

## AGENDA

### **UW-GREEN BAY FACULTY SENATE MEETING NO. 7**

Wednesday, April 7, 2021

3:00 p.m.

Presiding Officer: Mark Klemp, Speaker

Parliamentarian: Steve Meyer

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

#### **2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 6**

**February 24, 2021** [page 2]

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

#### **4. OLD BUSINESS**

- a. Proposed Changes to the Faculty Handbook: 52.02 and 52.07 (second reading) [page 10]  
Presented by Steve Meyer, SOFAS
- b. Proposed Changes to the Faculty Handbook: Committee Vacancies (second reading) [page 11]  
Presented by Steve Meyer, SOFAS
- c. UW-Green Bay Institutional Guidance for Lecturers and Teaching Professors (second reading) [page 12]  
Presented by Jon Shelton

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

- a. Water Science Form K (first reading) [page 17]  
Presented by John Katers, Dean of CSET
- b. Economics Reorganization Form K (first reading) [page 24]  
Presented by Matt Dornbush, Dean of the AECSOB
- c. Comprehensive Program Review [page 40]  
Presented by Chuck Rybak, Dean of CAHSS, and John Katers, Dean of CSET
- d. Request for Future Business

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

#### **7. OTHER REPORTS**

- a. Academic Affairs Council Report [page 41]
- b. Graduate Academic Affairs Council Report [page 45]
- c. University Committee Report – Presented by UC Chair Julie Wondergem
- d. Faculty Rep Report – Presented by Jon Shelton
- e. Academic Staff Report – Presented by Sherri Arendt [page 46]
- f. University Staff Report – Presented by Sue Machuca [page 47]
- g. Student Government Report – Presented by Guillermo Gomez

#### **8. ADJOURNMENT**

[draft]

**MINUTES 2020-2021**  
**UW-GREEN BAY FACULTY SENATE MEETING NO. 6**  
Wednesday, February 24, 2021

Presiding Officer: Mark Klemp, Speaker of the Senate

Parliamentarian: Steve Meyer, Secretary of the Faculty and Staff

PRESENT: Mike Alexander (Chancellor, *ex-officio*), Gaurav Bansal (BUA), Devin Bickner (RSE-at-large-UC), Kate Burns (Interim Provost, *ex-officio*), Thomas Campbell (TND), Gary Christens (A&F), David Coury (ALTERNATE-HUS), Greg Davis (RSE), William Gear (HUB), Joan Groessl (SOCW-UC), Richard Hein (Manitowoc), Amy Kabrhel (NAS), Mark Karau (HUS), Mark Kiehn (EDUC), Mark Klemp (Marinette-UC), Tetyana Malysheva (RSE), Ann Mattis (HUS), Eric Morgan (DJS), Paul Mueller (HUB), Dianne Murphy (M&M), Rebecca Nesvet (HUS), Matthew Raunio (Sheboygan), Stephanie Rhee (SOCW), William Sallak (MUSIC), Jolanda Sallmann (SOCW), Jon Shelton (DJS-UC), Courtney Sherman (MUSIC), Heidi Sherman (HUS-UC), Karen Stahlheber (NAS), Patricia Terry (RSE), Katie Turkiewicz (CIS), Christine Vandenhouten (NURS), Kris Vespia (PSYCH), Dean VonDras (PYSCH), Lora Warner (ALTERNATE-PEA), Sam Watson (AND), Aaron Weinschenk (SS-UC), Brian Welsch (NAS), and Julie Wondergem (NAS-UC)

NOT PRESENT: Kristy Deetz (AND) and Tom Nesslein (PEA)

REPRESENTATIVES: Sherri Arendt (ASC), Susan Machuca (USC), and Guillermo Gomez (SGA)

GUESTS: Rochelle Amundson (Associate Lecturer), Scott Ashmann (Assoc. Dean, CHESW), Paul Belanger (Lecturer), Tara DaPra (Lecturer), Pieter deHart (Assoc. VC for Grad Studies), Matt Dornbush (Dean, AEC SOB), Tonya Estebo (Senior Lecturer), Shauna Froelich (Lecturer), Clif Ganyard (Assoc. Provost), Paula Ganyard (Asst. VC for IT & Director of Libraries), Susan Grant Robinson (Cabinet Liaison, Internal Affairs), Sara Greenwood (Lecturer and MSW Field Coordinator), Diane Grubisha (Student Record Specialist), Ashley Heath (Administrative Specialist), Kevin Jacklin, Ben Joniaux (Chief of Staff), John Katers (Dean, CSET), Holly Keener (Provost Asst.), Jennie Lambrecht (Lecturer), Katherine Lesperance (Assoc. Director, Student Life), Kassandra Linzmeier (Manger of Events & Annual Giving), Vince Lowery (Director of Student Success), Ryan Martin, Assoc. Dean, CAHSS), Melissa Nash (Director, Human Resources), Amanda Nelson (Assoc. Dean, CSET), Megan Olson Hunt (Assoc. Prof., RSE), Mary Kate Ontaneda (SOFAS Asst.), Erin Price (Assoc. Lecturer), Chuck Rybak (Dean, CAHSS), Jen Schanen-Materi (Senior Lecturer & BSW Field Coordinator), Kelli Strickland (Executive & Artistic Director, Weidner Center), Sheryl Van Gruensven (Vice Chancellor for Business and Finance), Sara Wagner (Lecturer), Sherry Warren (Asst. Prof., SOCW), Lauri Welhouse (Advisor), Amanda Wildenberg (Dean Asst., CAHSS), William Yazbec (Lecturer), and Mike Zorn (Assoc. Dean, CSET)

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

With what is likely to go down in history as the senate meeting with record high attendance (with visitors outnumbering senators 38 to 37), proceedings started at 3:03 p.m.

## **2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 4, December 9, 2020**

Despite no one having a clear recollection of the last senate meeting – it had been 11 weeks since we last met in December – the minutes passed anyway.

## **3. CHANCELLOR’S REPORT**

The Chancellor opened his report with good news on the budget. President Thompson submitted an optimistic, aggressive biennial budget request of \$100M on behalf of the UW System. Governor Evers then doubled Thompson’s budget request to the legislature, asking for \$200M. Ever the realist, Chancellor Alexander cautioned everyone to not get overly excited by this budget request as it is only one step in the budgetary process. The budget now goes to the “Scrooge” legislature, which has said the budget process will now start over. The budget request is made of two parts. First are general funds, totaling \$130M, which are flexible funds System can distribute to all campuses. Second are funds earmarked for various projects identified by President Thompson including “Bucky’s Tuition Promise” to all UW institutions (free tuition to all students who come from families earning less than \$60K/year). This project is right in line with our mission.

News on the Capital Budget is also positive. For the first time in 20 years, UWGB has been approved for a major capital project, the Cofrin Research Center. The Chancellor extended kudos to Sheryl Van Gruensven and Ben Joniaux for their efforts to get the project to this point. Similar to the Operational Budget, the good news on this Capital Budget request is just a first step (so don’t bet your house on this one just yet). But we did make it into System’s budget and now we’ve made it into Governor Ever’s budget. Fingers crossed it makes it to the legislature. There are two other Capital Budget projects on the list for consideration – Studio Arts Lab Space and Nursing Lab Space (these are separate projects; although we pride ourselves on interdisciplinarity, we will not require Art majors to double major in Nursing, and vice-versa).

UWGB’s internal budget remains stable, we are in a good position for a regional comprehensive. The Chancellor is excited about the Strategic Priorities Initiative. There was an “amazing” number of proposals submitted for the \$1.5M available and as many as can be will be funded. The proposals are working their way through the Strategic Budget Committee (SBC). In a week or two the SBC will make their recommendation to Cabinet regarding which proposals should be funded. Results should be released to campus either right before or after spring break. As an offshoot of the Strategic Priorities Initiative a new email address has been established, [ingenuity@uwgb.edu](mailto:ingenuity@uwgb.edu), for faculty and staff to submit their ideas to be heard (or, at least, read).

The next CARES Act has just been announced. We are still waiting on details from the Biden Administration regarding how that money can be spent. It is believed that there will be a lot of flexibility in how those funds can be used. We will try to use the money in the most strategic way possible. We will minimize the amount spent on recovering losses due to the pandemic and try to use it to invest in our future as best we can.

Regarding the Additional Locations, we need to continually shift our mind set toward the thought of “one university, four campuses.” Every student who attends one of those campuses is a UW-Green Bay student. Every faculty/staff member working at one of those campuses is a

UW-Green Bay faculty/staff member. Each location is growing and is starting to thrive. To that end, it is important that we continue to make inroads with our Technical College partners. Our goal is to be as close to our Technical College colleagues as we can be in order to partner with them. We need to have a wholistic view of “the ecosystem of higher education” and understand that every Technical College student is potentially a future student at UW-Green Bay.

Shifting his attention to vaccines, the Chancellor stated he was proud that UW-Green Bay was one of the first large scale vaccination sites in the state. That was followed up with vaccination sites on the Marinette and Sheboygan campuses. There continues to be some communication issues, even though we are a vaccination site, Prevea controls who gets vaccinated and when.

#### **4. OLD BUSINESS**

##### a. No Old Business

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

##### a. Slate of Candidates for the Faculty Elective Committees

Committee on Committees and Nominations Chair Courtney Sherman presented the slate of candidates on this year’s Faculty Elective Committee Ballot. The CCN was able to populate nearly the entire elective ballot with faculty who identified respective committees of interest on their committee preference survey. Prof. Sherman reminded everyone that if they do not see their name on the elective ballot, fear not! After the election process is completed, the CCN will reconvene in late March or early April for round two of populating shared governance (appointive) committees. SOFAS Meyer next reminded everyone that although the CCN has completed the elective ballot, additional names can still be placed on the ballot by a petition of three voting faculty members. These nominations must have the consent of the nominee and must be received by the SOFAS Office no later than 7 March 2021. **With that, Senator Karau moved acceptance of the slate of candidates (Senator Malysheva seconded). The motion passed 36-0-1.** Ballots will be sent out Monday, 8 March 2021, and faculty will have until 5:00 p.m. Friday, 12 March 2021, to return their completed ballots.

##### b. Proposed Changes to the Faculty Handbook: 52.02 and 52.07

These proposed changes to the Faculty Handbook relate directly to our colleagues at the Additional Locations and their representation on Faculty Senate and on the University Committee. On 21 February 2018, Faculty Senate has passed a resolution to give each Additional Location a Faculty Senator to represent their respective campus for one year. That resolution was subsequently renewed on 12 December 2018, adding two additional years to the senate terms of those faculty representing the Additional Locations. Those positions created by a specific resolution expire at the end of this academic year. If we choose to continue to give each Additional Location representation on Faculty Senate, we have two options, pass another resolution to extend their representation or change Faculty Handbook code 52.02 to make this representation permanent.

The proposed change to the Faculty Handbook, section 52.07, would create a seventh seat on the University Committee to be occupied by one of the three elected Additional Location senators.

Comments regarding the proposed changes covered the spectrum. On one end of the spectrum there was a question of whether one senator per Additional Location was adequate. Given that the faculty population at each Location is about 15 individuals, that would translate to two senators per campus. On the other end of the spectrum was the notion that teaching online these past three semesters has blurred any difference based on the physical locations where faculty are housed. It was further pointed out that we are Humanities faculty, Chemistry faculty, Art faculty, etc., we are not Additional Location faculty and Main Campus faculty. Add to that thought the Chancellor's earlier statement that we are "One University, Four Campuses." Perpetuating these distinctions would create a two-tiered system among faculty (Main Campus faculty member vs. Additional Location faculty member). Do we want to perpetuate the sense that the Additional Locations are different and they need extra representation because they are not part of the Main Campus? Or do we want to say that everybody is a faculty member, everybody has a vested interest in what we're doing at UW-Green Bay which just happens to have four different campuses.

