

AGENDA

UW-GREEN BAY FACULTY SENATE MEETING NO. 9

Wednesday, April 27, 2016

Alumni Rooms, 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. 8 March 30, 2016 [page 2]**
- 3. CHANCELLOR'S REPORT**
- 4. OLD BUSINESS**
 - a. Code Change on 53.12 Graduate Program (second reading) [page 8]
Presented by UC Chair John Lyon
 - b. UW–Green Bay Teaching and Workload Policy [page 10]
Presented by UC Chair John Lyon
- 5. NEW BUSINESS**
 - a. Request for Future Business
- 6. PROVOST'S REPORT**
- 7. OTHER REPORTS**
 - a. University Committee Report – Presented by UC Chair John Lyon
 - b. Faculty Representative Report – Presented by Christine Vandenhouten
 - c. Academic Staff Report – Presented by Katrina Hrivnak
 - d. University Staff Report – Presented by Jan Snyder
 - e. Student Government Report – Presented by Hannah Stepp
- 8. ADJOURNMENT**

[draft]

MINUTES 2015-2016
UW-GREEN BAY FACULTY SENATE MEETING NO. 8

Wednesday, March 30, 2016
Alumni Rooms, University Union

Presiding Officer: Patricia Terry, Speaker of the Senate
Parliamentarian: Steve Meyer, Secretary of the Faculty and Staff

PRESENT: Greg Aldrete (HUS), Andrew Austin (DJS-UC), Gaurav Bansal (BUA), Illene Cupit (alternate-HUD), Ryan Currier (NAS), Toni Damkoehler (AND), Greg Davis (Provost, *ex officio*), Doreen Higgins (SOCW), Mark Kiehn (EDU), Arthur Lacey (EDU), Jim Loebel (BUA), John Lyon (NAS-UC), Kaoime Malloy (THEATRE), Michael McIntire (NAS), Gary Miller (Chancellor, *ex officio*), Paul Mueller (HUB), Tom Nesslein (URS), Rebecca Nesvet (HUS), Laurel Phoenix (alternate-PEA), Uwe Pott (HUB), Jon Shelton (alternate-DJS), Courtney Sherman (MUS), Christine Smith (HUD), Alison Stehlik (AND), Christine Style (AND-UC), Brian Sutton (HUS), Patricia Terry (NAS-UC), Brenda Tyczkowski (NURS), Christine Vandenhouten (NUR-UC), David Voelker (HUS-UC), and Amy Wolf (NAS)

NOT PRESENT: Bryan Carr (ICS), Ankur Chattopadhyay (ICS)

REPRESENTATIVES: Katrina Hrivnak (Academic Staff), Jan Snyder (University Staff), Hannah Stepp (SGA)

GUESTS: Scott Furlong (Dean, LAS), Clifton Ganyard (Assoc. Provost), Paula Ganyard (Director, Cofrin Library), John Katers (Chair, NAS), Sue Mattison (Dean, Professional Studies), Christian Parker (student), Paul Pinkston (Director, Facilities Management and Planning, Allison Staudinger (Asst. Prof, DJS), Christina Trombley (Assoc. Vice Chancellor), Sheryl Van Gruensven (Vice Chancellor for Business and Finance), and Aaron Weinschenk (Chair, CCN)

1. CALL TO ORDER.

Likely due to the recent switch to Central Daylight Saving Time, Speaker Terry uncharacteristically brought the gavel down a few minutes late, calling the meeting to order at 3:03 p.m. (And, yes, it is “Daylight Saving Time” not “Daylight Savings Time.” Alex Trebeck will definitely rule against you if you responded with the latter).

2 APPROVAL OF MINUTES for Faculty Senate Meeting No. 7, February 24, 2016.

Speaker Terry’s request for any comments or revisions was met with silence – bringing joy to the heart of Mr. Parliamentarian.

