

AGENDA

UW-GREEN BAY FACULTY SENATE MEETING NO. 2

Wednesday, October 1, 2014

Alumni Rooms, University Union, 3:00 p.m.

Presiding Officer: John Lyon, Speaker

Parliamentarian: Clifford Abbott

1. CALL TO ORDER

2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 1 September 10, 2014 [page 2]

3. CHANCELLOR'S REPORT

4. NEW BUSINESS

a. Memorial Resolution for Donald Larmouth [page 7]

Presented by Clifford Abbott

b. Code change for Committee on Workload and Compensation – first reading [page 8]

Presented by Patricia Terry

c. Request for future business

5. OTHER REPORTS

a. University Committee Report - Presented by Steve Meyer

b. Faculty Rep Report – Presented by Steve Meyer

c. Academic Staff Report – Presented by Kristy Aoki

c. Student Government Report - Presented by Vanya Koepke

6. ADJOURNMENT

[draft]

MINUTES 2014-2015
UW-GREEN BAY FACULTY SENATE MEETING NO. 1

Wednesday, September 10, 2014
Alumni Rooms, University Union

Presiding Officer: John Lyon, Speaker of the Senate
Parliamentarian: Clifford Abbott

PRESENT: Greg Aldrete (HUS), Andrew Austin (DJS), Dallas Blaney (PEA), Toni Damkoehler (AND), Clifton Ganyard (HUS), Adolfo Garcia (ICS), Doreen Higgins (SOCW), Jenell Holstead (HUD), Ray Hutchison (URS), Ghadir Ishqaidef (BUA), Mimi Kubsch (NUR-UC), Arthur Lacey (EDU), Jim Loebel (BUA), Kaoime Malloy (Theatre and Dance), Ryan Martin (HUD), Steve Meyer (NAS-UC), Cristina Ortiz (HUS-UC), Debra Pearson (HUB), Uwe Pott (HUB), Courtney Sherman (MUS), Brian Sutton (HUS), Linda Tabers-Kwak (EDU), Patricia Terry (NAS), Christine Vandenhouten (NUR), Kristin Vespia (HUD-UC), Julia Wallace (Provost, *ex officio*), Amy Wolf (NAS).

NOT PRESENT: Hernan Fernandez-Mearidi (HUS), Michael McIntire (NAS), Gary Miller (Chancellor, *ex officio*), and Alison Stehlik (AND)

REPRESENTATIVES: Kristin Aoki, Academic Staff; Vanya Koepke, Student Government

GUESTS: Greg Davis, Scott Furlong, Sue Mattison, Lucy Arendt, Cheryl Grosso

1. CALL TO ORDER.

With considerable decisiveness Speaker Lyon gavelled the meeting to order a few minutes after 3 p.m. He asked for the benefit of new members that the senators identify themselves and their constituencies and the senators complied.

2. APPROVAL OF MINUTES for Faculty Senate Meeting No. 9, April 30, 2014.

The Speaker asked for corrections and, hearing none, declared the minutes accepted.

3. CHANCELLOR'S REPORT.

Since the Chancellor was currently in Washington and unable to attend, he had submitted a written report:

I will be in Washington, D. C. attending a meeting of the AASCU, APLU, AACC Post-Collegiate Outcomes Steering Committee this week. I am disappointed that this long-standing obligation will prevent me from attending the first Faculty Senate meeting of my term as Chancellor. I have prepared this memo for distribution to the Senate in lieu of a personally delivered report if you believe it is appropriate.

Since assuming my position on August 1, I have engaged in a number of activities designed to (1) Educate myself about the university, the system and the Green Bay community, (2) initiate a campus conversation about the university, (3) initiate planning to *Invent the Future* of UW-Green Bay and (4) identify areas where immediate action might be beneficial to the health of the university. Permit me to comment briefly about each of these areas of activity.

(1) Educating the Chancellor

Following is a list of activities and processes I have used (and continue to use) to learn about the university and its environment:

1. Campus/Community Survey
2. Meetings with campus administrative leaders
3. Individual and group donor meetings
4. Review of the University Strategic Plan
5. Initial meetings with Trustees and key community supporters
6. Conversations with governance leaders
7. Conversations with key system staff and the President
8. Conversations with key Regents
9. Study and analysis of background material (web pages, publications, etc.)
10. Budget briefings
11. Enrollment briefings
12. Briefings about university partnerships
13. Meetings with Leadership Council
14. Chancellors meeting regarding new system vision
15. First Regents meeting
16. Meetings with local legislators, city and county leaders
17. Meeting with one member of the Congressional delegation

Last week I convened five two hour "deep dives" on the following topics: Athletics, enrollment, university advancement, budget and finance, and academic planning. Each session was a detailed description of our current processes and an analysis of the operational environment. I was joined in each of these sessions by all members of the Cabinet and members of the University Committee, Academic Staff Committee and University Staff Committee.