Discussion at Manitowoc's collegium brought up the following points: rather than making the campuses separate, having representation brings the campuses together; requiring a representative from each of the Locations requires the campus to stay engaged in the governance process; contextualizing discussion to the needs of the Additional Location faculty and staff is very important; on some issues there is a location-specific perspective that would not be represented if an Additional Location faculty member is a senator representing their academic unit (as opposed to representing their Additional Location); having representatives from every Location sitting at the same table reinforces the idea that we are "One University, Four Campuses"; occasionally the Additional Locations need to offer a complete curriculum that transcends budgetary units to serve their students – that perspective sometimes gets lost; student bodies are slightly different at each location, having separate representation allows the Additional Locations to bring that perspective in as well. It is not a separate representation, but a representation that addresses unique perspectives and strengthen the "One University" system.

Some faculty expressed a preference for a three-year extension of the current policy/resolution as opposed to a change in code. Also voiced was a concern regarding meeting modality post-COVID. Current conditions have forced us into the Teams online modality where everybody has "a seat at the table." Once COVID has released its tyrannical grip on every aspect of life, going back to in-person meeting would disadvantage senators from the Additional Locations who could not travel to the main campus for Faculty Senate meetings.

c. Proposed Changes to the Faculty Handbook: Committee Vacancies

There are a couple of places in the Faculty Handbook that address vacancies on committees: 54.02(J) specifically addresses vacancies on the Councils (AAC, GAAC, GEC, PC); "Types of Committees (1. Faculty Elective Committees)" addresses Faculty Elective Committees in general. Both sections of code state that when a vacancy occurs, that vacancy is filled by the person with the next highest number of votes. However, 54.02(J) continues by stating "If there are no available candidates, or the next person down has received, in the opinion of the University Committee, too few votes, there will be an election for the vacant position." The proposed change to this code is to remove the phrase "...or the next person down has received, in the opinion of the University Committee, too few votes...". These are elected positions and the

people on the ballot are nominated by the Committee on Committees and Nominations; we need to trust that our colleagues are giving due diligence in the creation of these ballots.

Under “Types of Committees (1. Faculty Elective Committees)” it states “Elected committee vacancies are filled for the remainder of the academic year in which the vacancy occurs by the candidate who has the next highest number of votes.” The proposed change to this code is to replace “...academic year in which the vacancy occurs...” with “...term...”. Committees need continuity among its membership, therefore, when a vacancy occurs the vacant seat ought to be filled for the rest of the term by the candidate who received the next highest number of votes.

d. Draft UW-Green Bay Institutional Guidance for Lecturers and Teaching Professors

This is a policy on which the University Committee has been working for over a year. Its origin stems back to several years of discussions within the Faculty/Staff Union. From a survey of lecturers asking about their perceived working conditions, it was learned that lecturers have an overwhelming feeling of being disengaged from campus, they feel they are often overlooked, they sense they are “second-class citizens,” and there is great concern over the contingent nature of their workload. After one-on-one conversations with lecturers who completed the survey, it was decided to bring this forward and make it a shared governance issue. Kudos were extended to then-Provost Mike Alexander who wanted to make the work-lives of lecturers who work under fixed, non-renewable contracts better and more sustainable.

The Title and Total Compensation (TTC) study eventually put forth the idea of having a set of titles for lecturers: Assistant Teaching Professors, Associate Teaching Professors, and Full Teaching Professors. These are not designed to be up-or-out positions; that is, an Assistant Teaching Professor does not have to be promoted to Associate Teaching Professor after “x” number of years. This set of new titles for lecturers was integrated into the Lecturer Policy developed by the University Committee. The policy is attempting to solve two problems. First, it seeks more sustainable working conditions for people currently in the category of “lecturer” by finding ways to motivate administrators to invest in FTEs instead of fixed, non-renewable contracts. Some lecturers have found themselves on fixed, non-renewable contracts for years with no chance for a pay increase, a lack of integration into the academic unit, and no access to professional development funds. The policy suggests that if a lecturer has been in one of these contracts for two years or more they can request that their respective Dean look into a more permanent commitment by creating an FTE for that position, either in the form of a tenure-track position or a teaching professor position. Second, the policy actually codifies the Teaching Professor positions. Anybody with these titles not only has an FTE, but they also will have opportunities for advancement/promotion and pay increases.

e. Defining Student Success at UWGB

Director of Student Success Vince Lowery discussed the definition of “student success,” the process by which that definition was developed, and the first steps toward the socialization of that definition.

The definition of student success came out of the Student Success Council (SSC), a group of 25 members made up of faculty, staff, and administration across the four UW-Green Bay campuses and was approved by the Provost in December 2020. That definition is “UWGB promises every

student the opportunity to engage in learning experiences that help them cultivate their sense of belonging, discover their purpose, and develop the skills and perspectives to earn a degree or credential and positively impact their communities.”

The SSC has identified the following goals for further development: market and develop a culture of student success; work toward a full First Year Experience; examine DFW rates and consider actions for improving retention; collaborate with the HIPs Coordinator and working group to improve student success; develop a set of Sophomore Experiences; and expand and improve Navigate usage.

f. HLC Accreditation Update

Associate Provost Clif Ganyard provided a document (incorporated into the agenda) outlining what accreditation is, why accreditation is done, what the process of accreditation includes, when the accreditation visit will occur, and where we are in the accreditation process. Associate Provost Ganyard then answered the question that was everybody’s lips (especially those of us who have a hard time remembering where we even put our car keys), “Didn’t we just do one of these things?” Yes, we did, in October 2017. But, as a result of the UW Colleges and Extension restructuring project, when HLC approved the addition of the other campuses they said they needed to come back in a few years to see how we’re doing. So, now we will have a full comprehensive evaluation in October 2021. We are in the process of preparing a number of documents that need to be submitted, those should be ready in June or July. In August, a student opinion survey will be conducted and a syllabus review will take place.

The actual campus site visit will take place in October and will likely be 1.5 to 2 days. The site visit team will want to meet with various groups – the people who worked on the various documents, Cabinet members, Administrative Council members, shared governance groups, and groups of faculty, staff, and students. Because the restructuring of the Colleges/Extension was the trigger for this visit, they will likely want to visit with the faculty and staff at the Additional Locations (how the process has gone, any problems or issues that have come up, how the problems have been handled, etc.).

Associate Provost Ganyard is making the rounds, talking to senate, University Committee, Academic and University Staff, student government, etc. The website is continuously being updated so the documents are available to everyone. Campus-wide communication is being planned for September, before the site visit.

g. Request for future business

Everyone’s a’wearing the green.

What else might we add to this scene?

Potatoes, corned beef,

Shamrocks as motif,

And Guinness completes the cuisine.

(there was no new business brought forward by the senators this month)

## 7. PROVOST'S REPORT

Interim Provost Kate Burns began her report by updating senate on spring enrollment. College Credit in High School (CCIHS) numbers are still rolling in, so our spring enrollment numbers will be comparable to, if not slightly ahead of, spring 2020 numbers. Fall enrollment numbers are showing promising signs of growth. Graduate studies admissions are up 5% compared to last year. On the undergraduate side, admissions are up 94% compared to our admitted students at this time last year. While this is impressive, keep in mind that this year students can apply with the “e-app,” so they can apply to multiple UW System schools with the one application. The big question that remains to be answered is “What will be our yield from these admissions?” Enrollment Services has created a portal for students to indicate their commitment to UWGB; this is in addition to other indicators such as Orientation sign-up, signing a housing contract, etc. Approximately one-quarter of a typical incoming freshman class has committed to UWGB.

A “thank-you” was extended to chairs for completing their respective Comprehensive Program Reviews (CPR). The CPR Committee is reading through the reviews in two-person teams to identify common themes and suggest some recommendations. A document is currently being developed and will be shared later this spring.

Revisiting the student survey initiated by SGA at the end of the Fall semester, it was clear that students were not really sure who they should approach if they had a question, concern, or complaint about a course or instructor. As a result, the Provost's Office has been in contact with the Dean of Students Office to better communicate that process as well as creating a flow chart to be able to make those steps clearer. In addition, future plans include the creation of a Student Advisory Board. This group of students would be advisory to Academic Affairs (Provost Burns) and Student Affairs (Vice Chancellor King). The first meeting with students is Friday, 26 February 2021. Following up on the original survey, students had a recent meeting with Jen Jones; a summary of their thoughts includes:

- Students were excited to be part of a student panel at the Instructional Development Institute as it afforded them an opportunity to talk directly with faculty
- Students are open to future conversations with faculty, whether it be at the College level or program level, so that a better understanding of perspectives could be shared
- Based on their experiences this past Fall, group projects are problematic especially in a virtual modality course, students are looking for more structure from faculty on these projects and more accountability
- When students asked questions or sent emails, they felt talked down to; so they stopped asking questions and sending emails
- Students would like to see the opportunity for more in-semester feedback, as well as end-of-semester critiques

## 8. OTHER REPORTS

a. Academic Affairs Report. Found on page 22 of the agenda.

b. Graduate Academic Affairs Report. Found on page 34 of the agenda.

c. University Committee Report. Chair Julie Wondergem informed senate that the UC has been spending a great deal of time on the Lecturer Policy which had its first reading today. The UC's

attention might now turn to administrator evaluations. The UC has also been tasked with identifying six faculty members (one from each College and two at-large) to populate the Provost Search and Screen Committee. If you are interested in serving or you know of someone who is interested, please contact a member of the UC.

d. Faculty Rep Report. Jon Shelton shared that the Governor's budget includes collective bargaining rights for front line workers (any worker who engages with the public in some capacity – which includes us). It likely won't pass, but this is the first Governor in a long time to give serious mention to collective bargaining rights. At the UW System level, the Faculty Reps are working on a uniform policy to evaluate Chancellors. The Technical College proposal floated by President Thompson (merging the TCs with the Colleges) has little merit.

e. Academic Staff Committee Report. Found on page 36 of the agenda.

f. University Staff Committee Report. Found on page 37 of the agenda.

g. Student Government Association Report. SGA President Guillermo Gomez shared that the Environmental Affairs Chair left student government, so a search for a new chair as begun; in the interim the current SGA Vice President will serve as chair. SGA has been working with the other three UWGB Locations trying to figure a way to increase participation in each other's shared governance committees. SGA is reviewing their constitution and they are looking to hold elections soon.

**9. ADJOURNMENT** at 4:59 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff

## Proposed Changes to the Faculty Handbook: 52.02 and 52.07

### 52.02 Membership of the Faculty Senate

- A. Ex Officio Members. The Chancellor and Provost/Vice Chancellor for Academic Affairs shall be *ex officio* (non-voting) members.
- B. At Large Members. Members of the University Committee shall be senators at-large.
- C. District Representation
  - 1. Each academic budgetary unit shall comprise a Faculty Senate voting district.
  - 2. One senator shall be elected for each ten voting faculty, or fraction thereof, for each voting district. Faculty on full-time administrative appointments shall not be counted in determining the size of a Senate voting district. The size of the Senate voting district will be determined by the records of the Secretary of the Faculty and Staff at the time of the election.
  - 3. One senator from each Additional Location shall be elected by the faculty members of each respective collegium. Additional Location senators shall have three-year terms.

