

## AGENDA

### **UW-GREEN BAY FACULTY SENATE MEETING NO. 5**

Wednesday, December 14, 2016

1965 Room, 3:00 p.m.

Presiding Officer: Patricia Terry, Speaker

Parliamentarian: Steve Meyer

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

#### **2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 3, November 9, 2016 and NO. 4, November 14, 2016 [page 2 and 9]**

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

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

- a. Undergraduate Certificate Program Policy [page 12]  
Presented by Associate Provost Clif Ganyard

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

- a. Discontinuation of the Facilities Management Committee, Library Advisory Committee, and Legislative Affairs Committee  
Presented by UC Chair David Voelker

- b. Resolution in Support of Students Regardless of Citizenship Status [page 13]  
Presented by UWGB Faculty Representative Christine Vandenhouten

- c. Reaffirmation of the Resolution Against Campus Carry [page 15]  
Presented by UC Chair David Voelker

- d. Revised Learning Outcomes for General Education [page 16]  
Presented by GEC Co-Chair David Coury

- e. Request for future business

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

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

- a. Academic Affairs Council Report [page 18]
- b. University Committee Report – Presented by UC Chair David Voelker
- c. Faculty Representative Report – Presented by Christine Vandenhouten
- d. Academic Staff Report – Presented by ASC Chair Eric Craver
- e. University Staff Report – Presented by USC Chair Jan Snyder
- f. Student Government Report - Presented by SGA President Nikolas Austin [page 24]

#### **8. ADJOURNMENT**

[draft]

**MINUTES 2016-2017**  
**UW-GREEN BAY FACULTY SENATE MEETING NO. 3**

Wednesday, November 9, 2016  
1965 Room, University Union

Presiding Officer: Patricia Terry, Speaker of the Senate  
Parliamentarian: Steve Meyer

PRESENT: Greg Aldrete (HUS), Andrew Austin (DJS-UC), Gaurav Bansal (BUA), Bryan Carr (ICS), Greg Davis (Provost, *ex officio*), Joan Groessl (SOCW), Lisa Grubisha (NAS), Harvey Kaye (DJS), Mark Kiehn (EDU), Minkyu Lee (AND-Alternate), Vince Lowery (HUS), John Luczaj (NAS), Upal Mahfuz (NAS), Kaoime Malloy (THEATRE), Paul Mueller (HUB), Steve Muzatko (BUA-Alternate), Rebecca Nesvet (HUS), Uwe Pott (HUB), Michael Rector (MUS-Alternate), Chuck Rybak (HUS-UC), Christine Smith (HUD), Patricia Terry (NAS-UC), Brenda Tyczkowski (NUR), Christine Vandenhouten (NUR-UC), Kristin Vespia (HUD), David Voelker (HUS-UC), and Elizabeth Wheat (PEA)

NOT PRESENT: Aurora Cortes (EDU), Ryan Currier (NAS), Katia Levintova (PEA-UC), Gary Miller (Chancellor, *ex-officio*), Laurel Phoenix (PEA)

REPRESENTATIVES: Nikolas Austin (SGA), Eric Craver (ASC), Amanda Wildenberg (USC-Alternate)

GUESTS: Scott Furlong (Dean, CAHSS), Susan Gallagher-Lepak (Dean CHESW), Clifton Ganyard (Assoc. Provost), Paula Ganyard (Director, Cofrin Library), Doreen Higgins, John Katers (Dean, CST), Joe Schoenebeck, Alison Staudinger

**1. CALL TO ORDER.**

With the bang of the gavel, Speaker Terry called the third Faculty Senate meeting of the 2016-17 academic year to order at 3:02 p.m. In the wake of the previous day's election results, she opened with a soliloquy extolling the virtues of her colleagues including their "passion by which we hold to our convictions" and, with the somber mood being quite apparent in the room, suggested that "with great passion comes a greater sense of loss."

**2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 2, October 12, 2016.**

With no comments on or edits to the minutes, automatic consent was declared...and there was much rejoicing (at least by the SOFAS).

**3. CHANCELLOR'S REPORT.**

With the Chancellor attending an alumni event in Madison, Provost Davis chose to skip the scheduled Provosts' meeting in Madison so that he could address the Faculty Senate firsthand regarding the events of the past couple of weeks related to the Post Tenure Review Policy (que the ominous music). Provost Davis proceeded to read a series of emails chronicling the chain of events that led us to this point.

- 10/5/2016: UC Chair David Voelker wrote to Tom Stafford (UW System Legal): “The University Committee at UWGB took the suggestions you made on the most recent draft (of the PTR policy) that we sent you (9/22/2016). Attached is the final version that the UC will present before the Faculty Senate on 10/12/2016 for a second reading. Please let me know if you have any problems prior to our senate meeting.”
- 10/10/2016: Tom Stafford responded to David Voelker’s email, saying they had reviewed the latest draft of the PTR that included several new sections of highlighted language. UW System Legal did not have any concerns about the new language. (NOTE: the Post Tenure Review Policy was passed by the Faculty Senate 25-1-0).
- 10/21/2016: An email from Jim Henderson (UW System Vice President for Academic Affairs) was sent to all Chancellors, and cc’d to the Provosts, which expressed (for the first time) an expectation that PTRs must include a review by someone at the administrative level (usually the relevant Dean). At a scheduled meeting between President Ray Cross and the Chancellors (on 10/28/2016), Cross will discuss this issue with the Chancellors prior to his decision on the criteria he will use to decide whether he would forward each campus’s respective policy to the Board of Regents for their consideration.
- 10/21/2016: Chancellor Miller emailed Provost Davis asking whether our policy included an administrative level review and, if so, at what level. Provost Davis sent him the excerpt of the policy the Faculty Senate had approved on 10/12/2016 (sections 9, 10, and 11), along with the following statements “It seems that this is strange timing to discuss the possibility of new additional constraints in the PTR document, especially well after many of the proposed policies have been given the OK by System Legal. Changing the rules can be quite disastrous in relation to faculty and administration/system.” Provost Davis went on to say that he was “very comfortable with the policy UWGB is forwarding and was hoping that we would not be asked to revisit it.” With annual reviews in place, there would be no surprises at the time of post tenure reviews. Assuming our Chairs, Deans, Provosts are all doing their jobs, the results of post tenure review should be completely predictable.
- 10/28/2016: President Cross met with the Chancellors. While in that meeting Chancellor Miller emailed Provost Davis again asking if our policy had a provision for a post tenure review to include an administrative review (even if the outcome is positive)? At this point neither the Board of Regents nor President Cross would approve any university’s PTR policy that did not include these components. Provost Davis responded with what we had in our policy and noted that what UWGB had done was exactly what Regent Policy Document 20-9 sets out. There is nothing in 20-9 that requires the provision requested. Cross made it quite apparent our policy would not be approved and we were being directed to include an administrative review in all cases.
- 10/28/2016: Provost Davis wrote a memo to Jim Henderson asking that in light of the Chancellor’s meeting is the language of our PTR policy (particularly section III. 10. a.) acceptable for moving forward to the Board of Regents or will we need to bring it back to governance for modifications?
- 10/31/2016: Jim Henderson responds to Provost Davis stating that President Cross indicated that a post tenure review process must include an administrative review (at the Dean level or higher) regardless of the outcome at the department level, so if that is not