I will continue through September with a full schedule of meetings with campus leaders, faculty and staff, student government and tours of campus facilities.

I have been appointed (with two other Chancellors) to the President's Cabinet for the coming Academic year. In that position I will be meeting with the President and his senior leaders twice each month.

(2) Campus Conversation

The response of the campus and the community to the four-question survey I distributed several weeks ago was fantastic. Many faculty and staff wrote detailed and carefully crafted analyses of the challenges and opportunities the university faces. A number of important themes emerged from these surveys and we are in the process of scheduling meeting with groups around campus to discuss these themes. The survey and your input from these meetings will give us a good understanding of how we view ourselves now and our hopes for the future.

(3) *Invent the Future* Planning

As I mentioned in my Convocation remarks, developing an exciting narrative for the future and organizing ourselves to seize the opportunities and meet the challenges ahead of us will require us to engage in an institution-wide process of reflection and action in the

coming months. I am calling this important activity: *Invent the Future* of UW-Green Bay. The design of this process is in draft form and I will discuss it with faculty and staff leadership in the coming weeks. I look forward to your participation in that process.

(4) Areas for possible immediate action

In the coming weeks, I will be briefing the University Committee and other governance groups on a number of areas where immediate action seems important. These include:

1. Reshaping the University Budget Council to prepare for a more robust and transparent planning process.
2. Redesigning the university web page.
3. Expansion of university capacity in analytics and predictive modeling.
4. Strategic reorganizations in University Advancement, Marketing and Communication.

Let me end this message by reaffirming that overriding all of the activities described above is the importance of continuing our efforts to improve compensation for faculty and staff.

Thank all of you for your great work! – *submitted by Chancellor Miller*

4. OLD BUSINESS

a. Essential Job Functions.

This item had been tabled at the previous meeting. The Speaker described the preference of the University Committee to leave the item on the table (which in effect kills it in its present form) so that the issue could be referred to the Committee on Disability Issues for review and recommendation. He then gave the Senate a moment to consider and, either missing the hint or displaying the admirable independence to reject it, **Senator Vandenhouten (Senator Loebel second) moved to remove the item from the table. This motion was defeated (8-13-0)**. At this point a new senator asked what the issue was really about and the Speaker responded that Human Resources wanted Faculty-approved guidance on how to tell when a faculty member was not performing essential job functions so that accommodation or appropriate leave might be arranged. The order of dealing with this issue – expressing intent, taking a vote, and then discussing the content – is not typical but it portends a nimble Senate.

b. Administrator Evaluation Process.

This item had also been tabled at the previous meeting. The Speaker again described the UC's preference to leave this item on the table so that it could be brought back later in a form that might address concerns expressed at the last meeting. The Senate was compliant and no action was taken.

5. NEW BUSINESS

a. Election of a Deputy Speaker of the Senate for 2014-15.

Senator Meyer (Senator Ortiz second) nominated Clif Ganyard as Deputy Speaker and once his willingness to serve was confirmed and there were no other nominees the **Senate endorsed Clif Ganyard as Deputy Speaker of the Senate for 2014-15**.

b. Revision of the Select Mission.

Associate Provost Greg Davis presented this issue as a request from UW-System to correct an oversight, approved by the both the Senate and the Regents in 2007, that is now claimed to be in violation of state statutes for not “delineating specific program responsibilities and types of degrees to be granted” - Chapter 36.09 (1b). An additional paragraph is proposed to be added to

the Select Mission. The language of the proposal has been vetted by UW-System officials and modelled after changes made at other UW campuses. The Speaker intimated that this was an information item at this point and would return for action at a later meeting. The rambunctious Senate, however, wanted closure. **Senator Meyer (Senator Sutton second) moved to suspend the rules to take action immediately. The motion was approved (20-4-0).**

The Senate grumbled a bit about the lawyer-vetted language – redundant, mis-punctuated, imprecise – but in the end acted only on the specific list of degrees. **Senator Garcia (Senator Sherman second) moved to amend the motion by adding the Bachelor of Music to the list of degrees. The motion was approved (24-0-0).** There were a few questions about whether this meant that any proposal to add a new degree in the future would necessitate changing the mission statement but there were no answer to these questions. **The Speaker called for a vote and the now-amended motion to adopt the added paragraph to the mission passed (24-0-1).**

c. Memorial Resolution for Jerome Abraham.