### 52.07 Organization of the Faculty Senate

- D. The University Committee serves as the executive committee of the Faculty Senate, as well as of the Faculty.
  - 1. The University Committee comprises ~~six~~ seven tenured members of professorial rank. Six University Committee members shall be selected through the election process, with two elected each year for three-year terms. There shall be one member from each domain voting district and two members at large, with not more than two from a single domain voting district. The seventh University Committee member shall be selected from among the three senators elected from the respective Additional Locations and shall serve a three-year term. A faculty member shall not serve on the UC and the PC, AAC, GAAC, GEC or CRR at the same time.

Faculty Senate Old Business 4a 4/7/2021

## Proposed Changes to the Faculty Handbook: Committee Vacancies

54.02. Membership and Election of Members for each Council (p. 31 of the Faculty Handbook)

J. When a vacancy occurs, the person with the next highest vote in the district will be appointed. If there are no available candidates, ~~or the next person down has received, in the opinion of the University Committee, too few votes,~~ there will be an election for the vacant position.

### Types of Committees

1. Faculty Elective Committees (p. 72 of the Faculty Handbook)

Elected committee vacancies are filled for the remainder of the ~~academic year in which the vacancy occurs~~ term by the candidate who has the next highest number of votes. If there is no such candidate, the position is filled by an election.

**Faculty Senate Old Business 4b 4/7/2021**

## Draft UW Green Bay Institutional Guidance for Lecturers and Teaching Professors

The University of Wisconsin-Green Bay shall prioritize tenure-track appointments to replace existing tenure lines and new faculty hires to the maximum amount feasible. Though the University of Wisconsin-Green Bay recognizes the importance of investing in as many tenure-track faculty lines as possible, the necessity to ensure that curriculum is met in a shifting higher education landscape means that our institution sometimes needs to employ Instructional Academic Staff who are not eligible for tenure. Under revised titling structures as part of the Title & Total Compensation Project (T&TC), these employees shall be titled lecturers or teaching professors as defined below. For the good of our students and for the purposes of meaningful shared governance, our institution must treat instructional academic staff as the professionals they are by maximizing their academic freedom, professional development, promotion, job security, and regular compensation increases.

### **Lecturer:**

A lecturer is defined as any instructor who teaches courses for credit at UW-Green Bay and does not have a fixed renewable contract, as defined in the [employee handbook](#).

UW-Green Bay recognizes that from time to time, opportunities will arise for members of the community with special expertise to teach courses on an ad hoc basis (generally less than fourteen credits a year). A Dean of a College shall appoint this employee and have the discretion to determine the appropriate compensation in accordance with the [Compensation Guidelines and Payroll Procedures Adjunct Instructors & Associate Lecturers](#). Semester-long fixed-term terminal lecturer appointments are for the term of the course only and provide no guarantee of future appointment.

The title of Lecturer shall also be used to represent a fixed-term terminal one-year appointment which consists of 14 or more credits over a single academic year. This appointment is terminal at the completion of the year. Lecturers may agree to a new one-year temporary appointment at the end of that year if offered by the Dean (and approved by [Position and Compensation Review Committee](#) (PRC)).

At the end of the second appointment period, the Dean, with consultation from the appropriate unit chair, is expected to assess the long-term need for that unit. Should a continued need exist, the Dean may request funding and FTE allocation for an ongoing Assistant Teaching Professor or a tenure-track faculty line through the Provost Office and PRC. If available funding and allocation of positions warrant the ability to search for a fixed-term renewable AS or tenure track position, the lecturer may apply through competitive recruitment for an ongoing position. No waivers will be approved to appoint a person in a yearly position to the rank of Assistant Teaching Professor.

The PRC should make the maximum feasible effort to invest in either a faculty line or a fixed-renewable contract instead of furthering the exploitative practice of continuing to employ lecturers on multiple consecutive fixed-term terminal one-year appointments.

### Assistant Teaching Professor:

The title of Assistant Teaching Professor shall be used to represent a fixed renewable Instructional Academic Staff appointment which consists of 14 or more credits over a single academic year. An Assistant Teaching Professor is not obligated to seek a promotion to Associate Teaching Professor. It is not an “out or up” position.

Job responsibilities, as outlined in the UW System [standard job description](#) for this title, include:

- Develops and designs curriculum and instructional material relevant to a course of instruction
- Advises students on academic and career direction within a specific field of study
- Facilitates classroom, online and/or laboratory instruction, including assessment of student performance
- Supervises student employees involved in development or delivery of instruction
- Collaborates with department faculty and staff to develop teaching strategies relevant to the discipline
- Contributes to the development of teaching and learning scholarly work including publications and presentations
- Contributes to the strategic development of curriculum and academic content through various mediums to ensure the integrity of the educational mission of the work unit

### Associate Teaching Professor:

At any time, an Assistant Teaching Professors can seek to be promoted to Associate Teaching Professor. An Associate Teaching Professor is a title used as a promotion to designate excellent teaching and contribution to an academic unit’s curriculum at UWGB, as well as the likely potential for continued excellent teaching and curricular contribution.

Specific criteria needed to move into this title will be aligned with the [standard job description](#) for this title, and determined by and tracked within the Academic Unit (complexity of work, teaching evaluation, integration into the curriculum of the discipline). Promotion will occur following the recommendation of the academic unit, the Personnel Committee, the Dean, and all other appropriate institutional approvals as outlined in the [Title Review Policy](#), using the following criteria:

- An impressive, sustained record of excellent teaching, as evidenced by student and peer evaluation, or other marks of achievement.
- Demonstrated instructional contributions to the department and college, and/or campus, and/or broader discipline.
- Demonstrated experience – beyond that of assistant teaching professor – in supporting student success
- Excellence in collaboration with faculty and staff in the development of teaching strategies, including participation in department, unit, or campus-level faculty/staff instructional development activities/programs

- Demonstrated experience in creating courses and contribute to the overall curricular mission of the unit
- Demonstrated record of consuming, implementing and/or producing creative activity or scholarship in teaching and learning

### Teaching Professor:

At any time after reaching the rank of Associate Teaching Professor, the ATP can seek promotion to Teaching Professor. This title recognizes meritorious service, departmental contribution or other factors which calls for recognition of the work of the employee and the potential for future exemplary work.

Specific criteria needed to move into this title will be aligned with the [standard job description](#) for this title, and will be determined by and tracked within the Academic Unit (complexity of work, teaching evaluation, integration into the curriculum of the discipline). Promotion will occur following the recommendation of the academic unit, the Personnel Committee, and the Dean, and institutional approvals as outlined in the [Title Review Policy](#), using the following criteria:

- An impressive and sustained record of outstanding teaching, as evidenced by student and peer evaluation; departmental, school/college, and national/international recognition through awards and other marks of achievement such as producing scholarship/creative activity in teaching and learning
- Demonstrated instructional contributions to the department, college, campus, and/or broader discipline
- Demonstrated and recognized outstanding achievement in supporting student success
- Leadership in collaboration with faculty and staff in the development of teaching strategies, including designing, organizing, and/or leading department, unit, or campus-level faculty/staff instructional development programs
- Leadership in the creation of courses and in contributions to the overall curricular mission of the unit
- Representation of the unit on college or campus committees in support of the university's instructional mission

For any teaching professor, the following shall apply:

- A full-time workload shall consist of 27 credits per academic year.
- Teaching professors at any rank shall automatically have faculty status in their department.
- Teaching professors at any rank are considered fixed-term, renewable academic staff. Therefore, the UW-Green Bay Academic Staff job security provisions, contract schedule,

and non-renewal notice rights as outlined in the [Employee Handbook - Academic and University Staff](#) apply to these appointments.

- Teaching professors at any rank shall be entitled to access to professional development funds through their academic unit.
- Upon recommendation from the unit's Executive Committee and subject to the approval by the Dean of the College, a teaching professor with an on-going appointment shall be eligible for a three-credit service reassignment for exceptional service to their unit, the University, and/or the community. If the Dean declines to offer the three-credit reassignment, the Executive Committee of the department can appeal this decision to the Provost for the final decision.
- Compensation increases based upon promotion between Teaching Assistant ranks will be determined in accordance with the UW-Green Bay [Title Review Policy](#) and [Compensation and Pay Plan Policy](#).
- Processes to appeal decisions related to promotion through Teaching Professor ranks are outlined in the UW-Green Bay [Title Review Policy](#).
- Lecturers on fixed-term renewable contracts hired before the Total Title and Compensation project made the Teaching Professor title available will be mapped into the Teaching Professor series based on a process defined by Human Resources. HR shall seek input on this decision from unit chairs and the college dean. Employees in this category can appeal this decision consistent with the appeal process outlined within the [Title Review Policy](#).

Other:

Though the UW-Green Bay [Compensation and Pay Plan Policy](#) prevents pay plan compensation increases for fixed-term terminal, temporary lecturers, administration shall make the maximum feasible effort to consider them for merit-based salary increases when the state legislature approves pay plan increases for state employees.

- As trained professionals who are experts in their field of study, all lecturers and teaching professors are entitled to the full expectation of academic freedom, as defined by the American Association of University Professors, in their classrooms, in their research, and both in their intramural and extramural speech. At no time should the academic speech of any lecturer or teaching professor factor into the decision not to renew contracts or to any kind of disciplinary action.
- Consistent with AAUP standards for the professional development of non-tenure track faculty, any lecturer or teaching professor who teaches at least six credits in a semester shall receive an annual formative review by the Executive Committee of the unit with which the lecturer or teaching professor is associated. The Executive Committee can

designate the Chair to perform this review. The review shall include a professional activities report, teaching observation, and review of student evaluations.

**Faculty Senate Old Business 4c 4/7/2021**

**UW-Green Bay  
Academic Unit Actions**

Note: Due to the complexity of the proposed action and the limitations and inaccuracies of the current, published Form K, this Form is being created to track governance actions and approvals.

Academic Unit(s): Water Science, Natural and Applied Sciences

Proposer: John Luczaj

Form Prepared By: John Luczaj

Action(s) Requested:

1. Create new official interdisciplinary academic unit to reflect the new major “Water Science” that began during Fall 2019.

New Unit Information:

1. Water Science will be composed of faculty from multiple disciplines in CSET, including both Natural and Applied Sciences and Engineering Technology.

Rationale:

The new Bachelor of Science degree in Water Science began accepting students in Fall 2019. Faculty who have been responsible for creating the program and discussing curriculum changes appear on the Natural & Applied Sciences website and have agreed to participate in the unit’s meetings. In addition, a new assistant professor (Dr. Kelly Deuerling) began in August 2020 as a water science faculty member in the Department of Natural & Applied Sciences. The creation of this new major was in response to a call from former Chancellor Gary Miller to offer new competitive programs at the university. The University will benefit from the continued growth of these programs, which will likely be enhanced by an official designation. All tenure and appointment assignments will remain unchanged (CSET/NAS or CSET/ENG), and the additional assignment to Water Science not replace the faculty members’ standing in other academic units (e.g., Geoscience, Engineering Technology, Biology, etc.).