3. CHANCELLOR’S REPORT.

Lots of activity on the UWGB campus and in the UW System made for a lengthy report from the Chancellor. He started with the most recent campus events, making our facilities available to public figures and political campaigns. MSNBC asked to use the Weidner Center for a town hall meeting on Wednesday, March 30 (Donald Trump was the only candidate who accepted their

invitation). The Clinton campaign could not use our facilities in the schedule they wanted (it was not that UWGB denied facilities to her campaign). The Bernie Sanders campaign will use the Kress Events Center for a rally Friday evening, April 1. After the MSNBC/Trump town hall meeting, moderator Chris Matthews spent over an hour speaking with a number of our students, the intellectual curiosity demonstrated by our students made Chancellor Miller proud.

There are some who have voiced dissatisfaction with appointments to the University Planning and Innovation Council (UPIC). Chancellor Miller reminded all that UPIC is not a shared governance committee, it is a group that advises the cabinet. It is not intended to be a representative group, rather the Chancellor is looking for people who can set aside agendas and take a broad look at problems and issues.

The Chancellor next turned his attention to budget reductions, and began by emphasizing the difference between a budget cut and a budget reduction. Last year, UWGB absorbed a budget cut of \$2.5M imposed on us by the legislature, which is revenue permanently removed from the budget. The budget reductions are self-imposed temporary reductions that represent how UWGB is responding to a (hopefully) short term budget shortfall caused by the enrollment challenge we are currently facing. What we are doing now is reducing expenditures, which means if the enrollment increases, the revenue/expenditures will also increase. So, in terms of faculty hires, we are not giving them back, we are just not filling them at this time. Our reserves will fall to zero in 2018 if we do not take action now to stop spending money, so it was agreed that there would be a \$2M reduction in expenditures. All campuses in the System are going through a similar budget reduction process and each UW Chancellor will present to the Regents a one-page summary of what was cut, the amount, and a general description of the impacts on the campus. Despite the discouraging budget news, Chancellor Miller is optimistic we will get through these challenging times and will grow because of our reorganization efforts and our enormous community support.

Since UWGB is hosting the Board of Regents meeting April 7-8, Chancellor Miller will have the unique opportunity to give a 40-minute address to the Regents. He outlined what he will try to accomplish with that time before the Regents, including: emphasizing that this university is very different than every other UW comprehensive institution; examining Green Bay's emerging diversity – couching the issue in the context of an “Urban challenge”; observing Green Bay's changing economy – a shift from agriculture to manufacturing and health care; showcasing our assets – interdisciplinary programs, faculty/staff accomplishments (both external and internal work), and community partnerships. The Chancellor will then provide a preview of how UWGB's reorganization will apply our assets to meet our mission, using the College of Science and Technology as an example (with an assist from newly announced Dean John Katers). Provost Davis will speak with the Regent Education Committee about UWGB's interdisciplinary program approach to education. Vice Chancellor for Business and Finance Van Gruensven will speak to the Capitol Planning and Finance Committee. Chancellor Miller (along with Lou LeCalsey and Craig Dickman) will also address the Regents' READY Committee regarding UWGB's Council of Trustees and its two main committees, the Advocacy Committee and the Committee on Initiatives and Programs, for the purpose of leaving the Board of Regents with no doubt that when we send down an academic program for Board approval we have the support of the community. He also will address the READY Committee regarding an emerging partnership

with NWTC and the Green Bay Area Public Schools regarding “Turbo Charge”, a program that will try to get every high school student in the region the chance for at least one transferrable college course before they graduate high school.

When the Chancellor asked if there were any questions, the ensuing discussion focused on overload payments. Trying not to sound like a broken record, the Chancellor reiterated that it’s all about enrollment. If enrollment increases, additional compensation can be generated. The increase in enrollment is one of the key roles of the Deans of the four colleges. He also restated that administration is not saying there won’t be overload payments, rather overload pay needs to be an exception and it cannot be an entitlement for a certain segment of the faculty. The Provost and the Deans are tasked with determining overloads on a case-by-case basis. Finally, Chancellor Miller stated that when we develop fund balances, those funds need to go back to the faculty in compensation, support for development, research, etc. That’s the intention of those funds.