With some deft reordering of the agenda, the Speaker invited Professor Grosso to read the resolution she and the faculty in Music had prepared. The resolution will be added to the collection kept in the office of the Secretary of the Faculty and Academic Staff.

d. Request for future business.

The Speaker urged the Senators to bring their concerns to the Senate or the University Committee.

6. PROVOST'S REPORT

The Provost offered kudos to several recent recipients of Founders Awards who were present, to Clif Ganyard for the Regents Award for teaching, and to Brian Sutton for his theatrical success and there was applause from the Senate. She then listed several activities of current interest:

- The Chancellor is learning about the University in part through a series of “deep dives” in key areas. There was a presentation on the Provost’s areas to the Chancellor and several governance representatives. The PowerPoint presentation has been shared with the UC.
- Enrollment is a concern. This year the headcount may be stable but the FTE are declining as is the total number of applications.
- Adult Degree is responsible for the recent official partnership with the Green Bay Packers. This should be helpful in marketing the University. In particular UWGB will have a special day on November 15 in the Lambeau Field Atrium.
- The Chancellor will be officially installed in a ceremony on November 14 at 2 p.m. in the Weidner Center.
- Professor Jennifer Ham has accepted an assignment as special assistant to the Provost for assessment.
- Finally, work is proceeding on two collaborative programs. A search last year for a mechanical engineer for the Engineering Technology program with UW-Oshkosh ultimately failed and has been reposted along with two other positions for this coming year. There is active lobbying for funding beyond the special funding allocated for this year. The Medical College of Wisconsin is selecting 25 students from about 2000 applications for its local program and a contract for how UWGB faculty will participate in their education is still being negotiated along with other partners – St. Norbert and Bellin College of Nursing.

7. OTHER REPORTS

a. University Committee Report. Last year's UC Chair, Bryan Vescio, was unavailable to deliver it in person, but his report is available on-line on the SOFAS website along with other annual committee reports from last year. The current UC Chair, Steve Meyer, listed the items the UC is lining up for this year: the two tabled items on today's agenda; the role of classified staff on joint governance committees as they transition to university staff; the process for determining honorary degrees; the policy on centers and possible creation of new centers; a support system for research analogous to what CATL does for teaching; the duties of the faculty rep to System (possible attendance at Regents meetings); the rotation schedule for choosing student class speaker; possible caps on summer credits for students; a policy on how recent credits have to be to satisfy degree requirements; and the participation of students and faculty on governance committees.

c. Academic Staff Report. Kristin Aoki is sitting in for Josh Goldman this semester in representing the Academic Staff. She reported that the Academic Staff Committee will be looking at the performance review process.

d. Student Government Report. Vanya Koepke reported that the student government is gearing up for a vigorous year getting most positions filled. One focus for the coming term will be on developing pride and a sense of belonging and acceptance for all students.

8. CLOSED SESSION

The Speaker then asked all non-senators to leave the room as the Senate moved into closed session pursuant to Wisconsin Statutes, Section 19.85(1)(f) where **Senator Kubsch (Senator Tabers-Kwak second) moved approval of a candidate for an honorary degree. The Senate gave its unanimous approval.** The candidate's identity can be revealed when the approval process is completed by the Regents.

9. ADJOURNMENT at 4:10 p.m.

Respectfully submitted,

Clifford Abbott, Secretary of the Faculty and Academic Staff

Memorial Resolution for Professor Emeritus Donald Larmouth

Donald Larmouth (1940-2014) joined the UW-Green Bay faculty in 1970, a couple of years before completing his doctorate in linguistics from the University of Chicago. He was tenured here in 1973 and promoted to full professor a dozen years later. He retired as professor emeritus in 2000.

His scholarly work ranged from work on Wisconsin dialectology (he was an officer for the Midwest section of the American Dialect Society), the teaching of writing (composition and technical writing), and public policy on language. His teaching similarly ranged from applied linguistics, to the history of English, to the politics of standard language, to various kinds of writing. His teaching had a reputation as rigorous, dramatic (he used thunderbolts in feedback to student writing assignments), and entertaining. He was a student of language, but he was also clearly a master of language and many students recall his facility with language, his clever analogies, and his humor. The man had style.