Personnel:

Tenure and Appointment Assignments:

Rebecca Abler – Associate Professor – CSET/NAS [current assignment]  
Kelly Deuerling – Assistant Professor – CSET/NAS [current assignment]  
Kevin Fermanich – Professor – CSET/NAS [current assignment]

Patrick Forsythe – Professor – CSET/NAS [current assignment]  
Kpoti (Stefan) Gunn – Assistant Professor – CSET/ENG [current assignment]  
Richard Hein – Professor – CSET/NAS [current assignment]  
Michael Holly – Assistant Professor – CSET/ENG [current assignment]  
Christopher Houghton – Lecturer – CSET/NAS [current assignment]  
John Luczaj – Professor – CSET/NAS [current assignment]  
Steven Meyer – Associate Professor – CSET/NAS [current assignment]  
Patricia Terry – Professor – CSET/ENG [current assignment]  
Kenneth Webb – Associate Researcher – CSET/NAS [current assignment]  
Michael Zorn – Associate Dean/Professor – CSET/NAS [current assignments]

Program Assignments:

Natural & Applied Sciences

Water Science

Rebecca Abler (Associate Professor)  
Kelly Deuerling (Assistant Professor)  
Kevin Fermanich (Professor)  
Patrick Forsythe (Professor)  
Kpoti (Stefan) Gunn (Assistant Professor)  
Richard Hein (Professor)  
Michael Holly (Assistant Professor)  
Christopher Houghton (Lecturer)  
John Luczaj (Professor)  
Steven Meyer (Associate Professor)  
Patricia Terry (Professor)  
Kenneth Webb (Associate Researcher)  
Michael Zorn (Professor)

Governance Unit Chair Assignments:

NAS: Mike Draney

Reviews and Recommendations:

Natural and Applied Sciences

Date: 2/26/2021

Chair: Mike Draney

Recommendation: NAS votes 28 yes/0 no/0 abstentions to support this.

Richard J. Resch School of Engineering

Date: 3/5/2021  
Chair: Patricia Terry  
Recommendation: Engineering votes 21 yes/0 no/0 abstentions to support this.

Academic Affairs Council

Date: 3/25/2021  
Chair: Woo Jeon  
Recommendation: Unanimous support for the proposal.

Personnel Council

Date: 3/25/2021  
Chair: Timothy Kaufman  
Recommendation: Unanimous support for the proposal.

University Committee

Date: 3/24/2021  
Chair: Julie Wondergem  
Approved: X

Authorizations:

Dean CSET – John Katers

Date: 3.26/2021  
Approved: X  
Denied: \_\_\_\_\_

Faculty Senate

Date:  
Speaker:  
Approved: \_\_ \_\_  
Denied: \_\_\_\_\_

Provost – Kathleen Burns

Date:  
Approved:    — —  
Denied:       \_\_\_\_\_

Chancellor – Michael Alexander

Date:  
Approved:    — —  
Denied:       \_\_\_\_\_

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## **DRAFT MINUTES of the NAS Faculty Meeting**

Friday, 26 February 2021, 3:00-4:00 p.m.

Present: Abler, Bakshi, Brotske, Dirienzo, Draney (Chair), Fencel, Fermanich, Forsythe, Grubisha, Hein, Houghton, Howe, Intemann, A. Kabrhel, J. Kabrhel, Kanzenbach, Klemp, Luczaj, Lybbert, Malone, S. Meyer, Nikolakakis, Richer, Smith-Leiker, Stahlheber, Warwick, Webb, Wefferling, Welsch, West, Wolf, Wondergem, Zorn

Excused: Deuerling, McIntire

### Minutes

- Approval of minutes from 29 January 2021 meeting – approved via consensus
- Updates (from Chair, unless otherwise noted)
  - Good news: Promotion hearing
    - Renee Richer’s progress toward promotion with tenure is going smoothly
  - Physics search(es) (Dirienzo)
    - The search and screen committee has been established (Dirienzo, Welsch, Malone, Ahmed, Heyrman, Kanzenbach, Schoenebeck, Cioni – student)
    - A timeline is being created – finalists will interview the first week of April and give teaching and research presentations (all are encouraged to attend)
  - Distance Education Grant Subcommittee update (J. Kabrhel)
    - James Kabrhel, Becky Abler, and Rick Hein served as PIs and developed the DE proposal
    - Proposal has two parts; a technology part for DE carts for each campus; a curriculum part – support letters from Katers, Draney, Meyer, Wolf, and Houghton were received
  - Equity and Inclusion Subcommittee update (Fencel)
    - Feedback from our Inclusive Teaching seminar (19 Feb.)
    - NAS Inclusivity Committee approached CATL regarding an Inclusivity in the Classroom Teaching Seminar
    - CATL sought an outside vendor focusing on science examples
    - Feedback from the group was overwhelmingly positive
    - Future workshops should be held on an annual basis, January would be best
  - Pandemic talk: How’s it going?
    - Vaccinations were recently opened up to educators
    - Appointments are difficult to come by
  - Upcoming
    - Feedback review for Shawn Malone and Keir Wefferling immediately follow this NAS meeting
    - Post-tenure reviews for Mike McIntire and Julie Wondergem will take place after spring break
  - Other
- Committee Updates

- Faculty Senate/UC (Wondergem, Klemp)
  - Proposal on lecturers and teaching professors?
    - A lecturer policy is before Faculty Senate
    - Policy is in conjunction with HR's Title and Total Compensation (TTC) work
    - Permanent lecturers will be slotted into Assistant Teaching Professor, Associate Teaching Professor, or Full Teaching Professor positions
    - Renewable lecturers should be treated fairly (not strung out on one-year or one-semester contracts); after two years the Unit and the Dean should reevaluate their needs and consider hiring the renewable lecturer to permanent lecturer status
  - Handbook Changes to give permanent Faculty Senator representation for the three Additional Locations (ALs)
    - The ALs still have their unique differences
    - It's still valuable to have AL campus representation
    - It's necessary to have a strong voice in shared governance
    - Without representation, the campus perspective could be missed
    - Representation ensures participation by ALs faculty
- Other

**New Business**

- Form K: Water Sciences (Luczaj)
  - Water Sciences was passed by the Regents as a major
  - A Form K is needed to establish Water Sciences as an academic governance unit
  - Meyer moved, J. Kabrhel seconded (passed 28-0-0)

cc: John Katers, Dean of Sciences, Engineering, and Technology  
 Secretary of the Faculty and Staff  
 NAS Staff

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**UNIVERSITY of WISCONSIN**  
**GREEN BAY**

**Resch School of Engineering**  
**Agenda 3-5-2021**

### 3:30 PM Zoom

#### Agenda

1. Approval of 12-4-2020 minutes
2. Announcements
3. Approval of Form K for Water Science program (see attached)
4. Discussion of the number of Senate and UC reps from Manitowoc, Marinette, Sheboygan (Devin)
5. Discussion of merit review process and scoring

#### Minutes:

Present: Iftexhar Anam, Nazim Choudhary, Tanim Ahsan, Ali AlQhatani, Upal Mahfuz, Michael Holly, Jagadeep Thota, Jian Zhang, Maruf Hossain, Stephan Gunn, Rasedul Islam, Patricia Terry, Mai Moua, Greg Davis, Tetyana Malysheva, Devin Bicker, Woo Jeon, Mark Norfleet, Meg Onoda, Megan Olson Hunt, Dhanamelee Bandara, Yongjun Yang, Mary Guy

1. Minutes from 12-4-2020 were unanimously approved
2. It was shared that  
Tetyana Malysheva was the recipient of the RSE 2021-2022 3 contact hour release  
Jagadeep Thota is now RSE vice-chair  
Upal Mahfuz and Patricia Terry are the NS candidates for the 2021-2024 UC term
3. **Form K for water Science was approved by a vote of 21 for, 0 against, 0 abstentions**
4. A spirited discussion was held of the UC proposal before faculty senate to change Faculty Code to include one senate representative from each of Manitowoc/Marinette/Sheboygan and have one of these represent the “additional” campuses on the UC. RSE will meet on Friday, March 26, after everyone has had some time to think about the proposal, to advise our Senators on how RSE would like us to vote.
5. Greg Davis gave us a review of the many contradictions in faculty code concerning the merit review process. A general discussion was held on the topic with a recommendation that we modify the NAS document to meet RSE needs. We will start to do this at our next RSE meeting.

**Faculty Senate New Business 5a 4/7/2021**

**UW-Green Bay  
Academic Unit Actions**

Note: Due to the complexity of the proposed action and the limitations and inaccuracies of the current, published Form K, this Form is being created to track governance actions and approvals.

Academic Unit(s): Economics

Proposer: Mathew Dornbush, Chuck Rybak

Form Prepared By: Clif Ganyard

Action(s) Requested:

Moved the Economics Program and its Faculty be moved from UW Green Bay's College of Arts, Humanities, and Social Sciences to the Austin E. Cofrin School of Business within its Accounting and Finance Department, effective at the start of the 2021-22 academic year.

New Unit Information:

Economics will be housed in the Accounting and Finance Department within CSOB. Economics will continue to deliver a BS in Economics as well as provide appropriate supporting courses to Accounting and Finance Department and other programs in CSOB.

Rationale:

Given the current decline in numbers of faculty and consequent enrollment within the Economics Program, the Faculty of the Economics Program believes it is time for program restructuring and realignment. There is a natural alignment of economics courses with the interests of students in CSB, as expressed not just by student enrollment but by a requirement that all CSB students take, at a minimum, the two introductory courses in the field of economics (ECON 202 and ECON 203). Over the years, a large portion of enrollment in Economics Program courses, as well as students choosing both minors and double majors, has been from students having a major housed within CSB. While restructuring of the academic program has been occurring over the past few years due to stress of reduced faculty numbers, this restructuring should be continued in ways which further align the program with majors in business, especially Finance, while retaining its role as a supportive field for students having majors in other colleges of the university, especially other social sciences having a public policy interest.

Personnel:

Tenure and Appointment Assignments:

Cofrin School of Business

**John R Stoll;** Professor  
**Thomas S Nesslein;** Associate Professor

Department Assignments:

Accounting and Finance Department

**John R Stoll;** Professor  
**Thomas S Nesslein;** Associate Professor

Program Chair Assignments:

Economics

**Thomas S Nesslein;** Associate Professor

Reviews and Recommendations:

Economics

Date: February 4, 2021  
Chair: Thomas Nesslein  
Recommendation: Unanimous support.

Public and Environmental Affairs

Date: February 5, 2021  
Chair: David Helpap  
Recommendation: Unanimous support.

Accounting and Finance

Date: February 8, 2021  
Chair: Karl Schindl  
Recommendation: The motion was supported 6-0-1.

Academic Affairs Council

Date: 3/25/2021  
Chair: Woo Jeon  
Recommendation: Unanimous support.

Personnel Council

Date: 3/25/2021  
Chair: Timothy Kaufman  
Recommendation: Unanimous support.

University Committee

Date: 3/24/2021  
Chair: Julie Wondergem  
Approved: X

Authorizations:

Dean CAHSS – Chuck Rybak

Date: 3/25/2021  
Approved: X  
Denied: \_\_\_\_\_

Dean CSOB – Mathew Dornbush

Date: 3/25/2021  
Approved: X  
Denied: \_\_\_\_\_

Faculty Senate

Date:  
Speaker: Mark Klemp  
Approved: \_\_\_\_\_  
Denied: \_\_\_\_\_

Provost – Kathleen Burns

Date:  
Approved: \_\_\_\_\_  
Denied: \_\_\_\_\_

Chancellor – Michael Alexander

Date:  
Approved: \_\_\_\_\_  
Denied: \_\_\_\_\_

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Attachments:

1. Economics Reorganization Memo (4/28/2020)
  2. Program moving to Business – Next Steps (10/8/2020)
  3. Resolution to Move Economics Program (2/4/2021)
  4. Economics Department Executive Committee Meeting Minutes (2/4/2021)
  5. Public and Environmental Affairs Department (2/5/2021)
  6. Email: John Stoll to Karl Schindl (2/5/2021)
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1. Economics Reorganization Memo

Date: April 28, 2020

To: Provost Michael Alexander

From: Mathew Dornbush, Dean, Cofrin School of Business, Chuck Rybak, Dean, College of Arts, Humanities, and Social Sciences

CC: Mussie Teclezion, Chair, Accounting & Finance; David Helpap, Chair, Public and Environmental Affairs, Kate Burn, Interim Provost Elect

Subject: Proposal to relocate Economics faculty and programs to the Department of Accounting and Finance in the Cofrin School of Business

**This memo is drafted in response to persistent requests to the Deans of the College of Arts, Humanities, and Social Sciences and the Cofrin School of Business, and at least one Council of Trustee’s member from the economics faculty requesting the transfer of all economics faculty lines and program offerings to the Cofrin School of Business. This move is supported by the Deans of both of these Colleges, and this memo seeks to initiate the appropriate shared governance steps to advance this request.**

The Faculty Handbook indicates the following process (pg. 24, 53.06):

1. The change can be initiated by the faculty, dean, or provost. – this memo represents this step
2. Review by the faculty involved
3. Review by the AAC and Personnel Council in a joint meeting
4. Review by the UC
5. Then approval by Dean(s), Senate, Provost, and Chancellor

Our intention is initiate the process this fall, so that the “transferring” and “receiving” faculty bodies can review and finalize a proposed plan with the resumption of contracts in fall 2020.