4. NEW BUSINESS.

a. Resolution on Granting Degrees

Speaker Terry introduced the resolution to grant degrees to graduates at the Spring 2016 commencement ceremonies. **Senator Lyon moved approval, Senator Wolf seconded.** Despite heated debate on whether we should grant degrees this May, **the motion passed (29-0-0).** (Just kidding, the motion passed 29-0-0 without any debate, I just wanted to see who was paying attention).

b. Code Change on 53.12 Graduate Program (first reading)

UC Chair Lyon informed the Faculty Senate that this code change came at the request of the Graduate Faculty and mainly deals with expanding the membership of those having graduate faculty status to include a list of *ex-officio* members. Discussion will also continue regarding the last sentence of 53.12 A(1) – retention of graduate faculty status for a major advisor who leaves UWGB for another employment opportunity for the purpose of continuing supervision of any graduate student who is finishing up their graduate project at UWGB.

c. Information Item – Child Care Center

SGA President Hannah Stepp and Assistant Professor Alison Staudinger updated the faculty senate on renewed efforts to establish an on-campus child care facility for faculty, staff, and students. The efforts of many people, combined with the Student Segregated Fee Referendum that was successfully passed in 2014, have come together to give new hope for a child care center. Professor Staudinger proceeded to summarize the foundation of a business plan that has been created for the child care center (an attachment to the faculty senate agenda was provided). SGA President Stepp next summarized results of a survey sent out to the student body to gather information regarding: the number of students who make use of a child care center, their current method of care (e.g., local child care), which local child care provider they use (potential partners to start), how many days per week would students use the service, etc. While the long-term goal is to create a child care center on campus, initially bringing a local child care provider to campus may be the best way to start; therefore, communication with Encompass and the YWCA has been established. A stipend system (used at UW-Marquette) is also being discussed, where a student would cover 50% of the cost and segregated fees would cover the other half.

Comments from the Faculty Senate centered on potential partnerships and connections that could be developed between an on-campus child care facility and appropriate units on campus (e.g., Early Childhood Education and Human Development majors. Developing the on-campus child care center into a university early childhood lab/training site would provide students in those majors important field experience without having to leave campus).

d. UW–Green Bay Teaching and Workload Policy

UC Chair Lyon presented the Teaching and Workload Policy that was drafted by UC and will eventually be forwarded to UW System. The thoughts and ideas that went into developing the policy came from information provided to the UC by the academic budgetary units. The common theme voiced by the units centered around “FREEDOM” (oops, sorry, I just watched *Braveheart*). Actually, the common theme was “local flexibility” in deciding workload issues because each unit operates very differently to complete their mission, interact with their students, teach their courses, attain accreditation, etc. (consider Theatre, Social Work, Nursing, Business Administration, for example).

One comment from the senate was in relation to fairness of the policy as units decide/define their workload. Another comment stressed the point that this policy will potentially make each unit’s workload decisions more transparent as these decisions would be made by a unit’s executive committee and negotiated with the Dean – a welcomed relief to the way things often currently operate (i.e., legacy reassignments). The Chancellor encouraged that the faculty/budgetary units acknowledge the 24 credit teaching load and have a system for making exceptions, i.e., circumstances under which someone would be asked to teach less. This would give a better chance of us withstanding assaults on our teaching load because we would be trading off teaching for something else that we also value (while maintaining transparency).

The UC will be seeking an endorsement of the Teaching and Workload Policy at the next Faculty Senate meeting on April 27, 2016.

e. Slate of Candidates for Elective Faculty Committees

Chair of the Committee on Committees and Nominations, Aaron Weinschenk, presented this year’s slate of nominees for faculty elective committees. Prof. Weinschenk explained some of the nuances of the ballot, including: 1) some committees will not have representation from certain voting domains because eligible faculty were not willing to serve on those committees, and 2) without a mechanism to make faculty serve on committees it is difficult to make committee composition as representative as you would like them to be (this includes gender composition as well as across units and domains).

Prof. Weinschenk then opened the floor for questions. Provost Davis asked if there had been any thought as we go forward with four colleges regarding how the distribution of faculty senators might reflect the colleges in the future? UC Chair Lyon and SOFAS Meyer mentioned that they had already looked at this and due to the vast difference in the size of each college (the number of faculty in each college), we will likely need to stick with the current system of voting domains for the foreseeable future.