included it will need to be modified to include that language in order to move on to the Board of Regents for their review.

- 11/1/2016: Jim Henderson wrote to all the Provosts stating just what he had told Provost Davis the previous day.
- Perhaps to be just a bit of a thorn-in-the-side, Provost Davis asked Jim Henderson if there would be a memo directly from President Cross addressing the administrative level review. “I think that the verbal statement from President Cross to the Chancellors in my follow-up email should be sufficient.”
- Provost Davis told Jim Henderson that he would be missing the 11/9/2016 Provosts’ meeting so that he could attend the Faculty Senate meeting to address the senate directly regarding the events of the past month or so.
- Provost Davis met with the UC on 11/2/2016 to explain the recent events. In a subsequent email to Jim Henderson, Provost Davis stated that after his visit to the UC, despite negative emotions, it was clear what must be done and he strongly encouraged the UC to have a revised policy on the 11/9/2016 Faculty Senate agenda. Provost Davis also expressed concern regarding the timeline; a first reading of the revised policy on 11/9/2016, followed by a second reading at the 12/14/2016 senate meeting, would extend this beyond the 12/8/2016 Board of Regents meeting. There was no response to this email.
- UC Chair David Voelker revised the PTR Policy and sent those revisions to the rest of the UC for their input.
- 11/8/2016: Provost Davis received an email from Tom Stafford thanking him for submitting UWGB’s proposed PTR Policy that was passed in Faculty Senate on 10/12/2016. Stafford pointed out three things that needed to be addressed before it could go to the Board of Regents for their consideration: 1) add “The faculty member shall be eligible for professional develop funds and merit and star salary adjustments during the period leading up to their next post-tenure review, subject to availability of resources” (this was previously removed and needed to be added back in), 2) each policy “must include a provision for an administrative level of review at the Dean’s level or higher”, and 3) fix a simple drafting error (a reference to some language that was cut in a previous revision was inadvertently left in). Provost Davis again inquired about the timeline given that these changes to the policy would require a first reading (11/9/2016 Faculty Senate meeting) and a second reading (12/14/2016) before a vote could be taken, while the next Regents meeting is 12/8/2016. He then asked for guidance regarding a timeline for these changes and heard nothing back from Stafford.
- 11/9/2016: At the Faculty Senate meeting, Provost Davis expressed his disappointment that the Regents and the President did not have their “ducks in order” before telling all faculty what they wanted in their policy. There is no question that modifications need to be made, the question is how fast is Faculty Senate willing to take care of those modifications.

At this time, Provost Davis fielded questions from the senate. He mentioned that at November’s Regent meeting (11/10/2016), UW-La Crosse’s PTR policy (which conforms to Regent Policy Document 20-9 and includes a review at the administrator level) would be reviewed by the Regents Education Committee.

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

##### **a. Revised Post-Tenure Review (PTR) Policy**

A frustrated UC Chair David Voelker introduced the revised PTR policy which now includes the demand for “a provision for an administrative level of review at the Dean’s level or higher.” Chair Voelker reiterated that Regent Policy Document 20-9, upon which our PTR Policy is based, was passed at the April Regents meeting. He continued, saying that between April and October many, many drafts of UWGB’s PTR Policy had been submitted to UW System Legal Counsel and Jim Henderson for their examination, so it is really frustrating that it took all this time for this new demand to be brought to our attention. Beyond the frustration, Chair Voelker voiced both concern and displeasure at the way shared governance was ignored throughout this entire process and expressed apprehension for the future of shared governance going forward from this moment. At this point, Chair Voelker laid out the options before the Faculty Senate, which boiled down to: 1) refusing to comply, in which case the Regents would likely write an interim policy for us or take our policy that we passed in October and add the language that they demand we have in our policy, or 2) pass the revised policy, perhaps with a cover letter protesting the lack of shared governance involved in the process (this was the consensus of the UC). When all is said and done, there is no way around us having a policy that meets their demands. Chair Voelker stressed that our desire should be to come out of this with the best PTR Policy we can in order to protect ourselves and our colleagues, and the revised policy is the best “deal” we’re going to get. At this point, Chair Voelker proceeded to review the most recent changes that were made to the UWGB’s PTR Policy, after which he asked for questions and comments from the senate. Questions and comments centered around: 1) the “thirty days to submit a response” if the Dean dissents from the “meets expectations” finding of the review committee – what if those 30 days happen to occur when faculty are off contract? Are we required to respond if we are off contract? 2) In light of UW-La Crosse’s PTR Policy being reviewed by the Regents at their 11/10/2016 meeting, should we wait and see what their fate is before we start making changes to our policy? 3) It is very possible we will need to call an emergency session of Faculty Senate if the Regents do not budge on their deadline of all policies going before the Regents at their 12/8/2016 meeting. 4) It is more than a bit disturbing that the Regents have made us “complicit in our own destruction” with this policy – i.e., they are not owning up to the fact that they are ones imposing this policy upon us while at the same time forcing us to write the policy itself. 5) Two schools of thought were developing on how we should proceed - bring this back to our units for further discussion or acquiesce to the President/Regents demand and stop wasting our time on this. When the discussion had finished, it was decided that senators would take this draft back to their units for discussion and a second reading would take place at the 12/14/2016 Faculty Senate meeting – barring the need for an emergency meeting should the Regents demand that all UW institutions provide a draft PTR Policy for the December Regents meeting to be held on 12/8/2016.