Background:

The University of Wisconsin-Green Bay Economics program is currently seated within the College of Arts, Humanities, and Social Sciences within the Department of Public and Environmental Affairs. The program offers a general major and minor in Economics, with no specific sub-emphases, concentrations, or certificates. The program has and continues to experience significant enrollment challenges, with declared majors declining from 49 students in fall 2011 to 20 students in fall 2019. Similar changes have occurred to declared minors, with declared minors dropping from 31 students in fall 2015 to 11 students in fall 2019; these drops coincide with the elimination of the required minor within the Business program. These enrollment trends have coincided with decreases in faculty staffing, to the current level of two tenure-track faculty at the UWGB main campus location, and two part-time lecturers among the three branch locations. Despite the small staffing, the program retains 23 distinct courses in the catalog.

Economics programs are commonly found within both business schools and colleges of letters and sciences. For economics programs, the host college is often based on the nature of the economic program offered, and the ability, or inability, of an economics program to meet scaling requirements for self-sufficiency. Specifically, the location of the Economics program is often of less significance when the department is large enough to support a broad selection of economics faculty expertise along the narrative- to quantitative-focused continuum. In general, as the demand for and emphasis on specialization, particularly with a focus on quantitative economics, has grown, so too has the movement of economics departments into business schools. This shift has been particularly strong among medium sized institutions. In part, this shift also reflects the market forces placed upon faculty salaries, as private sector demand for quantitative economics has grown, so too have faculty salaries for quantitative economists. This has created a salary gap, and thus social tension, within colleges of letters and science that generates retention and recruitment issues. Today, salaries for economists are more equitable to salaries found within schools of business. These same forces have also created a more natural alignment between economics and finance professors.

Finally, business schools are facing increased demand for programmatic focus on corporate and social responsibility (CSR). Many areas of economics are natural fits for CSR efforts, benefiting the evolution of business schools. Economists also provide an opportunity to facilitate business schools with ongoing efforts in regional economic development, providing an important and often missing link between business schools and their communities; a partnership that exists between businesses and the region outside of universities.

For these basic reasons, and others, the most sensible and synergistic home for UWGB's economics program is the Cofrin School of Business.

#### Critical Issues to Address:

1. The top strategic priority for the Cofrin School of Business is to obtain AACSB accreditation. Accreditation carries clearly defined faculty expectations for teaching, service, and scholarship. It is of the utmost importance that both Accounting and Finance and Economics faculty have a shared understanding of faculty expectations. Attached is the current faculty expectations document for the Cofrin School of Business. If current faculty expectations differ between the existing Economics

program and the existing Cofrin School of Business, faculty will need to agree upon a plan for alignment. This plan may include performance improvement plans, or a modification to existing CSB faculty expectations, provided they still meet AACSB standards.

2. The faculty must collectively review the existing curriculum to determine:
  - a. A review of existing courses and programs to identify a) a sustainable program and course array at current staffing levels, and b) the mid- and longer-term plan for strengthening enrollment, which may include increased staffing.
  - b. If the economic program will be included, or excluded from AACSB accreditation. This decision will depend largely on the content of the program, and will require consultation with AACSB representatives for guidance.
3. The Provost Office must agree upon a reasonable timeline for program revitalization. It is the opinion of both Deans that this proposal is strategically the best option for revitalization of the UWGB Economics program. However, the Cofrin School of Business is already a lean organization, and a shared commitment from the Provost Office to support this transition must be evident to the recipient faculty and staff.

#### Timeline:

1. Spring 2020 – reorganization request is formally initiated
2. Faculty met jointly on October 8<sup>th</sup>, 2020 to discuss:
  - a. Existing programs were reviewed jointly by faculty with the following conclusions. The Economics degree would be housed within the Accounting and Finance Department along with the existing degree(s) of the department. Restructuring of the degree would occur over time (not necessarily long) by coordinated discussion with all faculty of the department. It does not make sense to restructure the degree prior to joining the department as this would not involve faculty of the Accounting and Finance Department in any formal way due to university governance structures that specify Executive Committees and approval lines for change. Once the move of the Economics Program and its faculty into the Accounting and Finance Department occurs, any subsequent restructuring of the program by Economics faculty would include consultation and have to pass through the Accounting and Finance Department for approval before moving forward to subsequent approval steps.
  - b. Existing courses were reviewed and the following conclusion were drawn:
    - **Managerial Economics (ECON 485), Mathematics for Economists (ECON 210), and Cost-Benefit Analysis (ECON 453)** might be useful for inclusion in the finance degree in some manner.
    - **Money and Banking (ECON 330)** covers much material that is useful to finance students, and overlaps to some extent with **Financial Markets and Institutions (FIN 347)**. For this reason, there was discussion of restructuring this area to better serve students and preserve faculty resources. Economics Faculty may also provide an additional instructional resource for FIN 347 class.
    - At present there are also four courses in finance (**FIN 445, 446, 447, and 450**) that can be utilized as electives in the Economics major and one additional one that can be used in the required core (choice of **ECON 330 or FIN 347**).
    - The Economics program has already been altered to some extent by deactivating several courses from the past (e.g., **History of Economic Thought, Economics of Gender**), reducing course periodicity, and changing degree requirements to have fewer elective choices and a more solid core (e.g, **ECON 330 or ECON 347** is one of the new requirements). This process will continue, assuming the motion successfully passes through the campus administrative structure,

but now with coordination and approval in the Cofrin School of Business (CSB) rather than the College of Arts, Humanities, and Social Science (CAHSS).

- Courses that are utilized by other program degrees will be continued so as not to negatively affect other campus programs by the move to CSB. These courses include **Natural Resources Economic Policy (ECON 305)**, **Environmental and Resource Economics (ECON 402)**, and **Cost-Benefit Analysis (ECON 453)**, discussed above), but this is pending faculty resources to do so. Depending on required pre-requisites these course may also provide an alternative option for BUS ADM 201: Principles of Sustainability in Business; which is currently a meta-major course required by all majors. **ECON 305** is annual, **ECON 402** alternate years, and **ECON 453** has been offered most frequently in the summer, but was offered this past fall semester for the first time in about two decades. The latter two courses also have cross listings with the graduate program in Environmental Science and Policy.
- c. Expectations for faculty qualifications were discussed on October 8<sup>th</sup>, and details of expectations can be found in the CSB Faculty Qualifications document, and DRAFT Cofrin School of Business College Handbook.
3. Faculty Department Votes:
- On February XX, 2021, the Department of Accounting & Finance voted unanimously on the following motion, “It is moved that the Economics Program and its Faculty be moved from UW Green Bay’s College of Arts, Humanities, and Social Sciences to the Austin E. Cofrin School of Business and be housed within its Accounting and Finance Department, effective at the start of the 2021-22 academic year.”
  - On February 4, 2021, the Economics Executive Committee unanimously approved the following motion, “Motion to move the Economic Program and its Faculty from the UW Green Bay’s College of Arts, Humanities, and Social Sciences to the Austin E. Cofrin School of Business and be housed within its Accounting and Finance Department, effective at the start of the 2021 – 22 academic year.”
  - On February 5, 2021, the Department of Public and Environmental Affairs unanimously approved a “Motion to move the Economic Program and its Faculty from the UW Green Bay’s College of Arts, Humanities, and Social Sciences to the Austin E. Cofrin School of Business and be housed within its Accounting and Finance Department, effective at the start of the 2021 – 22 academic year.”
4. Hearing of the joint AAC and Personnel Council in a joint meeting - **TENTATIVELY SCHEDULED FOR 3/11 or 3/25**
5. Hearing of the UC – LATE MARCH
6. Dean(s) approval – LATE MARCH
7. Senate – FIRST READING IN APRIL, SECOND READING IN MAY
8. Provost approval - MAY
9. Chancellor approval - MAY
- 

## 2. Program moving to Business – Next Steps

October 8, 2020 Meeting

Attended by: John Stoll (Econ) and Mussie Teclezion (CSB Finance Chair) and Rasoul Rezvanian (CSB Associate Dean and in charge of gaining AACSB accreditation) and Tom Nesslein (ECON program Chair)

### *Alignment with Finance and use more economics courses*

ECON 210 might be a useful course for Finance students. Mussie stated that a course that provided solid background in mathematics a bit higher than algebra as a stepping to Calculus might be good for finance students

Managerial Economics is definitely an option for Finance program

International economics may be useful and a bit different than International Finance but could also fit more with Management and general business degrees

We need to consider how the curriculum can be more aligned with Business Economics (similar to Eau Claire program)

What about Money and Banking would fit as well? Mussie and Rasoul thought it would.

Separate Economics Department is a long-term goal but not viable now. Possibly quite a while into the future after numbers of students and faculty in the areas of Economics and Finance grow.

Current proposal is for Economics to be part of the Finance department offering a Finance major and an Economics major.

### *Next Steps*

Create a list of courses, major description, and student degree planning timeline.

Talk to Eau Claire and Whitewater economics programs (any other programs that are housed in a business college/department)

- Curriculum structure
  - Is there a business economics emphasis or degree
  - Is there a separable Economics degree
  - How much course overlap exists between the business degrees and economics degree
- Student numbers in majors and minors
- Faculty numbers
  - Business program/college faculty numbers
  - Economics program faculty numbers
  - Proportion of Economics faculty in relation to overall faculty

### *Issues to consider for AACSB accreditation of CSB (will be going by the new 2020 guidelines)*

- Faculty sufficiency and qualifications
  - Sufficiency – enough numbers to offer a degree (contribution of faculty to program)
    - Current Economics program staffing
      - Two full-time professors in Economics currently
      - Adjunct one Sheboygan (doctoral) and one Marinette (MS)

- Matt Raunio (CSB Accounting faculty but also treasurer for Wisconsin Economics Association (WEA))
    - Types of classification for AACSB
      - SA – Phd and published (40% at least SA) (60% AS, IP and SP) (90% all but Participating)
      - PA – Phd and consulting in area of degree
      - SP and IP – not Phd with masters
      - Participating faculty – adjunct who teach sometimes and don't participate in curriculum design or management
  - Qualifications – for any faculty teaching courses in CSB, certain criteria must be met.
    - Appropriate degree
    - Intellectual publications in area of the faculty member's teaching
      - Be in journal on CABELL list and having an acceptance rate <30%
      - Be in AACSB listing as approved journal
      - Other journals as long as quality of journal is high enough to meet faculty and school approval
- Program assessment
    - This should not be an issue as procedures are already in place for CSB
  - Current Finance Dept Faculty Size
    - 3 faculty (one resigned) so now 2 faculty because the position was redefined elsewhere in CSB
    - One lecturer
    - Couple adjuncts
    - Instructors for remote locations teaching personal finance (small percent ~11%)
      - Matt Raunio
      - Karl Schindl
  - Other Finance Department issues/possibilities
    - Stoll and Nesslein could teach Financial Markets and Institutions (Stoll did once in past)
    - Rasoul noted that these three courses could possibly be merged into a single course on something like Money, Banking, and Financial Markets
      - Financial Market and Institutions (CSB course where the faculty member resigned, no current instructor)
      - Bank Management (CSB course)
      - Money and Banking (ECON course)

*Wrap up*

Stoll and Nesslein get curriculum revision, catalog courses, teaching schedule, and student degree planning (course sequence) to Mussie for distribution and discussion among the Finance faculty to provide feedback and move forward. This should, if possible, integrate some current Finance courses into the Economics degree plan. Also, might not hurt to look at how some Economics courses could be added into the Finance curriculum. We will need to work quickly to get this through the administrative processes in time for Fall 2021-22 catalog implementation (deadline is sometime in February, although sometimes the Provost can make exceptions).