The senate was reminded that there is a ten-day period during which additional candidates could be added to the ballot. To do so takes the backing of three faculty members and a nominee who is agreeable to be nominated. Every faculty member will receive their ballot on Monday, April 11 and will have until 5:00 p.m. on Friday, April 15 to respond.

f. Request for future business.

The monthly call for new business was sounded by Speaker Terry, but there were no takers. So, she reminded Senators they should feel free to visit with or email their nearest University Committee member at any time or simply bring it up at the next Faculty Senate meeting.

5. PROVOST'S REPORT

Provost Davis began by acknowledging recent times have been tough and the lack of progress in terms of the budget reduction exercise has been frustrating, but he wants all to know that each and every person working on the budget understands that our values are deeply rooted in academic success. Choosing to focus on the positives (at least for the moment), Provost Davis mentioned that he had the opportunity to review the promotion files of those faculty seeking promotion with tenure and promotion to full professor. After reading each individual's file Provost Davis was highly impressed with their overall efforts, saying that the files are "spectacular" and we have "phenomenal" colleagues. The Provost also met with Deans Mattison and Furlong, Prof. Cupit, and others trying to make progress with an honors college.

The Provost will have the opportunity to address the Regents at the Regents Meeting. With his allotted 20 minutes, he plans to highlight "The Interdisciplinary Advantage of UW-Green Bay". Within this theme, he hopes to bring some understanding of how our institution is organized academically and show how this provides us advantages in our instruction, curriculum, and program development. It also allows for opportunities to immediately modify programs and it encourages interdisciplinary scholarship. Provost Davis will also highlight the impressive collection of scholarship that is ongoing at UW-Green Bay, especially given the relative size of our institution and the disciplines themselves.

The Provost formally thanked Prof. Katers for accepting the position of Dean of the College of Science and Technology. The announcement was followed with thunderous applause by the senate. He also thanked Jim Loeb and Steve Kimball for chairing the search and screen committees for the Dean of the School of Business and Dean of Health, Education, and Social Welfare, respectively.

There have been discussions with the UC regarding the timing of the Workload Policy – complete it yet this semester or wait and couple it with the Post-Tenure Review Policy. In terms of the Post-Tenure Review Policy, the institution will need to come to a decision regarding the minimal expectations for teaching, scholarship, and service. The latter policy needs to be developed before next December.

In bringing senate up-to-date on enrollment, the Provost made the following observations: it looks as though new freshmen will be within five students of this year's enrollment (~800 students), our transfer student numbers are still down compared to last year, and graduate student

numbers are up. With continued large graduating classes and smaller incoming classes, overall student enrollment is declining.

6. OTHER REPORTS

a. University Committee Report. UC Chair John Lyon reported that the UC will continue to work on the three policies – Tenure, Post-Tenure Review, and Program Discontinuance. Madison is taking a first shot at the language for the Program Discontinuance Policy and it is expected that the other UW universities will follow their language.

b. Faculty Representative Report. Christine Vandenhouten reported that her optimism regarding amendments to the Regents policies was premature as those amendments never saw the light of day. Madison's Program Discontinuance Policy language is expected to be heard before the Regents at their April meeting. The Madison faculty representative is fairly optimistic about their language (but we all saw where previous optimism got us).

c. Academic Staff Report. ASC Vice Chair Katrina Hrivnak reported that the results of the Academic Staff elections are in for next year's committees. This year the nominees were given the opportunity to provide a brief interest statement as to why they wanted to serve on the committees on which they expressed interest. This made the job of the Leadership and Involvement Committee much easier. Plans are progressing for the Academic Staff assembly to be held in May.

d. University Staff Report. USC Chair Jan Snyder added one thing to her written report, the difficulty of trying to get individuals involved in shared governance. Based on feedback from hourly employees, there seems to be a perception or, in some cases, personal experience with resistance from supervisors to allow them to get involved with shared governance and committee work. The USC has requested that the SOFAS (possibly in collaboration with the Chancellor) draft a letter to supervisors highlighting the importance of committee work and encouraging them to allow their employees the flexibility to get involved. Chair Snyder also mentioned that previous to the implementation of Act 10 some of the hourly staff were under unions and they took their grievances to HR or the appropriate administrator. Now there is a committee in place that will help them with any grievance.

e. Student Government Report. SGA President Hannah Stepp reported that the first ever UWGB App will be made public. SGA has been working on it since July. A (possibly new) food vendor will be announced in mid- to late-April. SGA Vice President Lorenzo Lones was selected to speak at the Regents meeting. Finally, SGA elections are coming up April 12-13.