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

##### **a. Resolution on the Granting of Degrees**

The next contentious issue on the agenda was whether to grant degrees at December commencement. **Senator Vespia moved approval of the resolution, seconded by Senator Carr.** Well, I guess it wasn’t contentious after all; with no discussion **the motion to approve the resolution passed unanimously (25-0-0).**

### b. Certificate Program Policy

Associate Provost Clif Ganyard mentioned that currently we have a process for creating a certificate program, but we have no statement of what a certificate actually is or what students need to do in order to complete a certificate (other than take a few classes). Two potential problems, in particular, were brought to Associate Provost Ganyard's attention by the Registrar: 1) currently there is no residency requirement for certificate programs, meaning a student could potentially transfer in all the courses needed for a certificate, so we need to specify how many courses a student needs to take at UWGB to get a UWGB certificate, and 2) we do not have a GPA requirement for certificates, thus a student could potentially have a GPA lower than 2.0 in the certificate courses, but an overall GPA greater than 2.0, and therefore still receive a certificate. So, Associate Provost Ganyard asked the Registrar to review some other certificate policies, to look at System and HLC policies, and put together some statements of basic requirements for a certificate that would be offered at UWGB. Associate Provost Ganyard has asked the Administrative Council and the University Committee to look over the new policy to offer any suggestions and revisions. Associate Provost Ganyard then opened the floor for questions and comments by the senate. One senator questioned whether the requirement should be a GPA of 2.0 in the certificate's courses or should the student earn a "C" or better in each of the certificate's courses. Another senator wondered if a 2.0 GPA was too low (that's our probationary level GPA, it is what students must maintain now, and it was noted that the Executive Committee could establish a higher minimum GPA). One senator voiced extreme displeasure over the entire notion of certificate programs, calling it B.S. (that's not Bachelors of Science in this instance) – the senator later recanted this claim regarding our current certificate offerings, but still voiced concern about developing future certificates willy-nilly. Another senator wondered whether there were certificates in graduate programs or just undergraduate programs (just undergraduate programs at this time). Currently, UWGB offers 7 or 8 certificates, three examples of successful certificate programs include the EMBI Certificate (Environmental Management and Business Institute), the Emergency Management Certificate, and the Athletic Coaching Certificate. Finally, one senator voiced concern over the self-declaring of certificates being contrary to other trends on campus, namely providing better advising and mentoring. Why make this different than, say, advising majors and minors? With no senator stepping forward to move acceptance of the Certificate Program Policy, Associate Provost Ganyard said he would take the senate's comments and return in December with a revised policy.

### c. Child Care Alliance Resolution

Assistant Professor and Chair of the Child Care Alliance Alison Staudinger followed up on her Spring 2016 visit to the Faculty Senate to frame her request for a faculty endorsement of this resolution. At the administration's urging, the students, faculty and staff have worked on a plan to develop a child care center. However, there have been many hurdles to overcome in trying to develop both an advocacy plan and a business plan. After initial support by the Chancellor and his cabinet last spring, there has been a distinct lack of follow-up planning assistance by administration. Instead, UPIC has been asked to pick this up, but Child Care Alliance has not heard anything, nor have they been asked to talk about where the process is going. As a result, Child Care Alliance has decided to go to all the governance groups and ask them to help push forward the process through a four-point resolution they are proposing. **Senator Carr moved acceptance of the resolution (Senator Wheat seconded).** Based on personal experience with

the previous child care center on campus (back in 1978), Senator Kaye expressed his wish that faculty support this resolution. Senator Voelker wondered if some formal recognition of the Child Care Alliance ought to be included in the resolution. Senator Vandenhouten recommended that the “fundraising drive” mentioned in the fourth paragraph of the resolution actually be included as part of a capital campaign, she also recommended that the Alliance frame the Child Care facility in terms of its student recruitment value. **Senator Vespia moved to amend the original resolution (seconded by Senator Mueller)**, striking “fundraising drive” and replacing it with “Capital Campaign”. **The motion to amend passed 25-0-0**. Further wordsmithing of the resolution was suggested as **Senator Mueller moved to amend the original resolution (seconded by Senator Luczaj)**, changing “Dedicate campus resources to gaining grants which could facilitate this program, as with the Department of Labor’s Strengthening Working Families Initiative” to “Dedicate campus resources to gaining grants that could facilitate this program, such as the Department of Labor’s Strengthening Working Families Initiative.” **The motion to amend passed 25-0-0**. The accounting professor in Senator Muzatko came out when he pointed out that “2-1 match” was incorrectly used in the last paragraph of the resolution. Therefore, **Senator Muzatko moved to amend the original resolution (seconded by Senator Bansal)**, changing “...commit to a 2-1 match” to “commit to a \$1 for \$2 raised match”. **The motion to amend passed 24-0-1**. Now, back to the original motion to accept the resolution. With no further discussion, **the motion passed 24-0-0**.

