

AGENDA

UW-GREEN BAY FACULTY SENATE MEETING NO. 6

Wednesday, February 22, 2017

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. 5, December 14, 2016 [page 2]

3. CHANCELLOR'S REPORT

4. OLD BUSINESS

- a. None

5. NEW BUSINESS

- a. Memorial Resolution for Juanita Theile [page 9]
Presented by Mimi Kubsch
- b. Resolution Supporting Diversity at UW–Green Bay [page 11]
Presented by Patricia Terry
- c. “Fund the Freeze” (and Cut) Pledge [page 12]
Presented by Jon Shelton
- d. Resolution on Workload Equity [page 15]
Presented by Andrew Austin
- e. Annual Review Policy for Faculty (first reading) [page 16]
Presented by UC Chair David Voelker
- f. IRB Protocol Submission Update
Presented by Illene Cupit
- g. Enrollment Strategy Updates
Presented by Christina Trombley
- h. Request for future business

6. PROVOST'S REPORT

7. OTHER REPORTS

- a. Academic Affairs Council Report [page 17]

- 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 [page 21]
- f. Student Government Report - Presented by SGA President Nikolas Austin

8. ADJOURNMENT

[draft]

MINUTES 2016-2017
UW-GREEN BAY FACULTY SENATE MEETING NO. 5

Wednesday, December 14, 2016
1965 Room, University Union

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

PRESENT: Greg Aldrete (HUS), Andrew Austin (DJS-UC), Bryan Carr (ICS), Ryan Currier (NAS), Greg Davis (Provost, *ex officio*), Joan Groessl (SOCW), Lisa Grubisha (NAS), Harvey Kaye (DJS), Minkyu Lee (AND), Jim Loebel (BUA), John Luczaj (NAS), Kaoime Malloy (THEATRE), Tetyana Malysheva (NAS-Alternate), Gary Miller (Chancellor, *ex-officio*), Paul Mueller (HUB), Steve Muzatko (BUA-Alternate), Rebecca Nesvet (HUS), Laurel Phoenix (PEA), 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), Mark Kiehn (EDU), Katia Levintova (PEA-UC), Vince Lowery (HUS), and Uwe Pott (HUB)

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

GUESTS: David Coury (HUS), Jeff Entwistle (MUS), Scott Furlong (Dean, CAHSS), Susan Gallagher-Lepak (Dean CHESW), Clifton Ganyard (Assoc. Provost), Paula Ganyard (Director, Cofrin Library), Doreen Higgins (SOCW), Amanda Nelson (Assoc. Dean, CST), Linda Parins, Ron Pfeiffer (Assoc. Chancellor for External Affairs), Alison Staudinger (DJS), Christina Trombley (Assistant Vice Chancellor for Enrollment Management), and Sheryl Van Gruensven (Vice Chancellor for Business and Finance)

1. CALL TO ORDER.

With visions of sugarplums dancing in her head, Speaker Terry called the last Faculty Senate meeting of the 2016 calendar year to order at 3:04 p.m.

2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 3, November 9, 2016 and NO. 4, November 14, 2016.

With no comments on or edits to the minutes, Speaker Terry declared them good to go...to which the SOFAS declared "Good to go? But 'Baby, it's cold outside'."

3. CHANCELLOR'S REPORT.

The Chancellor next made his way to the lectern. He first assured the Faculty Senate that despite a National Weather Service prediction of 6-12" of snow Friday night into Saturday, there are no plans to cancel commencement, it will go forward (someone actually heard him say "Rudolph, with your nose so bright, won't you guide my Jeep tonight"). Chancellor Miller then mentioned that at last Friday's Regent meeting, UWGB's Post Tenure Review Policy was approved by the

Board of Grinches (sorry, make that the Board of Regents), they also recommended a payplan compensation package of 2% with all funding coming from the state. Regarding the Concealed Carry legislation being discussed at the Capitol, Chancellor Miller believes it will likely pass, however, many groups are working to get Universities exempted from such legislation, including our Council of Trustees, who have formally taken a position against concealed carry on UWGB's campus grounds. The Chancellor's discussion next turned to the Notice of Intent to Plan a Mechanical Engineering bachelor's degree program. As expected, it met with opposition from UW-Madison, UW-Milwaukee, and UW-Platteville. Despite strong support from UW-Oshkosh, the Council of Trustees, the Chamber Board, and the Northeastern Wisconsin community, progress on the paperwork has been temporarily stopped. The Council of Trustees is intervening on our behalf and UWGB will be out searching for financial support from the community as the state currently has no funding in the budget to begin the program.