7. ADJOURNMENT at 4:56 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff

53.12 Graduate Program

A. Graduate Degree Programs: Membership, Responsibilities, Appointment Process.

1. Membership. Graduate faculty status may be granted to UW-Green Bay faculty members holding professorial rank and Lecturers with faculty status ~~by the Provost/Vice Chancellor for Academic Affairs on the recommendation of the appropriate dean and the graduate program executive committee. A faculty member may have a split assignment with another program and may vote in more than one.~~ . The Chancellor, Provost, Associate Provost, Director of Graduate Studies, deans and associate deans, directors and associate directors of research institutes, and curators of UWGB's academic museums and collections are also granted graduate faculty status; ex-officio (non-voting) for all faculty governance and curriculum issues with the exception of graduate committees. In all cases graduate faculty must hold the highest degree or equivalent in their fields. Emeritus, retired faculty, research scientists, artists in residence, and affiliated academics and professionals may be granted adjunct graduate faculty status, provided they hold the highest degree or equivalent in their fields. ~~Graduate faculty who leave UWGB for other employment opportunities may retain their graduate faculty status for additional year from the end of their formal employment with UWGB; additional extensions may be granted by Director of Graduate Studies following a formal request from the relevant program executive committee.~~

2. Responsibilities. Graduate faculty members are expected to regularly contribute to the success of the program in one or more of the following ways: (1) serve on thesis committees, either as major professor and/or committee member (in programs that require a culminating research project, the expectation is that faculty will regularly serve as project advisors); (2) provide graduate level instruction either through the teaching of graduate level courses, cross-listed courses, or independent studies/internships; and/or (3) contribute to the graduate program's development (e.g., serving on program committees, attending program meetings, etc.). Interdisciplinary Budget Units are strongly encouraged to recognize the contributions of individuals with an appointment to a graduate program as part of the individual's budgetary unit periodic performance review.

3. Appointment Process. Graduate faculty and graduate adjunct faculty are appointed to specific program(s) by the Provost/Vice Chancellor for Academic Affairs on the recommendation of the appropriate dean, the Director of Graduate Studies, and the program executive committee. A faculty member may have a split assignment with another program and may vote in more than one. Graduate adjunct faculty appointments are for a period of three years. Prior to the end of the second year of the appointment an individual should be considered for renewal by members of a program's Executive Committee. Adjunct graduate faculty can withdraw participation at any time. Graduate faculty may request to terminate their participation in specific programs or their graduate faculty status. Recommendations regarding adjunct graduate faculty and graduate faculty status are made from a graduate program's executive committee, must be reviewed by appropriate budgetary unit executive committees, deans, and the Director of Graduate Studies. Final approval for appointments is made by the Provost/Vice Chancellor of

Academic Affairs.

Faculty Senate Old Business 4a 4/27/2016

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UW–Green Bay Teaching and Workload Policy
March 2016

The faculty of the University of Wisconsin–Green Bay engage in teaching, scholarship, and service that addresses the needs and advances the interests of the institution and the larger community. The appropriate teaching load for each faculty member shall be determined annually, through written procedures established by the executive committee of each unit and approved by the relevant dean, prior to the creation of the timetable for the upcoming academic year. (This process shall include time for the unit to respond to any concerns raised by the dean.) No faculty member shall be required to teach more than 24 credits* annually or more than 14 credits in any semester. This load shall be adjusted to promote excellence in teaching, scholarship, and service, with due consideration of professional norms and in pursuance of the university mission.

** As per UW System mandate, the 24-credit teaching load will be effective not before the Fall 2017 semester.*

Faculty Senate Old Business 4b 4/27/2016