d. Request for future business

With their minds on the Thanksgiving bird

Speaker Terry’s request for future business may not have been heard

Granted, it’s that time in the Fall

With lots of Thursday football

And happy thoughts of a four-day weekend are spurred

(In other words, there were no requests for future business voiced)

## 6. PROVOST’S REPORT

Taking the opportunity to once again address the Faculty Senate, Provost Davis returned to the lectern to discuss “regular Provost stuff.” HLC has extended our time allotment to comply with the qualification of high school faculty teaching dual credit courses (such as for College Credit in High School) – they do not have to meet the qualification requirement until 9/1/2022. At the next Board of Regents meeting (12/8/2016), the Education Committee will be acting on the Authorization to Plan for a M.S in Athletic Training. UWGB currently has a Notice of Intent at System to plan for a B.S. in Mechanical Engineering. UPIC has received the documentation for child care and hopes to get to that soon. The Provost fielded a question from Senator Luczaj regarding the status of the Notice of Intent for a Freshwater Science program. Provost Davis mentioned that he had not received the fully revised version of the Notice of Intent to send forward. Senator Luczaj and Dean Katers challenged that statement. Speaker Terry suggested follow up discussion among the interested parties outside of Faculty Senate.

## 7. OTHER REPORTS

a. University Committee Report. UC Chair David Voelker kept his remarks brief, mentioning that the UC has been working on Post Tenure Review (Part II). They will now turn their attention to the 24 credit hour load and how workload will be distributed going forward, as well

as creating an annual review policy that is as easy to comply with as possible. At the request of the committees themselves, the UC will be discussing the elimination of three standing committees that appear to be superfluous.

b. Faculty Representative Report. Christine Vandenhouten shared that the faculty reps meet Friday 11/11/2016 and will have a one-hour discussion with Regent President Milner regarding the Post Tenure Review Policy. Any remaining time will be spent discussing performance-based funding.

c. Academic Staff Committee Report. Eric Craver reported that the Academic Staff Committee met earlier in the day and is in the process of finalizing a draft of the Academic Staff Employee Handbook, which will then be voted on in the Academic Staff Assembly in January. They are also reviewing a proposal to decommission the joint Legislative Affairs Committee. They have received information on the Fund the Freeze initiative, but decided to take no action at this time. A Child Care Alliance member will attend the 12/7/2016 Academic Staff Committee meeting to present more information on the Child Care Alliance.

d. University Staff Committee Report. Amanda Wildenberg, substituting for USC Chair Jan Snyder, reported that the Annual University Staff Fall Conference, held on 10/28/2016, went very well. 141 people attended the conference, 47 from UWGB, 57 from other UW schools, 34 from NWTC, and 3 from FVTC. Many thanks to the University Staff Professional Development Committee for all their hard work organizing the conference.

e. Student Government Association Report. President Nikolas Austin informed the group that SGA will cease handing out free bus passes next Wednesday, but will speak with the Transit Commission who have expressed some interest in bringing back the UPASS for one dollar per ride, but only for students. SGA may consider subsidizing that cost with students (50/50). On campus polling booths had long waits for a brief amount of time in the morning, but there were no lines in the afternoon. SGA voted on a Fund the Freeze resolution, it passed unanimously. SGA is considering a bill that would provide academic credit for participation in student organizations. President Austin is still trying to fill student representation spots on various university committees. Some SGA advisors have approached President Austin regarding the elimination of the fund that is currently set up for child care. He will bide his time in making this decision to make sure everyone has a chance to be part of the process.

**8. ADJOURNMENT** at 5:01 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff

[draft]

**MINUTES 2016-2017**  
**UW-GREEN BAY FACULTY SENATE MEETING NO. 4**

Monday, November 14, 2016  
Christie Theatre, University Union

Presiding Officer: Patricia Terry, Speaker of the Senate  
Parliamentarian: Steve Meyer

PRESENT: Greg Aldrete (HUS), Andrew Austin (DJS-UC), Bryan Carr (ICS), Aurora Cortes (EDU), Ryan Currier (NAS), Greg Davis (Provost, *ex officio*), Joan Groessl (SOCW), Lisa Grubisha (NAS), Eric Hansen (MUS), Harvey Kaye (DJS), Minkyu Lee (AND), Jim Loebel (BUA), Vince Lowery (HUS), John Luczaj (NAS), Kaoime Malloy (THEATRE), Brian Merkel (HUB-Alternate), Paul Mueller (HUB), Steve Muzatko (BUA-Alternate), Rebecca Nesvet (HUS), Chuck Rybak (HUS-UC), Christine Smith (HUD), Patricia Terry (NAS-UC), Brenda Tyczkowski (NUR), Kristin Vespia (HUD), David Voelker (HUS-UC), and Elizabeth Wheat (PEA)

NOT PRESENT: Mark Kiehn (EDU), Katia Levintova (PEA-UC), Upal Mahfuz (NAS), Gary Miller (Chancellor, *ex-officio*), Laurel Phoenix (PEA), Uwe Pott (HUB), and Christine Vandenhouten (NUR-UC)

REPRESENTATIVES: Jan Snyder (USC)

GUESTS: Caroline Boswell (HUS), Matt Dornbush (Asst. Vice Chancellor), Scott Furlong (Dean, CAHSS), Clifton Ganyard (Assoc. Provost), Doreen Higgins (SOCW), John Katers (Dean, CST), Jon Shelton (DJS), Holly Keener, (Asst. to Provost & SOFAS) and Mike Zorn (Assoc. Dean, CST)

**1. CALL TO ORDER.**

Speaker Terry called the fourth Faculty Senate meeting of the 2016-17 academic year to order at 4:01 p.m.