### 3. Resolution to Move Economics Program

#### Economics Program Move Rationale and Motion

Subsequent to a variety of informal discussions over the years, Economics faculty met with faculty of the Accounting and Finance Department in the Austin E. Cofrin School of Business (CSB) on October 8<sup>th</sup>, 2020.. The Economics Faculty finds their colleagues in CSB to be no less supportive of the Economics Program than colleagues in the Public and Environmental Affairs Department of the College of Arts Humanities and Social Sciences (CAHSS). More so, there is a natural alignment of economics courses with the interests of students in CSB, as expressed not just by student enrollment but by a requirement that all CSB students take, at a minimum, the two introductory courses in the field of economics (ECON 202 and ECON 203). Over the years, a large portion of enrollment in Economics Program courses, as well as students choosing both minors and double majors, has been from students having a major housed within CSB. Some academic programs within CAHSS as well as the two other colleges (CHES and CSET) of our university utilize topical courses in economics, most notably those within the purview of the Public and Environmental Affairs Department, but none is a greater source of current enrollment or potential growth than from academic programs within CSB.

Given the current decline in numbers of faculty and consequent enrollment within the Economics Program, the Faculty of the Economics Program believes it is time for program restructuring and realignment. We believe the Economics Program and Faculty should be moved from being a part of the Public and Environmental Affairs program in CAHSS to being a part of the Accounting and Finance Department in CSB. While restructuring of the academic program has been occurring over the past few years due to stress of reduced faculty numbers, this restructuring should be continued in ways which further align the program with majors in business, especially Finance, while retaining its role as a supportive field for students having majors in other colleges of the university, especially other social sciences having a public policy interest.

Given the above, we provide the following motion to be passed through the appropriate administrative channels.

#### Motion

It is moved that the Economics Program and its Faculty be moved from UW Green Bay's College of Arts, Humanities, and Social Sciences to the Austin E. Cofrin School of Business and be housed within its Accounting and Finance Department, effective at the start of the 2021-22 academic year.

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### 4. Economics Department Executive Committee Meeting Minutes

Thursday, February 4, 2021 11:00 – 11:30 am (Microsoft Teams)

Present: John Stoll, David Helpap, Tom Nesslein

1. The Economics Department Executive Committee met to discuss the potential move of the Economics Program and its Faculty to the Cofrin School of Business at the start of the 2021-22 academic year.

**Motion**

Motion to move the Economic Program and its Faculty from the UW Green Bay’s College of Arts, Humanities, and Social Sciences to the Austin E. Cofrin School of Business and be housed within its Accounting and Finance Department, effective at the start of the 2021 – 22 academic year.

Motion made by John Stoll, Second: David Helpap.

Motion carried unanimously.

Meeting adjourned at 11: 25

Cc: Chuck Rybak, Dean of the College of Arts, Humanities, and Social Sciences; Secretary of the Faculty and Academic Staff; Lorri Kornowski, Academic Department Associate

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5. Public and Environmental Affairs Department

**Meeting Minutes**

Friday February 5, 2021 1:00 -2:30 (Microsoft Teams)

**Present:** Dana Atwood, Alise Coen, Marcelo Cruz, David Helpap (chair), Pat Hicks, Mel Johnson, Kerry Kuenzi, Tom Nesselin, Laurel Phoenix, John Stoll, Lora Warner, Aaron Weinschenk, Elizabeth Wheat

**Absent:** Ray Hutchison (sabbatical)

1. Approval of the minutes from the December 4, 2020 meeting.

**Motion to approve the minutes of December 4, 2020.**

Moved: John Stoll, Second: Mel Johnson

Motion carried unanimously.

2. Department updates/reminders
  - a. Kudos. David provided kudos to a number of faculty members for accomplishments over the last several months. Kerry, for example, was recently named the university HIPs coordinator. Kerry also received a unanimous vote by the Personnel Council to move her tenure process forward. Liz has been working to develop a speaker series “All Rise: A UW-Green Bay Civil Liberties Lecture Series,” Lora successfully coordinated a nonprofit

certificate program focused on working professionals, and Alise recently appeared on WPR's Central Time to discuss national immigration policy.

- b. Spring 2021 courses. David noted that spring courses seem to be going well.
  - c. Fall 2021 timetable. David indicated that the university is planning for a more "typical" semester in the fall. This will likely include a return to in-person classes. Though, the university has an interest in offering classes in a wider range of modalities than what was occurring prior to the COVID-19 pandemic. The first draft of the fall timetable has been submitted and, while a few changes will be needed, it went smoothly overall. David asked that program chairs/coordinators submit overload and ad hoc instructor needs with the next draft of the timetable. Advanced notice makes the planning process much easier.
  - d. PEA freshman seminars. David noted that there will again be a need for additional freshman seminars. It is very likely that the department will be offering less freshman seminar courses than normal, so anyone who is interested should reach out to Vince with questions or a course proposal. There may be opportunities for overload payments.
  - e. Comprehensive program reviews. David thanked department faculty for their work on the comprehensive program reviews. Despite the challenges of the semester and the timing of the deadline, the process went well overall. At this point, feedback from the individuals reviewing the documents has been positive.
  - f. PEA involvement with a Civic Engagement Certificate. David mentioned that Alison Staudinger has left the university and, as such, there is some uncertainty about the certificate proposal. Katia Levintova will be replacing Alison as Co-director of the Center for Civic Engagement. David indicated that he will update the department if there are any new developments or proposals regarding a civic engagement certificate, and the role PEA might play in its development or implementation.
  - g. Other faculty announcements/updates. None.
3. Chairs meeting updates. David, as well as others who attended the meeting, provided updates from the most recent CAHSS chairs meeting. First, it was noted that "high needs" courses will no longer have reserved seats. Instead, new sections will be added as needed. Second, the CAHSS academic symposium and the AES will be held virtually again this year. Faculty should encourage their students to apply, as this provides great expose for student work and the department more broadly. Third, the availability of new faculty positions and teaching contracts within CAHSS is limited—much more than normal. Fourth, the Dean will propose that additional faculty in PEA be "on contract" during the summer to support any needs that might arise. Program chairs and coordinators would be compensated for summer service. Finally, the university is working to develop consistency across course caps. There has been a significant imbalance across a variety of courses in PEA, and in the college more broadly.
  4. University updates
    - a. Related questions or concerns. David reminded everyone that COVID-19 testing is required (every two weeks) for anyone who enters a campus building at least once a

week. Vaccinations also are available in the Kress Center on campus though, at present, specific requirements must be met to get the vaccine.

5. Faculty Senate updates. Marcelo noted that the January Faculty Senate meeting was canceled.
6. MPA planning update. David and Kerry indicated that the university has approved the planning document and it has been distributed to UW-System and other campuses in the system for their review. The campuses have a two-week window to provide feedback. If the program is approved, it is likely that it would not begin until Fall 2022. David noted that the feedback should be available to discuss at the March faculty meeting. He also reiterated that a successful launch of the degree will be dependent on a least one or two new faculty hires to support the program.
7. Potential spring PEA events/Celebrating Students. David indicated that he would like the department to offer some type of Celebrating Students event. The “event” was held over social media last spring and it seemed to receive a lot of positive feedback from students and their families and friends. He indicated that he will talk with Ashley to get her feedback and get additional information on the status of a student engagement intern for the semester. Mel noted that the additional locations have had a student research symposium, but the status is unclear at this point. Alise responded by saying that the Dean hopes that the virtual CAHSS event will have a similar purpose. Aaron noted that he is a member of the UC and it appears that commencement will be a “drive-thru” event again this semester—similar to spring 2020.
8. Discussion and potential approval of a motion to support the Economics program moving to the Cofrin School of Business. David provided an overview of the proposal and referred faculty to the document and motion that were attached with the meeting agenda. David also indicated that he had mixed feeling about the proposal—he wanted the program to have the best chance possible to rebuild and grow but, at the same time, losing John and Tom as members of the department would be a significant loss. Marcelo and Lora expressed similar support for the move, but both also noted that it will be unfortunate to lose John and Tom as colleagues in PEA. Marcelo asked about the availability of ECON courses for PEA students if the proposal is approved. John indicated that courses definitely would still be available to PEA programs, particularly since they are cross listed. The change would be effective next fall if all deadlines are met.

**It is moved that the Economics Program and its Faculty be moved from UW Green Bay’s College of Arts, Humanities, and Social Sciences to the Austin E. Cofrin School of Business and be housed within its Accounting and Finance Department, effective at the start of the 2021-22 academic year.**

Moved: John Stoll, Second: Marcelo Cruz  
Motion carried unanimously.

9. Discussion and potential approval of unit support for a criminal justice minor to be housed within PEA. David and Dana provided an overview of a recent meeting with Dean Rybak and Associated Dean Martin. In short, there has been a long-standing interest in having a criminal justice program at UWGB among university administrators. The most recent proposal is to develop a criminal justice minor and attach it to the Public Administration major housed in PEA. Creating the program in this way would not require a system-wide approval process. If approved, the unit would be able to hire a tenure-track faculty member to support the program. The new faculty member would be a sociologist that focuses on criminal justice issues and policies. Kerry

noted that criminal justice programs often are connected to public administration programs at other universities. Concerns were raised about the possibility of competing with other programs, particular Democracy and Justice Studies (DJS), which has a criminal justice emphasis. The Dean indicated, however, that DJS did not have an interest in the program. Several faculty members expressed support for the program, indicating that it would be a strong compliments to other, existing programs in the unit (e.g., Political Science, Public Administration, Sociology). There was also a consensus that students have an interest in criminal justice. Currently, courses related to criminal justice are quite popular among students in a variety of majors.

**Motion to support the creation of a criminal justice minor within the Department of Public and Environmental Affairs, specifically linked to the public administration major.**

Moved: Dana Atwood, Second: Mel Johnson

Motion carried 10-2, no abstentions

10. Election of PEA chair. David reminder faculty that his second, one-year term as PEA chair will be ending in August. He also indicated that he will be on sabbatical for the spring 2022 semester. As such, this would be a good opportunity for a new PEA chair so he would be available to advise and assist the individual until his sabbatical starts. He opened the floor for nominations and discussion. There was discussion of a variety of issues, including the complexity of the unit and overall faculty interest. Ultimately, it was clear that no one was interested in the position as it is currently structured. David suggested further decentralization of responsibilities and workload to program chairs and coordinators. There was support for this proposal and David indicated that he would develop a formal list of responsibilities for each position in the unit. As a result, the vote was delayed until the March faculty meeting.

