creation of a centralized personnel file
- Discussions on the revising code so that the AAC and GEC become committees of the Faculty Senate

##### Salary, Workload, Campus Climate Issues

- Had numerous discussions with the Provost and others regarding the issue of faculty salaries and the process in which pay adjustments occur.
- Provided a recommendation to the Chancellor regarding the distribution of the Chancellor's 10% discretionary portion of the pay plan.
- Discussed the issue of faculty teaching loads at UW-Green Bay and other UW campuses.

- Discussed the issue of the privileges of Emeriti Faculty and began to develop information regarding the potential resources available and how emeriti may access these resources
- Discussed the legislative bill that would provide UW faculty the right to vote for collective bargaining

#### Governance and Curricular Issues

- Discussed the number of credits in residence requirement in order to be eligible for degree honors (brought forth by an academic program) and agreed with the current requirements and replied to the academic program on this issue.
- At the request of a Senate member, the UC discussed the issue of conducting roll call votes. After consultation with SOFAS, it was determined that any governance group can call for a roll call vote with a simple majority vote.

#### Campus Wide Issues

- Discussed the university's NSSE results and issues of Student Engagement.
- Discussed and commented on campus budget issues and implications including the costs of the Weidner Center
- Discussed CIT issues with Associate Provost of Information Services Kathy Pletcher. The UC thought it would be a good idea for CIT to put all classes onto faculty electronic calendars.

I would like to thank the UC members for the mostly enjoyable meetings that we had throughout the year. Their commitment to issues of concern to the University is significant. While we did not always agree with one another, there was mutual respect around the table and a desire to do the right thing for the campus. I would also like to thank Cliff Abbott for a seamless transition into his role as SOFAS as well as Pat Przybelski in the SOFAS office. Their support was extremely important for us as a committee. Finally, thanks goes to the Faculty Senate and the faculty who continue to keep us informed on issues that arise.

Respectfully submitted by Scott R. Furlong, Chair