The remainder of the Chancellor's time was spent discussing an RFP regarding Weidner Center management. The Chancellor outlined his remarks around three things: 1) What outcome(s) we're hoping to get from the Weidner Center, 2) What the process is to get that (those) outcome(s), and 3) To describe Weidner Center financials. There are four desired outcomes regarding the Weidner Center: 1) to reduce our costs in the Weidner Center (i.e., reduce the subsidy we extend to this unit); 2) eliminate the intra-university charging system that we have; 3) maintain University control of the facility; and 4) continue to increase the number and quality of public programs that are bought to be performed in the facility. To accomplish this, we need to create a public-private partnership surrounding the public performances. That does not mean we are trying to give the facility to a private partner, rather we are trying to privatize the shows that we buy and the way they are paid. This process requires us to find somebody who can do this and enter into a negotiation with them. But Wisconsin law requires an RFP process to get to the point where you can actually negotiate the partnership. UW System Legal has worked with Chris Paquet to craft the RFP to give us maximum flexibility with the negotiation and to give us the ability to walk away if we do not like where the negotiation is going. There is at least one vendor who has responded to the RFP and there is a committee representing the university to look into that vendor. The financials boil down to \$1M in overhead which the Weidner Center is recovering by charging rent to campus/community users (rent brought in \$439K last year). So, UWGB is trying to organize a private partnership with a vendor that will bring high profile shows/programming to the Weidner, while relieving us of the \$1M in overhead we need to cover each year and allow us to use the facility in a flexible way for educational purposes. Then we can reallocate to educational endeavors the \$1M normally spent on overhead.

4. OLD BUSINESS.

a. Undergraduate Certificate Program Policy

Jolly Old Associate Provost Clif Ganyard (OK, not so old) came forward to present a revised policy. The revised language of the policy now takes into account comments from last month's Faculty Senate meeting such that: the certificate policy is specifically for undergraduate students, the faculty control the criteria that must be met to earn a certificate, and students must declare they are pursuing a certificate (thus requiring them to see an advisor). **Senator Voelker moved to approve of the policy, seconded by Senator Carr.** Calls for further discussion proved that

“not a creature was stirring, not even a faculty senator.” So with no discussion, a very amiable Faculty Senate **voted unanimously to approve the motion (24-0-0)**.

5. NEW BUSINESS.

a. Discontinuation of the Facilities Management Committee, Library Advisory Committee, and Legislative Affairs Committee

UC Chair David Voelker next stepped up to the lectern, stating that at the start of every academic year the SOFAS Office sends an email to the convener/chair of every governance committee asking them to evaluate their purpose. This year, the UC heard back from three committees [the Facilities Management Committee (a Faculty Appointive Committee), the Library Advisory Committee (a Faculty Elective Committee), and the Legislative Affairs Committee (a Joint Governance Committee)] that thought they were no longer necessary. It was the committees, themselves, that put forward the recommendation they be discontinued. Following shared governance protocol, the Committee on Committees and Nominations considered their requests and voted unanimously to support discontinuation of each committee. The UC also heard from a representative of each committee and was persuaded that it was safe to disband each of these committees. Each of the current chairs of those committees (Sheryl Van Gruensven, Paula Ganyard, and Alison Staudinger, respectively) was in attendance at the senate meeting to take questions – there were none. So, **Senator Vandenhouten moved to discontinue these committees, seconded by Senator Austin**. Calls for further discussion proved it was, indeed, a “silent night.” So with no discussion, a still amiable Faculty Senate **voted unanimously to approve the motion (23-0-0)**.

b. Resolution in Support of Students Regardless of Citizenship Status

UC member Christine Vandenhouten presented this resolution by first stating that there has been a public outcry across university campuses across the U.S. to become sanctuary campuses. However, recent UW System language legally prohibits UWGB from becoming a sanctuary campus in Wisconsin. In response, the UC drafted this resolution in support of students regardless of citizenship status, recognizing that many of our students feel unsafe on our campus and, perhaps, their families feel uncertain about their presence in the U.S. In her search for references to the core mission of UW-System and UWGB, Senator Vandenhouten found that we clearly are a university that desires diversity of thought and opinion, and, therefore, we need to support our students regardless of our various differences. **Senator Loebel moved approval of the resolution, seconded by Senator Voelker**. Senator Carr mentioned that going forward consultation with and involvement from the AIC is crucial, and any resolution that is passed by the senate must encourage participation from students. A Faculty Senate continued its amiable way, **voting unanimously to approve the motion (24-0-0)**.

c. Reaffirmation of the Resolution Against Campus Carry

UC Chair David Voelker once again stepped to the forefront to introduce this resolution. With the belief that it is likely inevitable that legislation regarding concealed carry will be passed this winter, the UC suggested we re-declare our opposition to concealed carry on college campuses by reaffirming a resolution passed on October 28, 2015. **Senator Kaye moved to reaffirm the resolution, Senator Carr seconded**. Senator Wheat inquired whether other UW universities have passed similar resolutions since we passed ours 14 months ago. Senator Voelker affirmed

that other UW schools passed a similar resolution, so perhaps the list of schools in the last “Whereas” statement could be updated. As a result, **Senator Austin moved to amend the original resolution (seconded by Senator Luczaj)**, eliminating references to other specific UW universities who have passed similar resolutions with a more encompassing “other UW System campuses.” **The motion to amend passed 23-0-0.** Senator Luczaj questioned the benefit of reaffirming this resolution. Senator Austin responded that it’s a reminder of an ongoing effort to dissuade the legislature (“whose memory is short”) from passing this legislation. Senator Kaye mentioned there’s a significant petition drive on the Madison campus to prevent concealed carry on college campuses and we should also go on record reaffirming our stance. With no further discussion the original **motion to reaffirm the resolution passed 25-0-0.**