Early on he imagined that his professorial career would be at a small college with lots of ivied buildings and a reverence for the past, but he fully embraced the interdisciplinary mission of UW-Green Bay and its call for innovation. He worked hard throughout his career to support that mission. Chancellor Weidner circulated a copy of his remarks at a graduation ceremony in 1980 as an “impressive” articulation of the mission. Don always considered himself a faculty member first and foremost, even though he served as a dean for five years. From the time of his tenure he was always in some leadership role – he chaired his discipline, his interdisciplinary unit, the University Committee, and numerous task forces. He was collaborative and his support was crucial in creating programs in graphic design, arts management, ESL, and Information and Computing Sciences. He enjoyed crafting academic arguments and for many he provided the models for personnel reviews, rationale statements for courses and programs, and letters of support of all kinds.

He understood the work-life balance and pursued his life-long interest in fishing with a deep passion. His fishing trips and thoughtfulness provided material for sizable contributions to the piscatorial literature and on several occasions he held forth with presentations for his colleagues on campus. His fish stories were always well documented with appropriate citations and evidence.

Don Larmouth cared about his students (he once prepared a handout on how to organize a wedding for students contemplating marriage in the middle of an academic term so it would be least distracting for their studies). He very generously cared about his colleagues. And he cared about this institution, both for its special mission and for its place in the larger context of the ideals of higher education. He leaves his wife and two children and a profound influence on the development of this institution.

Faculty Senate New Business 4a 10/1/2014

Code Change for Committee on Workload and Compensation

Current

1. The Joint Committee on Workload and Compensation (CWC) shall be composed of 6 members serving three year terms (eventually, but not initially, to be staggered three year terms). The Academic Staff Committee (ASC) shall appoint three Academic Staff representatives, and the University Committee shall appoint three tenured faculty representatives: one from the College of Professional Studies, one from the College of Liberal Arts and Sciences, and one at-large subject to the condition that at least one of the three members shall also be a member of the Graduate Faculty. In addition, the Director of Institutional Research, one representative from the ASC, one representative from the Classified Staff Advisory Committee, and one representative from the UC shall serve as ex officio (non-voting) members of the CWC. These additional members shall each serve one year terms, or be reappointed annually for the duration of their service on the ASC, CSAC, or UC.
2. The chair of said committee shall attend a meeting of the UC and the ASC at least once per semester to update them and report on plans and progress.
3. The CWC is charged with both reporting and action responsibilities:
 - a. In light of prevailing fiscal conditions, the committee is charged with:
 - i. Identifying the various existing and potential components of workload and forms of compensation for faculty and academic staff,
 - ii. Identifying areas of concern and stress among said personnel relating to workload and compensation, and
 - iii. Formulating options for remedying perceived workload and compensation shortcomings, dysfunctional procedures, or inequities on this campus.
 - b. On an ongoing basis, and at least once per semester, the committee is asked to present Resolutions (relating to 3a) to the Academic Staff Committee and Faculty Senate for action.

UWGB Faculty Senate Approved 12 October 2011
Academic Staff Committee Approved 15 September 2011;
Revised 14 November 2012.

Proposed

1. The Joint Committee on Workload and Compensation (CWC) shall be composed of **6 members** serving three year terms (eventually, but not initially, to be staggered three year terms). The Academic Staff Committee (ASC) shall appoint **two** Academic Staff representatives, **the University Staff Committee (USC) shall appoint two representatives**, and the University Committee (UC) shall appoint **two** tenured faculty representatives **subject to the condition that at least one of the members shall also be a member of the Graduate Faculty**. In addition, the Director of Institutional Research and one representative each from the ASC, the **USC**, and the UC shall serve as ex officio (non-voting) members of the CWC. These additional members shall each serve one year terms, or be reappointed annually for the duration of their service on the ASC, USC, or UC.
2. The chair of said committee shall attend a meeting of the UC, USC, and the ASC at least once per semester to update them and report on plans and progress.
3. The CWC is charged with both reporting and action responsibilities:
 - a. The committee is charged with:
 - i. Identifying the various existing and potential components of workload and forms of compensation for faculty and academic staff,
 - ii. Identifying areas of concern and stress among said personnel relating to workload and compensation, and
 - iii. Formulating options for remedying perceived workload and compensation shortcomings, dysfunctional procedures, or inequities on this campus.
 - b. On an ongoing basis, and at least once per semester, the committee is asked to present Resolutions (relating to 3a) to the Academic Staff Committee, University Staff Committee, and Faculty Senate for action.

Faculty Senate New Business 4b 10/1/2014