**2. OLD BUSINESS.**

a. Revised Post-Tenure Review (PTR) Policy

UC Chair David Voelker introduced the single item on the agenda of this Special/Emergency meeting of the Faculty Senate. At the regularly scheduled Faculty Senate meeting held less than one week ago (Wednesday, 11/9/2016), it was decided the senate would hold a second reading of the Post Tenure Review Policy at the next senate meeting, 12/14/2016. However, at Friday's (11/11/2016) Board of Regents meeting, it became clear that if we did not send our policy to the Regents by 11/15/2016, it would not be included on the agenda of their December meeting (12/8/2016). This would result in an interim policy being imposed on us for a one-year period. This deadline was not clear to anyone as it appears to have also taken all the other campuses by surprise. UC Chair Voelker received updates from some of the other UW campuses (Superior, Platteville, La Crosse, Eau Claire, Madison, and Milwaukee) and it appears most other campuses are sending forward a policy that includes the administrative level review demanded by the Regents and President Cross; however, some campuses are trying to include "no veto" language that will prevent a Dean from simply vetoing the decision of a faculty executive committee

(Voelker doubts this language would make it through the review process). UW-Colleges is sending forward a policy that does not include the administrative level review. They are refusing to comply with the edict with the realization it will be bounced back to them one way or another. According to their Faculty Representative, they cannot put their stamp of approval on something that is in violation of shared governance. On Friday, 11/11/2016, the UWGB policy was approved by UW System Legal Counsel and Jim Henderson. So, for all intents and purposes the policy that is before the Faculty Senate today would likely be forwarded to the Regents for their approval at the December Regents meeting. **Senator Vespia moved approval of the latest version of the Post Tenure Review Policy (Senator Loebel seconded).**

At this point, UC Chair Voelker opened the floor for questions and discussion. Senator Luczaj asked if the Regents had the authority to strike language from a policy (UC Chair Voelker said there is clear precedent for the Regents to strike language from a policy sent forward by faculty if that language is deemed to be not in compliance with Board of Regent policy). Senator Luczaj commented that these actions taken by the Regents and President Cross are taking what once was shared governance and are making it a “shared recommendation.” He continued by saying that if we vote for this policy it is the faculty who will be changing tenure policy, but if we force the Regents to amend our policy (assuming we vote this policy down) it will be the Regents who will be changing tenure policy.

Questions of clarification of process were then addressed, such as who ultimately decides if remediation has been met, is that strictly the Dean’s decision? And if the Dean decides remediation has not been successful, is the faculty member dismissed or does the faculty member have the option of appealing this decision through shared governance options such as the Committee on Rights and Responsibilities? (Chapters 4 and 6 would still need to be followed)

At this point it seemed the senators had exhausted ideas for modifying the language and there were no motions to amend the language of the policy. Much of the rest of the hour-long faculty meeting was spent trying to figure out how to voice our displeasure with the process that has been forced upon us and how history will view the actions we take on this policy. Senator Vespia noted how awful the whole procedure has been and thanked the UC for the time they had spent putting together a document that makes “the best of an awful situation.” Senator Rybak commented that with this policy we are not giving anything away, it was taken away by law, the reason things seem unprecedented is because this is what “advisory” looks like (referencing the change to state statute 36.09.(4) and we are just not used to it. Senator Kaye wondered if there was some way that we could indicate that we would comply with the directive, but that we reject it in principle. His suggestion was not to make ourselves feel better, but to let our faculty colleagues of the future know that if we pass this policy we did so under protest. Senator Voelker suggested that perhaps we include a footnoted chronological history of the revision of this policy which will appear in the Faculty Handbook.

When senators were reminded that they either needed to call the question or vote to extend the meeting, they decided to call the question. **The motion to approve the latest version of the Post Tenure Review Policy passed 16-6-2.**

**3. ADJOURNMENT** at 5:02 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff

## **Undergraduate Certificate Programs**

### **UW Green Bay**

The University of Wisconsin Green Bay offers certificates to provide students the opportunity to develop focused expertise in select academic areas, as a means to further their employability, or to enhance their professional qualifications. All certificate programs must have an executive committee which oversees the offering of the certificate. In establishing a new certificate, a clear rationale must be provided by the Executive Committee detailing the purpose and value of that certificate.

#### **Requirements for Certificates**

All certificates must have a minimum of 12 required credits. Those credits can be any combination of lower and upper level courses.

The certificate may be either associated with an academic program or a stand-alone certificate (i.e. a certificate that is not associated with an academic program). If the certificate is a stand-alone certificate, it must demonstrate that it provides for increased employability or enhanced professional qualifications for anyone receiving the certificate.

The Executive Committee's membership must include a minimum of three tenured faculty members. The committee can be an existing Executive Committee, such as a budgetary unit or department, or can be developed among interested faculty. The committee must meet at least once a year and forward copies of minutes for all meetings to the Provost's Office.

The Executive Committee must appoint an advisor for the certificate or have the chair serve that function. The advisor or chair advises students and performs necessary administrative tasks such as approving substitutions.

In order to be awarded a certificate, a student must have a minimum 2.0 Grade Point Average in the certificate's courses and earn 9 credits or one half the total required credits, whichever is greater, in residency at UWGB. The Executive Committee may establish a Grade Point Average higher than 2.0 or additional criteria that must be met to earn a certificate.

Students must declare that they are pursuing a Certificate Program by filing a Declaration of Major/Minor/Certificate form.

The Registrar's Office transcribes certificates earned on an academic record when a student completes a degree. Certificate Executive Committees may print and award a separate certificate of completion.

**Faculty Senate Old Business 4a 12/14/2016**

**University of Wisconsin–Green Bay Faculty Senate Resolution**  
**in Support of Students Regardless of Citizenship Status**

**December 14, 2016**

**SECTION I**

WHEREAS the University of Wisconsin–Green Bay’s core mission supports serving the needs of all students, including those of "women, minority, disadvantaged, disabled, and nontraditional students" and states that the institution should “seek racial and ethnic diversification of the student body and the professional faculty and staff.”