d. Revised Learning Outcomes for General Education

GEC Chair David Coury introduced a simpler, clearer set of Learning Outcomes developed by the General Education Council for each of the eight General Education program areas (Biological Sciences, Ethnic Studies, Fine Arts, Global Culture, Humanities, Physical Sciences, Quantitative Literacy, Social Sciences, and Sustainability). It is proposed that each individual general education area have two very clear learning outcomes, as opposed to the current long list of outcomes that may apply to some general education areas but not others. Prof. Coury was very specific in stating that the revised set of outcomes for each area does not impact programmatic outcomes, nor course outcomes. When Prof. Coury asked for any questions/comments, Provost Davis requested a rewording of the sentence after “Learning Outcomes:”. It was decided that “...in each category” should be changed to “...in its respective category”. **Senator Austin moved approval of the revised GEC Learning Outcomes (with Provost Davis’s minor revision), seconded by Senator Groessl.** The Faculty Senate kept the meeting “Nay-Free” and **the motion was approved unanimously (25-0-0).**

e. Request for future business

To all senators was voiced a future business jingle
But they’d rather at the Christmas cookie tray mingle
It is surely not a myth
That on December 25th
They were looking forward to a visit from Kris Kringle
(In other words, there were no requests for future business voiced)

6. PROVOST’S REPORT

Provost Davis stepped up to the lectern to report that the Board of Regents Education Committee unanimously approved UWGB’s proposed M.S. in Athletic Training at their December 8-9 meeting. Later at that meeting, the Board of Regents addressed the Post-Tenure Review policies submitted by several UW universities. One regent called on Tom Stafford (from UW System Legal) to make sure all submitted policies fell in line with Regent Policy Document 20-9 and the added requirement that an administrative reviewer be part of the process. One other regent stood opposed to going forward with this course of action, seeing no need for it (Christine Vandenhouten quoted Regent Evers as saying PTR is “a solution in search of a problem”).

Other news to be shared included the one-time funding. The three Deans who have funding to distribute have plans in place. There are also plans from the central distribution for the diversity dollars, student success, and professional development dollars related to student success; they will be receiving budget codes in the near future. UPIC shared a created matrix showing the close alignment of the present University Vision Statement with the strategic priorities that had been in the last Strategic Plan. UPIC will next pick up on where we might be able to go with childcare. UPIC will also reread the Invent the Future documents and look at budget priorities that the different parts of campus put forward during the budget cycle. The search for the Vice Chancellor for Student Affairs is underway, Associate Dean Donna Ritch will be chairing that search committee. Justin Mallet resigned his position as AIC Director. In the wake of that resignation, Provost Davis held three listening sessions regarding which direction the AIC might go from here and also to help redraft the position description of the Director. The Deans, together with Christine Vandenhouten, David Voelker, Clif Ganyard, and Matt Dornbush, have been meeting to discuss workload documents. The Deans, the UC, and Academic Administration are grappling with the coordination of the various performance review schedules (e.g., post-tenure reviews, annual reviews, merit reviews, promotion reviews, and contract reviews) into some sort of timeline. There were questions regarding when the first annual reviews would take place; the simple goal is that all faculty will have a PAR submitted to the SOFAS Office by the end of spring break 2017.

7. OTHER REPORTS

a. Academic Affairs Council Report.

Please see the 12/14/16 Faculty Senate agenda for details.

b. University Committee Report. UC Chair David Voelker began by thanking Christine Vandenhouten for her work on the Resolution in Support of Students Regardless of Citizenship Status. Attention to and discussions regarding the 24-credit workload and annual reviews continue. The UC will be talking with the Chancellor about campus security issues in light of the changes in the concealed carry law.

c. Faculty Representative Report. Christine Vandenhouten shared that Jim Henderson, UW System Vice President of Academic and Student Affairs, is organizing workshops among math departments to help reduce demand for math remediation. UW-Oshkosh took a very different approach to the Post-Tenure Review Policy in that each of their colleges will develop their own policy. The Regents are also discussing two other policies, a sexual violence policy and a stronger consensual relationship policy. The System Business and Finance Committee reported on faculty turnover; Fiscal Year 2016 saw 8.0% turnover compared to 5.9% for the previous five-year period, with 25% of those who left citing compensation as their primary reason for leaving. The tuition freeze for in-state undergraduate students is extended to 2017-18.

d. Academic Staff Committee Report. Eric Craver reported that the Academic Staff Committee held two listening sessions to review changes to the Employee Handbook and the Academic Staff Handbook. HR has removed everything out of the Academic Staff Handbook that is redundant to the larger University Employee Handbook. What remains in the Academic Staff Handbook are essentially bylaws and the name of the document will be changed to reflect this.