11. Other business. None.

Next meeting: March 5, 2021

cc: Chuck Rybak, Dean of the College of Arts, Humanities, and Social Sciences; Secretary of the Faculty and Academic Staff; Lorri Kornowski, Academic Department Associate; Ashley Health, Associate Lecturer.

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6. Email: John Stoll to Karl Schindl, February 5, 2021

Karl,

The Economics degree would be within the Accounting and Finance Department along with the existing degree(s) of the department. Restructuring of the degree would occur over time (not necessarily long) by coordinated discussion with all faculty of the department. It does not make sense to restructure the degree prior to joining the department as this would not involve faculty of the Accounting and Finance Department in any formal way due to university governance structures that specify Executive Committees and approval lines for change. Once the move of the Economics Program and its faculty into the Accounting and Finance Department occurs, any subsequent restructuring of the program by Economics faculty would include consultation and have to pass through the Accounting and Finance Department for approval before moving forward to subsequent approval steps.

That said, the discussion that was held on October 8<sup>th</sup> covered a variety of areas. One was that the Managerial Economics course (ECON 485), Mathematics for Economists (ECON 210) and Cost-Benefit Analysis (ECON 453) might be useful for inclusion in the finance degree in some manner. Another was that Money and Banking (ECON 330) covers much material that is useful to finance students. The material covered in this latter course overlaps to some extent with Financial Markets and Institutions (BUS ADM 347). For this reason, there was discussion, that should be continued, of restructuring this area to better serve students and preserve faculty resources. It was also felt that it is possible, pending faculty resources, to use Economics Faculty as an instructional resource for the BUS ADM 347 class. At present there are also four courses in finance (FIN 445, 446, 447, and 450) that can be utilized as electives in the Economics major and one additional one that can be used in the required core (choice of ECON 330 or FIN 347).

The Economics program has already been altered to some extent by deactivating several courses from the past (e.g., History of Economic Thought, Economics of Gender), reducing course periodicity, and changing degree requirements to have fewer elective choices and a more solid core (e.g, ECON 330 or ECON 347 is one of the new requirements). This process will continue, assuming the motion successfully passes through the campus administrative structure, but now with coordination and approval in the Cofrin School of Business (CSB) rather than the College of Arts, Humanities, and Social Science (CAHSS). Courses that are utilized by other program degrees will be continued so as not to negatively affect other campus programs by the move to CSB. These courses include Natural Resources Economic Policy (ECON 305), Environmental and Resource Economics (ECON 402), and Cost-Benefit Analysis (ECON 453, discussed above), but this is pending faculty resources to do so. ECON 305 is annual, ECON 402 alternate years, and ECON 453 has been offered most frequently in the summer but was offered this past fall semester for the first time in about two decades. The latter two courses also have cross listings with the graduate program in Environmental Science and Policy.

Let me know if any additional information is needed for faculty in the Accounting and Finance Department. The Executive Committee of Economics had a meeting today and formally passed the motion that I forwarded to you for your agenda next week. The Public and Environmental Affairs Department has the motion on its agenda for a faculty meeting tomorrow.

I hope the above is useful in allaying any concerns. I have copied Dean Dornbush and Tom Nessler, in case they feel any additional clarification is necessary. If you would like Dr. Nessler and/or I to attend your faculty meeting, let me know. And, certainly feel free to share the above with your faculty.

JOHN

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**Faculty Senate New Business 5b 4/7/2021**

## **Comprehensive Program Review**

Please refer to the following link for the discussion on the Comprehensive Program Review:

[https://www.uwgb.edu/UWGBCMS/media/provost/files/pdf/2020-Final-Report-\(Feedback-Draft\).pdf](https://www.uwgb.edu/UWGBCMS/media/provost/files/pdf/2020-Final-Report-(Feedback-Draft).pdf)

**Faculty Senate New Business 5c 4/7/2021**

## Academic Affairs Council

### Report to Faculty Senate 7 April 2021

At the 11 February 2021 meeting, the following actions were voted and approved with no objections and no abstentions:

February 11, 2021				
CC=course change, NC=new course, D=deactivation, PC=program change, NP=new program				
	Course		Key Requests	Action
1	ENGR 346 : Electrical Power Systems	NC	Cross-listing with ET 346, 28cap->30	Approved <sup>1</sup>
2	ENGR 348 : Electromagnetic Fields and Applications	NC	Cross-listing with ET 348, 28cap->30	Approved <sup>1</sup>
4	ET 348 : Electromagnetic Fields and Applications	CC	Core, desc, cap (28->30), cross-listing with ENGR 348	Approved <sup>1</sup>
5	HRM 362: Introduction to Human Resource Management	CC	Prerequisite – no minimum 2.5 GPA	Approved <sup>2</sup>
6	HRM 465 : Recruitment and Selection	CC	Prerequisite – no minimum 2.5 GPA	Approved <sup>2</sup>
7	HRM 467 : Compensation and Benefits Planning	CC	Prerequisite – no minimum 2.5 GPA	Approved <sup>2</sup>
8	HRM 468 : Employee Relations	CC	Prerequisite – no minimum 2.5 GPA	Approved <sup>2</sup>
9	HRM 469: Performance Management and Job Analysis	CC	Core, Prerequisite – no minimum 2.5 GPA	Approved <sup>2</sup>
10	HUM BIOL PUB HEALTH : Applied Public Health Emphasis	PC	UL Lab electives, ambiguous footnote - deleted “2”	Approved <sup>3</sup>
11	MGMT 389 : Organizational Behavior	CC	Prerequisite (no prerequisite for a 300-level course)	Approved <sup>2</sup>
47	MGMT 479 : Organizational Culture & Design	NC	renumber from 489	Approved <sup>2</sup>
12	MGMT 489 : Organizational Culture & Design	D	479->489	Approved <sup>2</sup>
13	MGMT : Management Major	CC	Elective related MGMT 479->489 change	Approved <sup>2</sup>
14	MKTG 327 : Selling and Sales Management	CC	Prerequisite – no minimum 2.5 GPA	Approved <sup>2</sup>
15	MKTG 423 : Advertising	CC	Prerequisite – no minimum 2.5 GPA	Approved <sup>2</sup>
16	MKTG 424 : Research Methods	CC	Description, prerequisite (no 2.5 GPA ?), instructor,	Approved <sup>2</sup>
17	MKTG 447 : Social Media Marketing and Analytics	CC	Elective, description, periodicity, instructor, Prerequisite= sophomore for only this one.	Approved <sup>2</sup>
18	PHILOS-I : Philosophy Minor	PC	Going back to the old curriculum, changes on supporting and electives	Approved <sup>4</sup>
19	PHILOS : Philosophy Major	PC		Approved <sup>4</sup>
20	ACCTG 412 : Auditing Standards and Procedures	CC	Core. Prerequisite. 2.5 minimum GPA	Approved
21	ACCTG 452 : Accounting Data Analytics	NC	Core. Replacing BUS ADM 452. 30cap for computer lab	Approved <sup>5</sup>
22	ART 470 : Advanced Printmaking	CC	Elective. Prereq. GE. Instructor. Special Classroom	Approved
23	ART THERAPY : Art Major Emphasis in Pre-Art Therapy	PC	COOM SCI 205->PSYCH 205	Approved
24	BIOLOGY 203 : Principles of Biology: Organisms, Ecology, and Evol.	CC	Change on supporting courses and prerequisite	Approved
25	BIOLOGY 449 : Wetland Ecology	CC	Elective. Changes on prereq (“equivalent”), periodicity, field trips, ENV S&P 749 affected	Approved <sup>6</sup>
26	BUS ADM 464 : Data Visualization and Storytelling	NC	core, 3cr, 3lec, no cap? no prereq?	Approved <sup>7</sup>
27	CHE 310 : Foundations of Community Health Education	NC	core, 3cr, 3lec, 35cap, prereq=sopho, spring, WE,	Approved
28	CHE 320 : Methods and Strategies for Community Health Education	NC	core, 3cr, 3lec, 35cap, prereq=CHE 310, fall, WE,	Approved
29	CHE 330 : Program Planning in Community Health Education	NC	core, 2cr, 2lec, 35cap, prereq=CHE 310, spring	Approved
30	CHE 410 : Grant Writing	NC	core, 2cr, 2lec, 35cap, prereq=sopho, spring	Approved
31	CHE 440 : Capstone Seminar	NC	core, 3cr, 3seminar, 35cap, prereq=4 above, sp, capstone	Approved
32	CHE 450 : Community Health Education Field Practicum	NC	core, 9cr, 9practicum, 35cap, prereq=4 above, sp, P/NC	Approved
33	CHE : Community Health Education Major	NP		Approved <sup>8</sup>
34	ENGR 198 : First Year Seminar	CC	description, fall, topic, instructor,	Approved
35	ENGR 222 : Electronic Devices	NC	replaces ET 232,233, core, 3cr, 3lec, 24cap (ENGR 223=lab), spring	Approved
36	ENGR 460 : Senior Design	CC	core for ME, prerequisite, instructor, cap=28->30, lab will be needed.	Approved <sup>9</sup>