WHEREAS the University of Wisconsin System’s strategic framework affirms the need to “embrace a diversity of people and thought...”.

WHEREAS the Senate and our academic community and peers across the country are concerned about the recent increase in hate crimes and inflammatory language around the United States, including at the University of Wisconsin.

WHEREAS there have been repeated examples of threats against women, LGBTQAI-identified individuals, specific ethnic and religious groups, and immigrants during and after a divisive presidential election.

WHEREAS UWGB Chancellor Gary Miller’s Nov. 16th message to the campus community maintains that: “The acceptance, support, and respect of people of all backgrounds and orientations is a steadfast and immutable conviction of this University. Under no circumstances will intolerance, harassment, or violence be tolerated. Our commitment to you is to provide a safe and nurturing campus community.”

WHEREAS proposed immigration policies of the incoming presidential administration could undermine the safety and security of members of our educational community and their families, particularly those students and staff without the privileges of US citizenship.

WHEREAS two internal 2011 memos indicate that U.S. Immigration and Customs Enforcement officers are subject to certain restrictions upon entering sensitive locations including college campuses:

<https://www.ice.gov/doclib/ero-outreach/pdf/10029.2-policy.pdf>

<https://www.ice.gov/doclib/secure-communities/pdf/prosecutorial-discretion-memo.pdf>

(Enforcement actions covered by the policy include arrests, interviews, searches, and surveillance for the purposes of immigration enforcement.)

WHEREAS a number of universities and colleges throughout the country are declaring themselves to be a “Sanctuary Campus” to signal their continued commitment to protect all its members regardless of their immigration status.

## **SECTION II**

THEREFORE, the Faculty Senate of the University of Wisconsin–Green Bay, REQUESTS that the UW System and the UWGB administration develop a protocol and provide guidance to enable us to:

1. Protect the safety and security of our students, faculty, and staff.
2. Protect student privacy by restricting the release of information about students’ immigration status to law enforcement agencies, including ICE.
3. Determine if and when it is appropriate for federal immigration officials to access campuses for the purposes of immigration enforcement.
4. Assign a specific administrative office to assist our DACA students and other students who lack the protections of citizenship on a strictly confidential basis.
5. Implement campus-wide training in de-escalation intervention techniques and Upstander intervention, including for UWGB campus police.
6. Commit to providing adequate mental health services for our students, including mental health professionals who have competency in working with politically marginalized communities.
7. Implement a forum for ongoing feedback from students, faculty, and staff about campus climate and additional future actions to protect the safety and dignity of the UWGB community.

**Faculty Senate New Business 5b 12/14/2016**

**Resolution of the University of Wisconsin–Green Bay  
Faculty Senate Against LRB-2653/1**

Unanimously Approved on October 28, 2015

WHEREAS, the university is an institution devoted to the development and enlargement of students' minds and abilities, to the free and open discussion of ideas, and to the creation and dissemination of knowledge; and

WHEREAS, the very presence of concealed weapons undermines the safe environment necessary for the exploration of controversial and challenging ideas; and

WHEREAS, the presence of concealed weapons on campus increases the possibility of accidents, homicides, and suicides, and interferes with campus safety plans; and

WHEREAS, the potential presence of concealed weapons threatens to cause fear and mistrust, interfering with everyday interactions among faculty, staff, and students; and

WHEREAS, the permitting of weapons into campus classrooms, offices, dining areas, residence halls, lounges, and other spaces would fundamentally change the nature of employment, enrollment, and residency at the university; and

WHEREAS, private businesses and institutions have the ability under state law to prohibit concealed weapons; and

WHEREAS, we stand in solidarity with other members of the public higher education community in Wisconsin, including the faculty of the University of Wisconsin Colleges, the University of Wisconsin–Milwaukee, the University of Wisconsin–River Falls, and the University of Wisconsin–Stevens Point,

*THEREFORE, the Faculty Senate of the University of Wisconsin–Green Bay hereby declares our opposition to LRB-2653/1 or any such law that would require public colleges and universities in Wisconsin to allow the carrying of weapons in campus buildings by anyone other than authorized law enforcement officers.*

**References:**

"Leading Causes of Death Reports, National and Regional, 1999 – 2013." Centers for Disease Control and Prevention. [http://webappa.cdc.gov/sasweb/ncipc/leadcaus10\\_us.html](http://webappa.cdc.gov/sasweb/ncipc/leadcaus10_us.html)

**Faculty Senate New Business 5c 12/14/2016**

## General Education Learning Outcomes

### General Education Program Goals

1. Introducing students to interdisciplinary education;
2. Providing knowledge that includes disciplinary breadth;
3. Working with students to develop an understanding of critical social problems;
4. Supporting the development of important academic skills including communication, critical thinking, problem solving and quantitative and information literacy.

**Learning Outcomes:** Each General Education course will meet at least one of the Learning Outcomes in each category.

#### *Biological Sciences*

- Explain central principles and theories of biological sciences.
- Describe the inquiry process through which the sciences approach the development of understanding of the natural/biological world.

#### *Ethnic Studies*

- Identify and describe ethnic, racial, and cultural contrasts from multiple perspectives.
- Articulate causes and effects of stereotyping and racism.

#### *Fine Arts*

- Demonstrate technical skills and knowledge necessary to create or perform artistic functions.
- Develop historical, stylistic, cultural or aesthetic knowledge necessary to create or evaluate quality of an art form.

#### *Global Cultures*

- Demonstrate an understanding of and engage in informed judgments of global issues and individual and cultural differences outside the United States.
- Explore issues that cross geographic, political, economic and/or socio-cultural boundaries outside the United States.

#### *Humanities*

- Describe the Humanities' unique ways of understanding major events and movements in Western and world civilizations by critically examining a range of literary, philosophical, and other cultural texts produced by those movements.