The final vote on this work (which has taken a couple of years to complete) will take place at the winter Academic Staff Assembly on January 12. The “Fund the Freeze” proposal has been discussed in the ASC and will be presented at the Assembly to determine if the Academic Staff support it. There has also been some discussion on the issues surrounding FLSA and the number of academic staff who were going to be impacted by it both before and after a federal judge issued an injunction.

e. University Staff Committee Report. Amanda Wildenberg, substituting for USC Chair Jan Snyder, reported that, like the Academic Staff, the University Staff is working on the Employee Handbook. And at their meeting tomorrow (12/15/16), they will be voting on the childcare resolution.

f. Student Government Association Report. President Nikolas Austin reported SGA handed out water bottles to students who signed a sustainability pledge (that went well as they ran out of bottles), they also held a Diversity Dinner-Dance. The SGA unanimously supported the resolution on childcare. There is a new requirement of all students to take an online sexual assault course, this course takes 2-2.5 hours to complete, failure to complete the course results in a hold being placed on their SIS account. Two concerns regarding this online course are: 1) there are some very sensitive questions being asked that one must answer and it is not anonymous, and 2) there is no way to opt out, so victims of sexual assault are forced to relive their experience (several students have mentioned they could barely make it through the course because of this). Before the SGA is a bill in support of in-class credit for participation in extracurricular activities in First Year Seminar courses.

8. ADJOURNMENT at 4:46 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff

Memorial Resolution for Juanita Theile

Dr. Juanita R. Theile, past Chair of UWGB's Professional Program in Nursing passed away on Friday, August 12, 2016. Juanita joined the faculty in 1983 and was the second Chairperson of the nursing program, chairing the program 1983 until 1994. Juanita was instrumental as a Chairperson; she accomplished many things during her 12 years here. First and most important she prepared the program for National League for Nursing accreditation which the program received in 1984. It was a new program at the time and this was its first accreditation, which was so important to students. They needed to graduate from an accredited baccalaureate program to enter master's programs and to be eligible to apply for nursing positions. This was a tremendous accomplishment, which was essential for the continuation of the nursing program. Juanita was also instrumental in starting our own chapter Kappa Pi Chapter of Sigma Theta Tau, which is an international nursing honor society. There were many steps in getting the chapter started, including setting up a charter chapter, and site visits from dignitaries from chapter headquarters in Indianapolis. Induction ceremonies were formal and held at the Weidner Center, area hotels, and restaurants. The chapter still flourishes today and is now a chapter at-large with Bellin College. During her time here, Juanita and her husband (a Lutheran minister) routinely invited faculty and their spouses to join them for dinner at their home in Shawano. Juanita was an avid horticulturalist and gardener. At their Shawano home get-togethers we enjoyed her beautiful flowers and vegetables from the garden. Prior to moving here, Juanita and her husband lived in [Papua, New Guinea](#) doing missionary work for 25 years. Juanita and Ken told many fascinating stories of health care in this third world country, and about the primary schools that Juanita started and taught in. Juanita and Ken moved to Shawano in 1983 when Ken accepted a pastoral call at a Lutheran church. Prior to that, they lived in Des Moines, Iowa. Juanita was recruited to Grand View College in 1975 to start a BSN program when the Lutheran Hospital School of Nursing closed. She was responsible for faculty recruitment, curriculum development, and initial accreditation from the National League for Nursing. While in Des Moines she earned her doctorate from Drake University. She was admired for her faith, commitment to students, staff, and nursing leadership in central Iowa. While at the UWGB, Juanita inspired students and staff alike. She was the sole advisor for all incoming students and was often seen in her office advising 1:1 with a pleasant and caring demeanor. Through her advising 100s of new students were signed into the program during her years here. In addition to chairing the program and advising, Juanita taught courses in nursing leadership and the final "capstone" course Synthesis for Nursing Practice. Her scholarship centered around identifying and testing ways to improve nursing education. In her advising and teaching she demonstrated compassion, critical thinking, cultural sensitivity, and many leadership characteristics. Of the leadership characteristics most remembered was her ability to facilitate the success of others. For example she would participate in conducting and writing research studies and then when finished she would say "just take my name off", you need this authorship more than I do. She paved the way for two faculty to start and finish PhD programs, making adjustments along the way in teaching loads and the like. She was always prepared and on time for chairing meetings and lecturing in the classroom, She was a future thinker which was demonstrated in 1990 when a group from UW-Extension came to UWGB to announce the start of the online Collaborative Program in Nursing and invite our participation. Instead of resisting the change, she embraced it telling the representatives from

UW-Extension “yes count us in”. She then saw to it that her faculty were supported in training and course development of new online nursing courses. Today the Collaborative Program in Nursing started by Juanita Theile flourishes and is now known as BSN@Home. Before retiring from UW-Green Bay, Juanita and her husband spent two summers in China doing missionary work. It was grueling and frightening work, but they both believed in always doing for others. It is true that Juanita Theile leaves a legacy here for those who knew her and actually for those who did not. Her accomplishments, national accreditation, starting of the Kappa Pi Chapter of Sigma Theta Tau International, and her leadership of the program are indelibly inked into the existing program and it moves on into the future.



Faculty Senate New Business 5a 2/22/2017

Resolution Supporting Diversity at UW–Green Bay

Whereas, an extensive study by Bove and Elia (2017) on the effect of cultural heterogeneity on economic growth suggests that “immigration fueled diversity is generally good for economic growth. “

Whereas, Kerby and Burns (2005), in their list of the top ten economic facts involving diversity in the workplace, state that “a diverse workforce combines workers from different backgrounds and experiences that together breed a more creative, innovative, and productive workforce.”