37	<b>ENGR 462 : Senior Design Project</b>	NC	core for ME, 3cr, 3lec, prerequisite=senior, cap=28->30 fall, capstone, WE, lab will be needed.	Approved <sup>9</sup>
38	<b>ET 410 : Capstone Project</b>	CC	capstone, WE, 30cap, prereq, ET 410 or 400 required	Approved
39	<b>FIN 442 : Principles of Investment</b>	CC	core/elective: prerequisite, instructor,	Approved
40	<b>HUM STUD 353 : Latinx Culture</b>	NC	elective: 3cr, 3lec, 40cap, no prerequisite, spring, GenEd	Approved
41	<b>HUM-I ONLINE : Emphasis - Humanities Online</b>	NP	minor (Humanities), online	Approved <sup>10</sup>
42	<b>MATH 260 : Introductory Statistics</b>	CC	description, instructor	Approved
43	<b>MATH 329 : Applied Regression Analysis</b>	CC	description, instructor, GE program skills, syllabus	Approved
44	<b>MATH 361 : Mathematical Statistics</b>	CC	description, instructor	Approved
45	<b>MGMT 370 : Data Science for Managers</b>	CC	WE	Approved
46	<b>MGMT 380 : International Business Management</b>	CC	prereq=15cr,fall odd->spring,	Approved
47	<b>MGMT 472 : Leadership Development</b>	CC	prereq (no 2.5 GPA)	Approved
48	<b>MGMT 482 : Capstone in Business Strategy</b>	CC	was BUS ADM 482 (deactivated)	Approve
49	<b>MKTG 421 : International Marketing</b>	CC	prereq	Approve
50	<b>MKTG 426 : Marketing Strategy</b>	CC	fall->spring, WE	Approve
51	<b>MKTG 428 : Consumer Behavior</b>	CC	prereq (no 2.5 GPA)	Approve <sup>2</sup>
52	<b>NURSING 370 : Evidence-Based Practice: Translating Research to Practice</b>	CC	WE	Approved
53	<b>NURSING 461 : Care Transitions Practicum Immersion</b>	CC	Capstone	Approved
54	<b>NUT SCI 421 : Community and Public Health Nutrition</b>	CC	Title, description, dual level (621)	Approved
55	<b>PHYSICS 103 : Fundamentals of Physics I</b>	CC	ACT scores are added to prerequisites	Approved
56	<b>PHYSICS 104 : Fundamentals of Physics II</b>	CC	prerequisite	Approved
57	<b>POL SCI 351 : Comparative Politics</b>	CC	minor changes	Approved
58	<b>POL SCI 408 : Public Policy Analysis</b>	CC	minor changes	Approved
59	<b>PSYCH 300 : Research Methods in Psychology</b>	CC	COMM SCI 205->PSYCH 205, QL,	Approved
60	<b>PU EN AF 315 : Public and Non-Profit Management</b>	CC		Approved
61	<b>PU EN AF 323 : Sustainable Land Use</b>	CC	minor changes	Approved
62	<b>PU EN AF 378 : Environmental Law</b>	CC		Approved
63	<b>SCM 384 : Supply Chain Management</b>	CC	prerequisite, was BUS ADM 384	Approved
64	<b>SECON ED-I All Ages : Early Childhood to Adolescence Emphasis</b>	PC	COMM SCI 205->PSYCH 205	Approved
65	<b>SOC WORK 307 : Ethics in Practice</b>	NC	elect, GE, 3cr, 3lec, cap=24, no prereq, as needed, inst consent to add course.	Approved <sup>11</sup>
66	<b>SOC WORK SUBSTANCE : Social Work - Substance Abuse Emphasis</b>	PC	COMM SCI 205->PSYCH 205	Approved
67	<b>SOCIOL 311 : Collective Behavior and Social Movements</b>	CC	elective, prereq=SOCIOL 100, WE	Approved
68	<b>SUSTAIN-I : Sustainability Minor</b>	PC	Changes on required courses and elective	Approved
69	<b>THEATER DESIGN-TEC : Design/Technical Theatre Emphasis</b>	PC	supporting, core, delete Performance Elective	Approved
70	<b>THEATER MUSICAL : Musical Theatre Emphasis</b>	PC	supporting, core	Approved
71	<b>THEATER PERFORM : Performance Emphasis</b>	PC	supporting, core, delete Performance Elective	Approved
72	<b>THEATER STUDIES : Theatre Studies Emphasis</b>	PC	supporting, core	Approved
73	<b>THEATRE 100 : Theatre Gateway</b>	NC	core, 1cr, 1seminar, cap=20, prereq=major/minor	Approved
74	<b>THEATRE 134 : Movement for the Actor</b>	CC	lecture->seminar, prerequisite	Approved
75	<b>THEATRE 200 : Script Analysis</b>	CC	spring->fall	Approved
76	<b>THEATRE 302 : Playwriting I</b>	CC	lecture->seminar, prerequisite, fall->spring, Fine Arts	Approved
77	<b>THEATRE 309 : Theatre History I:Greek to 19th Century</b>	CC	core, title, description, fall	Approved
78	<b>THEATRE 310 : Theatre History II: Realism to Contemporary</b>	CC	core, title, description, spring, 311 deactivated,	Approved
79	<b>THEATRE 311 : Theatre History III: 20th Century and Contemporary</b>	D	will be a part of 310	Approved
80	<b>THEATRE 340 : Dance History</b>	CC	description, prerequisite=NA, GE	Approved <sup>12</sup>
81	<b>THEATRE 351 : Directing I</b>	CC	core, prerequisite	Approved
82	<b>WATER_SCI WATER_ACC : Accelerated Water Science Emphasis</b>	PC	minor (ENV SCI 335 and ET 331 no longer cross-listed)	Approved
83	<b>FIN 415 : Employee Benefits and Retirement Planning</b>	CC	prerequisite, updated syllabus	Approved <sup>13</sup>
84	<b>FIN 425 : Estate and Trust Planning</b>	CC	prerequisite, updated syllabus	Approved <sup>13</sup>
85	<b>HISTORY 302 : Problems in American Thought</b>	CC	fall odd->fall even, repeat=3 with different titles	Approved <sup>13</sup>

<sup>1</sup> ET 346, 348 will be deactivated and they will be replaced by ENGR 346 and 348 in the ELEC ET : Electrical Engineering Technology and PHYSICS-I : Physics Minor curriculums by K Hrivnak. W Jeon contacted Jagadeep Thota (Chair of Engineering and Engineering Technology) for this issue, and this was the agreement.

<sup>2</sup> Mathew Dornbush (Dean of Austin E. Cofrin School of Business) provided explanation about their restructuring. A Gurtu, W Jeon, and C Ganyard discussed this issue with Dean several time, individually and together. AAC approved for elimination of the minimal 2.5 GPA.

<sup>3</sup> W Jeon contacted Brian Merkel (Chair of Human Biology) for clarification on the footnote “<sup>2</sup>.” It was deleted.

<sup>4</sup> D Voelker contacted Philosophy department for clarification. It was recommended by K Hrivnak to use labels for the 2 categories of UL courses, and **History of Philosophy** and **Philosophical Issues** will be added by K Hrivnak.

<sup>5</sup> The default class size 30 is initial cap. A Gurtu contacted Mussie Teclezion (Chair of Accounting & Finance) for this issue. It was confirmed that the department wanted to keep the cap as 30.

<sup>6</sup> W Jeon contacted Robert Howe (Biology Chair) for specification on a part of the prerequisite change: “equivalent.” It was changed to “ENV SCI 302 or consent of instructor.”

<sup>7</sup> A Gurtu contacted Jae Hoon Choi to complete the request. The default class size (35) and the prerequisite was added.

<sup>8</sup> There was a concern that this new program requires too many credits (86) for their majors. D Voelker will contact Scott Ashmann (Associate Dean of CHESW) for explanation.

<sup>9</sup> Jagadeep Thota confirmed (W Jeon asked) that ENGR 460, 462 are lecture courses that need labs. All the 30 students in the courses will not be accessing the same lab at the same time. A group (3-6) students may use one lab and another group may use a different lab for their projects.

<sup>10</sup> K Hrivnak asked why the program title includes “online.” D Voelker will contact Jennifer Ham (Humanities Studies Chair) to confirm that this new online minor is a stand-alone general Humanities minor.

<sup>11</sup> W Jeon contacted Joan Groessl (Social Work chair) to get a rationale for the default class size=24. She explained that the course will utilize discussions quite heavily. AAC approved that 24 is a proper size.

<sup>12</sup> K Hrivnak will change the required/recommended prerequisite NA to “blank” later.

<sup>13</sup> These were late additions from the GEC. The request was for minor changes. Vote was conducted via email and they were approved.

Respectfully submitted,

Woo Jeon

**Graduate Academic Affairs Council**

**Report for 7 April, 2021 Faculty Senate Meeting**

Due to the unusual situation of no old or new business to review, the March 23, 2021, GAAC meeting was cancelled. The last meeting for the 2020-21 academic year is scheduled for April 27, 2020.

Respectfully submitted,

Gail Trimberger

**ASC Report for Faculty Senate Meeting  
April 7, 2021**

- The Academic Staff Committee's most recent meeting was March 10th and the next will be April 14th. We are planning an all-Academic Staff Assembly for the spring, to be held on May 6th via Teams.
- The ASC will continue the work from the preference survey tabulations and elective results and the make-up of AS Committees for 21-22.
- The ASC heard from Clif Ganyard on updates to the HLC accreditation process.
- ASC has forwarded names to Chancellor Alexander for the upcoming provost search.
- The AS Professional Development Programming Committee partnered with University Staff and IT to present Microsoft Teams training. The training was well received and well attended.
- The AS Professional Development Allocations Committee is continuing work to streamline and update the request for professional development funding form in anticipation of when it is possible to travel and participate in much-deserved conference opportunities. New funding streams have been aligned with this important benefit to AS considering the increased needs of a four-campus institution.

Respectfully submitted,

Sherri Arendt, Chair  
Academic Staff Committee

**USC Report for Faculty Senate Meeting  
April 7, 2021**

- All Member University Staff meeting took place Thursday, March 18. Thank you to Paul Pinkston and Vice Chancellor Sheryl Van Gruensven for attending the meeting.
- The TEAMS Training provided by the USC-ACS Joint Professional Development Committees had 91 registered for the March 17 and 101 registered for the March 18 event.
- University Staff evaluations were due March 31 and the COVID rubric was used during the process.
- Two University Staff member names were submitted to serve on the Provost Search and Screen Committee.
- The next University Staff Committee monthly meeting will be Thursday, April 15, 2021 at 10:00am virtually via Microsoft Teams. Please email [machucas@uwgb.edu](mailto:machucas@uwgb.edu) for the meeting link.

Respectfully submitted,

Sue Machuca, Chair  
University Staff Committee

March 30, 2021

To: Regents Atwell, Beightol, Blumenfeld Bogost, Colon, Grebe, Hall, Jones, Klein, Levzow, Manydeeds, Miller, Petersen, Peterson, Saffold, Stanford Taylor, Walsh, Weatherly, Woodmansee

Dear UW Regents:

We are writing today to ask you to delay approval for the Distance Education plus (DE+) initiative proposed by UW System administration. This initiative has very recently come to our attention. Governance leaders have not been a part of the development of the proposal. Five of our regional campuses are already heavily invested in Distance Education and have been for 20+ years. Regarding this new proposal, there has not been enough collaboration with campuses to yet know the monetary effect this proposal would have. Regional campuses are important to the people of Wisconsin. Running more online programs that compete against those we already offer could pose even more financial challenges to the regional campuses. For example, distance education at UW-Stout is responsible for 21% of their total revenue. Stout currently participates in two collaborative degrees offered through the FLEX program, and those programs have only returned \$10,000 over a two-year period, which is virtually nothing compared to Stout's Distance Education enterprise. At UW-Superior, their success reaching students is demonstrated by their substantial increase in enrollment in online offerings over five years to now represent 50% of their current tuition dollars. This achievement is due to their own initiative. Superior currently has eleven (11) majors/concentrations online in high enrollment areas, ten (10) minors and ten (10) graduate programs (including some UWEX collaboratives that they support). Superior's institutional structures and offices know how to properly serve these adult learner students due to their established expertise as another of the oldest and most established online providers in the UW.

Please consider the following points of concern:

1. A centralized Distance Education enterprise run by the UW System will change the UW System's role in educational processes that are essential to the missions of each regional campus.
2. A centralized program will compete with the five campuses that are already heavily invested in Distance Education. This is counterproductive.
3. Distance Education around the system would best be served by UW System support for campus initiatives that already have the infrastructure and expertise and are poised to grow further to meet the demand of local, state and regional adult online learners. Supporting existing campus level programming and encouraging growth is part of a

ground-up organic process that is best positioned to be quickly responsive to local and regional educational needs and market demand.

4. There are many questions surrounding the DE+ proposal that have not been adequately answered: How will the UW-System Distance Education Initiative be administered? What is the role of campus experts in curriculum development? How will DE+ align with and support existing regional campus online programming (or will it compete with established regional institution programming)? How will the UW System seek accreditation and grant degrees?
5. We are concerned that current Faculty and Instructional Academic Staff professional needs and relationships with their home campus departments, programs and curriculum has not been well thought out in the DE+ proposal. The incentive structure created by the DE+ model presented to us will result in the use of a lowest cost adjunct itinerant labor force rather than be inclusive and supportive of faculty who are teaching and research experts in their fields.

We encourage you to consider this as an information item only and invite campus experts to help inform the model.

Sincerely,

Druscilla Scribner, Faculty Senate President, UW-Oshkosh

Edward Gimbel, Faculty Representative, UW-Whitewater

Enilda Delgado, Faculty Representative, UW-La Crosse

Geoffrey Peterson, Faculty Representative, UW-Eau Claire

Glenda Jones, Faculty Senate Chair, UW-Stout

Jon Shelton, Faculty Representative, UW-Green Bay

Nerissa Nelson, Chair, Common Council, UW-Stevens Point

Nicholas Sloboda, Faculty Representative, UW-Superior

Cc: UW Chancellors