- Articulate individual and social values within cultures and the implications of decisions made on the basis of those values.

#### *Physical Sciences*

- Explain central principles and theories of physical sciences.
- Describe the inquiry process through which the sciences approach the development of understanding of the physical world.

#### *Quantitative Literacy*

- Demonstrate competence in performing quantitative operations.
- Apply analytical concepts and operations to interpret models and aid in problem-solving, decision-making, and other real-world problems.

#### *Social Sciences*

- Explain how social scientists practice critical thinking.
- Demonstrate the ability to address problems using tools and methods exemplary of two different social sciences.

#### *Sustainability*

- Think critically regarding the array and implications of alternative sustainability definitions and describe why actions to achieve sustainability are complex and controversial.
- Discuss sustainability within the context of ethical decision-making and engage in informed judgments about environmental problems as socially responsible citizens.

**Faculty Senate New Business 5d 12/14/2016**

## Academic Affairs Council Report Fall 2016: October 6 – December 1

The following actions were taken by the AAC Council during fall 2016:

<b>October 6, 2016</b>		
COMP SCI 256: Introduction to Software Design	Change in prerequisites to 18 credit block	Approved
COMP SCI 232: Introduction to Mobile Platforms and Apps	Change in prerequisites to 18 credit block	Approved
COMP SCI 316: Advanced Software Design	Change in prerequisites to 18 credit block	Approved
COMP SCI 351: Data Structures	Change in prerequisites to 18 credit block	Approved
COMP SCI 352: Computer Graphics and Animation	Approved Change required prerequisites to 18 credit block; change impact on major	Approved
COMP SCI 353: Computer Architecture and Organization	Change in prerequisites to 18 credit block	Approved
COMP SCI 357: Theory of Programming Languages	Change in prerequisites to 18 credit block	Approved
COMP SCI 361: Information Assurance and Security	Change in prerequisites to 18 credit block	Approved
COMP SCI 371: Advanced Object-Oriented Design	Change in prerequisites to 18 credit block	Approved
COMP SCI 372: Software Engineering	Change in prerequisites to 18 credit block	Approved
COMP SCI 441: Human Computer Interaction	Course deactivation	Approved
COMP SCI 450: Theory of Algorithms	Changed required prerequisites; instructor TBA – new hire Ok	Approved
COMP SCI 451: Database Systems and Big Data Processing	Changed required prerequisites; instructor TBA – new hire Ok	Approved
COMP SCI 452: Operating Systems Using Linux	Change in prerequisites to 18 credit block	Approved
COMP SCI 464: Artificial Intelligence	Change in prerequisites to 18 credit block	Approved
COMP SCI 474: Game Engines	Change in prerequisites to 18 credit block	Approved
COMP SCI 331: Internet Programming	Course deactivation	Approved
COMP SCI 360: Systems Analysis and Project	Course deactivation	Approved

Management		
<b>October 20, 2016</b>		
First Nations Studies Major	FNS 301 required for either Oral Emphasis options (removed as an elective)	Approved
POL SCI: Political Science Major	DJS 348 added as an available elective	Approved
POL SCI-I: Political Science Minor Change	DJS 348 added as an available elective	Approved
INFO SCI INFO TECH: Information Technology Emphasis	Comp Sci 441 removed from UL, replaced with Info Sci 332	Approved
INFO SCI Data: Data Science Emphasis Change	Comp Sci 360 removed from UL, replaced with Comp Sci 372	Approved
ILS NONPROFIT: Nonprofit Leadership Emphasis	Added Comm 133 as Communication Skills option within the supporting courses	Approved
Leadership in Public Service Emphasis	Added Comm 133 as Communication Skills option within the supporting courses	
FILM: Film and Cinema Studies	New Program Proposal:	Approved
ENGLISH LITERATURE: Literature Emphasis	English 101 removed as supporting elective (course deactivated)	Approved
COMP SCI COMPSCI-SE: Computer Science - Software Engineering	New Program Proposal:	Approved
COMP SCI COMPSCI-IA: Information Assurance and Security Emphasis	New Program Proposal:	Approved
THEATRE 372: American Musical Theater Dance	New Course Proposal:	Approved
HUM STUD 110: Introduction to Film	New Course Proposal	Approved:
Econ 485: Managerial Economics	Prerequisite modified to remove Bus Adm or Acctg major or minor (course is only used in the ECON major), periodicity changed	Approved:
ENGR 213: Mechanics I	Make writing emphasis	Approved
ENGLISH 324: Practicum in Literary Publishing	Change repeatable credit,	Approved
THEATRE 321: Scene Design –	Jeff Entwistle will be offering Scene Design instead of	Approved

	Introduction to Theatre Arts spring. 2017	
SOC WORK 403: Field Practicum II –	Change from P/NC to letter grades	Approved
SOC WORK 301: Research Methods for Generalist Social Work Practice	Add course number for prerequisite	Approved
MUS ENS 462: Concert Choir	Change Course name to Concert Choir	Approved
MUS ENS 461: University Singers	Change Course name to University Singers	Approved
MUS ENS 262: Concert Choir	Concert Choir	request approved
HUM DEV 302: Developmental Research Methods	Request to make course writing emphasis	Approved
FNS 393 : First Nations and Education Policy	Add pre-requisite	Approved
EDUC 405: Student Teaching	Change college.	
EDUC 334: Teaching General Music in the Elementary and Middle Schools	Change college and effective date	
DJS 371: Gender and Economic Justice	Change program, change college, change budgetary unit change effective date, added cross listing course	Approved
COMM 303: Feature Writing request	Course Deactivation	Approved
BUS ADM 384: Introduction to Supply Chain Management	Change college, change effective date, removed prerequisite	Approved:
BIOLOGY 401: Fish and Wildlife Population Dynamics	Increased section size	Approved:
ART 304: Figure Drawing	Change program, change college, change budgetary unit change effective date, change periodicity,	Approved
<b>November 3, 2016</b>		
ATHL COACH: Coaching Certification –	Change of college, additional required course Field Experience in Coaching.	Approved
EDUC 417: Philosophy of Athletics and Coaching.	Change of Program to Education, change of college, change of periodicity to every	Rolled back no instructor