Whereas, a study by the National Academies of Sciences, Engineering, and Medicine (2016) also states that “immigration has an overall positive impact on long-run economic growth in the United States.”

Whereas, the rhetoric and politics in recent months has aroused antipathies towards members of our society, resulting in ethnic and religious divisions and the spread of xenophobia.

Be it resolved that:

The faculty of UW–Green Bay appreciate and support colleagues and students from all backgrounds. We value their contributions to this institution and the greater community and hope that all members of our campus community find UW–Green Bay to be a welcoming environment.

UW–Green Bay faculty are dedicated to preserving the pursuit of truth through evidence-based scholarship and critical inquiry.

Faculty Senate New Business 5b 2/22/2017

FUND the FREEZE (and Cut) Pledge

<https://fundthefreeze.org/>

We recognize that college affordability and accessibility are critical in moving Wisconsin forward. Since the 2011 state budget, the cumulative cuts to the UW system have totaled \$795 million. Adjusted for inflation, this means Wisconsin now spends less educating students in the system than at any time in its history. These cuts have harmed students by reducing class offerings and programs, increasing class sizes, and lengthening time to degree.

In August 2016, the Board of Regents released a strategic plan entitled “2020FWD.” We believe that any strategic plan that is truly forward-looking should fully fund the tuition freeze (and any cuts) by 2020. According to the governor’s calculations, this would require a \$70 million increase in funding each of the next three years, in addition to the amount needed to potentially lower tuition.

For the benefit of UW students and to support the economic vitality of this state, we, the undersigned, pledge to support fully funding the tuition freeze and any future tuition cuts.

FUND THE FREEZE! explained

The Fund the Freeze pledge is designed to protect the affordability of college for middle- and working- class students here in Wisconsin AND reverse the irresponsible cuts to higher education services in a state that was once an exemplar for public education in the rest of the country.

There is no such thing as a free lunch. You get what you pay for. These are truisms that we all intuitively understand. For generations, UW system students have had access to a strong public education system that served as an engine of economic growth for the state in addition to preparing them for the challenges of citizenship in a complicated world. Much of that high quality system relied on the promise that the state of Wisconsin would fund it.

Since the early 1970s, state support for education has declined. It has declined over the course of many legislative sessions, but since 2011, the cuts have been severe. According to the non-partisan Legislative Fiscal Bureau, the legislature's cuts since 2011 have deprived the UW system of \$795 million.¹ The State of Wisconsin spends less, adjusted for inflation, on educating its students at our 26 campuses than at any time since 1973-74.² A recent study by the USA TODAY NETWORK-Wisconsin shows that the state of Wisconsin now spends \$900 less per student than it did just six years earlier.³

At the same time, Gov. Scott Walker and the legislature have frozen tuition in the UW system since 2011, and Gov. Walker now proposes a 5% cut. The AFT Higher Education Council understands why this course of action is politically desirable. Students in Wisconsin and across the US have seen tuition—and their amount of student debt—increase dramatically. *But, tuition has increased because state funding has decreased.* Combining severe budget cuts and the tuition freeze has begun to dramatically reduce the quality of education in the UW system.

Many campuses now have significantly fewer faculty, leading to fewer course offerings. Many campuses now have fewer academic counselors to assist students in efficiently planning course selections. Many campus libraries have lost access to important research resources, like academic journals and databases. Many campuses have had to reduce internship opportunities and community partnerships that help students get jobs in today's competitive market. Many campuses have even been forced to reduce security officers who ensure students are safe.

A low-quality education is no way to maintain affordable tuition. But the good news is that we can still have both a high quality and affordable UW system. Here's how:

Beginning in the 2017-18 budget biennium, let's fully fund the tuition freeze and any tuition cuts.

According to Gov. Walker's own estimates,⁴ the freeze has saved the average student—and thus reduced spending on instruction—\$6311 over the past four years. If we multiply this savings by the average number of resident students (approximately 136,000)⁵ over that time, we end up with a total of a little over \$840 million. Therefore, the cost of extending the freeze for the next two years would be around \$420 million. A 5% tuition cut, which would certainly help students, will cost even more.

https://gallery.mailchimp.com/7126ec513f66440e67bfd72aa/files/1_18_16_ed_cuts_LFB_memo.pdf

² Letter from Legislative Fiscal Bureau to Representative Barca and Shankland, Aug. 12, 2016. PDF of letter available upon request of the AFT Higher Education Council.

³ http://content.posterescent.com/appleton/by_the_numbers.1/#2

⁴ <http://walker.wi.gov/newsroom/press-release/working-wisconsin-governor-scott-walker-announces-college-affordability>

⁵ <https://www.wisconsin.edu/reports-statistics/educational-statistics/student-statistics/>

We can maintain this \$420 million dollar freeze if we restore some of the funding that has been cut since Gov. Walker took office in 2011. The Board of Regents understands that the UW system requires more funding: in its Forward 2020 it called for a very modest \$42 million increase in the next biennial budget.⁶ This is nowhere near enough of an increase, however, to ensure our students get the high-quality education our UW system stands for. Instead, the AFT Higher Education Council's Fund the Freeze pledge supports an increase of five times that figure in the next biennium: \$70 million in 2017-18 and \$140 million in 2018-19. We also propose an additional \$210 million in the biennium beginning 2019-20. In the next biennium alone, our proposal represents over five times the amount of the regents' clearly insufficient proposal and over twice as much as Gov. Walker's. Our proposal also doesn't attempt to punish campuses for events beyond their control—like the number of students who get jobs in a slowly growing Wisconsin economy or the number of students from working families who, because of financial pressures caused by declining state investment, often require additional time to graduate. Finally, our proposal will only cover half of the \$795 million budget cuts—even over two biennia! But it will begin to restore many of the services students have lost, and tuition will not increase by a penny.

Though \$420 million by 2020 sounds like a big number, it is a necessary increase if our universities are going to be able to offer the classes students need to complete degrees on time and to ensure access to vital support services like academic and financial aid counseling. Moreover, this funding increase will take a major step toward fulfilling targets set by the President Obama in his 2009 American Graduation Initiative, the goal of which is that 60% of Wisconsin residents age 25-34 will hold an associate or bachelors degree by the year 2020. Currently, Wisconsin is stalled or declining in the higher education achievement of its people. Total enrollment at UW campuses declined in 2015-16 and the number of undergraduate degrees conferred has virtually remained flat during the entire four years of the tuition freeze. If the Walker Administration's policies continue, Wisconsin in 2020 will almost certainly have a lower percentage of 25-34 year-olds holding a college degree than it did in 2010, making it likely the only state in the US to go backward.

That's why we ask you, as a legislator, candidate for political office, campus leader, community leader, or student organization, to publicly endorse our proposal to restore part of the cuts in basic funding to the UW System, fund the freeze (and any potential cuts), and save and extend a public good that gives our students both a path to the middle class and the civic skills necessary to be contributing citizens of this great state. We also ask that you circulate this pledge, to your constituents and members of your organizations. Forward, Wisconsin!

[https://www.wisconsin.edu/download/publications\(2\)/Fact-Book.pdf](https://www.wisconsin.edu/download/publications(2)/Fact-Book.pdf)

⁶ <https://www.wisconsin.edu/news/archive/board-of-regents-approves-uw-systems-2020fwd-strategic-framework-focused-on-affordability-excellence-and-developing-tomorrows-workforce/>

Resolution on Workload Equity

The Faculty Senate calls for the standard teaching load across campus to be equitable, with no college (or school) having a lower standard teaching load (or an expectation of more reassigned time for scholarship) than the other colleges.

Faculty Senate New Business 5d 2/22/2017

Annual Review Policy for Faculty

As required by the university chancellor, all faculty must undergo a review annually. The annual review procedures for probationary or “tenure-track” faculty are specified in UWGB Chapter 3. The policy contained herein applies to tenured faculty. Exceptions or delays are allowed only by the approval of the dean in unusual situations such as sabbatical, announced retirement, absence from campus for approved leave, etc.

This policy lays out a framework for annual faculty review and articulates the relationship of the annual review to other reviews. Each unit shall develop more specific guidelines.

1. The purpose of the annual review is to provide faculty with an opportunity to reflect on and receive formative feedback about their teaching, scholarly and creative activities, and service.
2. A distinct annual review is required only if a tenured faculty member is not under a higher level of review (promotion, post-tenure, or merit).
3. The annual review is distinct from:
 - a. the merit review, insofar as there is no requirement for the faculty member under review to be categorized, ranked, or otherwise scored;
 - b. post-tenure review, insofar as there is neither a requirement for a determination of “meets expectations” or “does not meet expectations,” nor, in the case of the latter, for a remediation plan; and
 - c. review for promotion, insofar as it does not affect rank.
4. The executive committee of each budgetary unit shall develop annual review procedures, specifying:
 - a. Party or parties responsible for conducting the reviews (i.e., chair, dean, executive committee, or sub-committee of disciplinary or unit executive committees) and whether the reviews shall be carried out individually or in groups. Note: Unlike higher-level reviews, an annual review does not require the participation of all units to which a faculty member belongs.
 - b. Basic expectations that take into account the relatively brief period of review.
 - c. The timeline for completing the reviews during the Fall semester, with all necessary reports to be filed by November 30.
5. The faculty member under review shall be notified in writing 20 days prior to the date of review of the time and place of the review session. Given the routine and formative nature of the review, this notification need not be individualized; a single electronic notification from the chair to all members of a unit who are to undergo the annual review shall suffice.
6. The required documentation for the annual review is the Professional Activities Report (PAR), which each faculty member is required to submit annually, by October 1, enumerating their activities for the previous academic year and summer.
7. The annual review discussion should consider the activities documented in the PAR and should focus on acknowledging accomplishments, supporting career development, and providing constructive feedback as appropriate.
8. Upon the completion of the annual review process, the unit chair shall send a memo to the dean that lists who was reviewed, on what date(s), and by whom. If faculty members satisfied the annual review requirement via some higher form of review, this fact shall be noted.