	fall. Rationale	
EDUC 419: Field Experience in Coaching --	Change of Program to Education, change of college, change of periodicity to every spring. A prerequisite course (EDUC 416) has been added	Rolled back no instructor no syllabus.
ENGR 213: Mechanics . Change of Program to Engineering,	Change of college, change of budgetary unit to Natural and Applied Sciences (N A SCI ), designate writing emphasis course.	Approved
SOC WORK 402: Field Practicum I.	Change of college, change in perquisite Major in SOC WORK, conc enr in Soc Work 411, earned grade of "C" or higher in SOC WORK 300, change to letter grades	Approved
COMM HEALTH COM: Health Communication: that	COMM 308 and INFO SCI 308 be cross listed.	Approved
COMM MASS: Mass Media Emphasis.	TCOMM 308 and INFO SCI 308 be cross listed	Approved
COMM ORG COM: Organizational Communication Emphasis	COMM 308 and INFO SCI 308 be cross listed	Approved
INFO SCI GAME: Game Studies Emphasis	COMM 308 and INFO SCI 308 be cross listed.	Approved
English 213.	Needed updates. Approved	Approved
<b>November 17, 2016</b>		
ART 490: Contemporary Art.	Requested designation of course as capstone. Changed program to ART-, change college to College of Arts, Humanities & Social Sciences-, changed budgetary name to Art and Design (AND-), change effective date to Fall 2016.	Approved
DJS 349: American Political Thought.	Updated pre-reqs to allow students more options. Changed program to Democracy and Justice Studies-(DJS-), changed college to College of Arts, Humanities & Social Sciences-, changed budgetary name to Democracy and	Approved

	Justice Studies-(DJS-), change effective date to Spring 2017.	
HUM BIOL 351: Kinesiology.	Changed periodicity to every fall, eliminated A "declared major and minor in Human Biology" from Pre-requisites, Changed program to Human Biology-(HUM BIOL-), changed college to College of Science & Technology, changed budgetary name to Human Biology-(HUM BIOL-), change effective date to Spring 2017.	Approved
Education 417: Philosophy of Athletics and Coaching.	Changed periodicity and added instructor.	Approved
Education 419: Field Experience in Coaching.	Changed prerequisites and added syllabus.	Approved
ILS 400: Synthesis and Assessment of Learning	Course designated as capstone and as WE course.	Approved
INFO SCI 308: Information Technologies.	Designated course as required. Updated prerequisites. Changed college to College of Arts, Humanities & Social Sciences-College, changed budgetary name to Information and Computing Science-(I COM SCI), change effective date to Spring 2017.	Approved
INFO SCI 308: Information Technologies.	Designated course as required. Updated prerequisites Sciences changed College of Arts, Humanities & Social Sciences-College, changed budgetary name to Information and Computing Science-(I COM SCI),	Approved
THEATRE 142: American Musical Theatre Dance.	Course Deactivation.	Approved
WOST 348: Gender and the Law.	Course Description was updated), Changed College to College of Arts, Humanities & Social Sciences-Changed Budgetary Unit Name and	Approved

	Code to Democracy and Justice Studies-(DJS-), Change Proposed Effective Date of Action to Spring 2017.	
<b>December 1, 2016</b>		
DJS 348: Gender and the Law.	Course Description updated	Approved
FNS 391: First Nations Studies Capstone Seminar.	Course designated as a capstone; change periodicity to spring odd years.	Approved
GLOBAL-I: Global Studies Minor.	Request addition of Hum Studies 384 Perspectives on human values in other cultures as requirement for Global Peoples: nationality, ethnicity, race and religion emphasis.	Rolled back to ask if only capstone option.
HUM BIOL 318 : Reproductive Biology	Change in catalog description; course will satisfy upper elective requirements for Human Biology and Biology.	Rolled back needed to go to GEC.
HUM BIOL 322: Epidemiology	Change in catalog description; change periodicity to every spring, added recommended prerequisites	Rolled back no instructor
MATH 467: Applied Regression Analysis	Change in component of course from lab to lecture 4 credits. Reduce section size to 25, change required prerequisite to Bus Adm 216 215 with at least a C grade.	Approved
MECH ET: Mechanical Engineering Technology	Remove prereq ET 106 and add ET 142 Introduction to Programing.	Approved
SOC WORK 340: Strengths-Based Group Facilitation	New course proposal.	Approved
SOC WORK 342: Psychopharmacology.	New course proposal.	Approved

**Author: McKenna Kelsey**

**Co-sponsor: Elijah Mada, Valeri Nowak**

**Resolution to,**

*Whereas:* Student involvement at University of Wisconsin Green Bay is lower than desired, therefore, it has been proposed that during a freshman seminar students would be highly encouraged to join a student organization, and report their experiences back to their seminar professor.

*Where as:* The overall increase in student engagement at the University of Wisconsin Green Bay is truly important and is therefore encouraged beyond the period designated by his or her professor.

*Therefore, be it resolved* that Student Government Association:

- (1) Declaring, every student enrolled in a freshmen seminar should, in addition to their seminar, join and participate in a University of Wisconsin Green Bay student organization.
- (2) Expecting the student will participate in an organization of their choosing for as long as their instructor deems necessary and or useful.
- (3) Fully aware that after the professor's selected amount of participation time has expired, the student will present some form of reflection and feedback in order to receive credit in their course, and to aid the advancement and improvement of the UWGB student organizations.
- (4) Recognizing the time of engagement in an organization as well as the type and extent of feedback given by the student will be completely dictated by the professor.

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Vice - President

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Speaker of the Senate

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President