Academic Affairs Council Report

Dec 1, 2016 – Feb. 2, 2017

Dec. 1, 2016

- a. Course Inventory Change Request DJS 348: Gender and the Law. Request: Course Description updated to fit course content/unit curriculum. Approved
- b. Course Inventory Change Request FNS 391: First Nations Studies Capstone Seminar. Request to make course a capstone; change periodicity to spring odd years. Approved
- c. Program Change Request 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.
- f. Course Inventory Change Request MATH 467: Applied Regression Analysis request 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
- g. Program Change Request MECH ET: Mechanical Engineering Technology request to remove prereq ET 106 and add ET 142 Introduction to Programing. Approved
- h. Course Inventory Change Request SOC WORK 340: Strengths-Based Group Facilitation, new course proposal. Approved
- i. Course Inventory Change Request SOC WORK 342: Psychopharmacology. New course proposal. Approved

December 15, 2016

- a. HUM BIOL 318: Reproductive Biology. Revised course description, identified faculty who will teach, course will satisfy upper level elective for Human Biology and Biology, course approved as bio-science gen ed. Approved
- b. MATH 099: Intermediate Algebra – new course. Approved.
- c. MATH 100: Math Appreciation. New course for non-math majors. Approved
- d. MATH 101: ADVANCED ALGEBRA – course name change from Intermediate Algebra, changed course description, changed required prerequisite form Math 094 to Math 099. Changed from 3 credits to 2 credits. Approved
- e. PHYSICS-I: Physics Minor – Change in upper level elective courses. Courses to be cross-listed. Approved
- f. SOC WORK 340: Strengths-Based Group Facilitation. New Course because of AODA emphasis.

February 2, 2017

- a) New Program Proposal. SOC WORK AODA: Social Work - AODA Emphasis. Held in queue until question about 342 is answered.
- b) New Course Proposal. SOC WORK 342: Psychopharmacology. Rolled back asking if they thought about using an existing course Psych 310 Drugs and Behavior. This course is specific for AODA emphasis. Rolled back for instructor.

- c) Course Inventory Change Request. Course title and description change SOC WORK 300: Professionalism and Teamwork in Social Work. Approved
- d) Course Inventory Change Request. PU EN AF 490: EMBI Co-Op Experience. Change college to College of Arts, Humanities & Social Sciences.–Periodicity change. Repeatable if topics differ. Approved
- e) Course Inventory Change Request. PU EN AF 390: Colloquium in Environmental Sustainability & Business. Change college to College of Arts, Humanities & Social Sciences. This only modifies the course from repeatable to non-repeatable. Approved.
- f) Program Change Request. PSYCH-I: Psychology Minor. Added Psych 315 Cognitive Neuroscience as a core course choice in the category of Physiological/Cognitive. Approved.
- g) Program Change Request. PSYCH Sustain: Sustainability Emphasis. Added required core course Psych 417 Psychology of Cognitive Processes. Approved.
- h) Program Change Request. PSYCH MENTAL: Mental Health Emphasis. Added core course Psych 417 Psychology of Cognitive Processes. Approved.
- i) Program Change Request. PSYCH GENERAL: Psychology Major-General Emphasis. Added required core course Psych 417 Psychology of Cognitive Processes. Approved.
- j) Program Change Request. PSYCH GENERAL: Psychology Major-General Emphasis. Added required core course Psych 417 Psychology of Cognitive Processes. Approved..
- k) Program Change Request. PSYCH CULTURAL: Cultural and Gender Diversity Emphasis. Added required core course Psych 417 Psychology of Cognitive Processes. Approved.
- l) Program Change Request. PSYCH Brain Beha: Brain, Behavior, and Health Emphasis. Added Psych 315 Cognitive Neuroscience as a choice under Brain, Behavior and Health. Approved.
- m) Course Inventory Change Request. POL SCI 320: Constitutional Law. Change college to College of Arts, Humanities & Social Sciences. Change number and catalog description. Approved.
- n) Course Inventory Change Request. MATH 385: Foundations of Geometry. Change college to College of Science & Technology. Designate as capstone. Approved.
- o) Program Change Request. FNS: First Nations Studies Major. Course art 381. Add ART 381 America Indian Art to list of electives. Leave in queue checking to see if needs gen ed approval.
- p) Program Change Request. FNS-I: First Nations Studies Minor. Add ART 381 America Indian Art to list of electives. Leave in queue checking to see if needs gen ed approval.
- q) Course Inventory Change Request. FNS 391: First Nations Studies Capstone Seminar. Change college to College of Arts, Humanities & Social Sciences. Change title to capstone. Change from lecture to seminar. Change periodicity to every spring. Change to be repeatable 2 times for maximum of 6 credits. Make capstone course for FNS majors. Approved.

- r) Program Change Request. ESL CERT: Teaching English as a Second Language. Change to College of Health, Education & Social Welfare. Approved.
- s) Program Change Request. DJS WOMENS: Women's and Gender Studies Emphasis. Change to College of Arts, Humanities & Social Sciences. Add DJS 221 American Law in Historical Perspective. To list of choices of supporting courses. PPROVED.
- t) Program Change Request. Course title change DJS LAW: Legal Studies. Change colleges to College of Arts, Humanities & Social Sciences. Change program title to Legal Studies.
 - a. Add
 - i. DJS 221 American Law in Historical Perspective To list of choices of supporting courses.
 - ii. Subject D skill Historical Research 6 credits category with two courses HUM STUD 200 Introduction to Digital and Public Humanities and HISTORY 290. The Craft of History.
 - iii. DJS 362. Power and Change in America and DJS 362 Power and Change in America as elective course choices.
 - iv. DJS 461 Social and Political Criticism as elective course choice. Eliminate History 302, 322, 354, 358, Art 376, Pol Sci 360 from elective course choices.

Approved.

- u) Program Change Request. New Program Proposal. DJS JUSTICE: Criminal Justice. Approved.
- v) Program Change Request. DJS INTERNAT: U.S. and the World Emphasis. Change to College of Arts, Humanities & Social Sciences.
 - a. Add
 - i. PHILOS 105. Justice and Citizenship in the Modern World as support course choice. Recommend approval.
 - ii. Subject D skill Historical Research 6 credits category with two courses HUM STUD 200 Introduction to Digital and Public Humanities and HISTORY 290. The Craft of History
 - iii. DJS 362. Power and Change in America and DJS 362 Power and Change in America as elective course choices.
 - iv. DJS 461 Social and Political Criticism as elective course choice.
 - b. Eliminate History 302, 322, 354, 358, Art 376, Pol Sci 360, Pol Sci 312, PU EN AF 378, Socio 404 from elective course choices.

Approved.

- w) Program Change Request. DJS AMERICAN: American Studies Emphasis. Change to College of Arts, Humanities & Social Sciences.
 - a. Add
 - i. DJS 221. American Law in Historical Perspective, PHILOS 102. Contemporary Ethical Issues, PHILOS 103. Logic and Reasoning, PHILOS 105. Justice and Citizenship in the Modern World as supporting course choices.

ii. Subject D skill Historical Research 6 credits category with two courses HUM STUD 200 Introduction to Digital and Public Humanities and HISTORY 290 The Craft of History.

iii. Elective course Pol Sci 318 Political Behavior

b. Eliminate

i. History 354, 356, 358, Philos 326, pol 360, pu en af 378.

Approved.

- x) Program Change Request. DESIGN: Design Arts Major. Change college to College of Arts, Humanities & Social Sciences. Eliminate Design 375, add COMM 375. Communication Skills: Language of Metaphor. Approved.
- y) Program Change Request. COMP SCI-I: Computer Science Minor. Change college to College of Arts, Humanities & Social Sciences. Approved.
- z) Course Inventory Change Request. COMM 430: Information, Media and Society. Change college to College of Arts, Humanities & Social Sciences. Change periodicity to every fall and spring. Approved.
- aa) Program Change Request. New Program Proposal. BIOLOGY MICRO: Microbiology Emphasis. Approved.
- bb) Program Change Request. BIOLOGY ECOLOGY: Ecology and Conservation Emphasis. Change to College of Science & Technology. Approved.
- cc) Course Inventory Change Request. BIOLOGY 322: Environmental Microbiology. Change to College of Science & Technology. Approved.
- dd) Course Inventory Change Request. BIOLOGY 320: Field Botany. Change to College of Science & Technology. Change in periodicity. This course will be taught in fall even years and will rotate with Plant Biodiversity (BIO 310). Approved.
- ee) Course Inventory Change Request. BIOLOGY 312: Mycology. Change to College of Science & Technology. Change in periodicity, fall odd years. Approved.
- ff) Course Inventory Change Request. Course name change BIOLOGY 310: Plant Biodiversity. Change to College of Science & Technology. Change in periodicity, fall odd years. Approved.
- gg) Program Change Request. ATHL COACH: Coaching Certification. Added 4 options under human bio. Approved.
- hh) Course Inventory Change Request. New Course Proposal. ART 384: Asian Art. Added instructor. Left in queue to determine humanities approval.
- ii) Course Inventory Change Request. New Course Proposal. ART 383: African Art. Left in queue to determine humanities approval.
- jj) Course Inventory Change Request. New Course Proposal. ART 382: Precolumbian Art of Mesoamerica. Left in queue to determine humanities approval.
- kk) Course Inventory Change Request. New Course Proposal. ART 381: Art of the First Nations. Left in queue to determine humanities approval.

**USC Update for Faculty Senate Meeting
February 22, 2016**

- The Annual University Staff Assembly was held on February 16. Associate Provost Ganyard delivered a welcome and campus outlook, Christine Olson gave a Human Resources update, and all university staff governance committees reported on their 2016-17 activities to date.
- The University Staff Emeritus/Emerita Status Proposal was passed by a majority vote. The Secretary of Faculty and Staff will send it to the Chancellor with our request for consideration. If approved, the emeritus statement for academic staff that currently resides in the new Employee Handbook will be appropriately edited to include university staff. The ultimate goal is to have privileges granted to retiring university staff with 10 or more years of service similar to those granted to academic staff.