

UW-GREEN BAY FACULTY SENATE MEETING NO. 5

Wednesday, February 18, 2009

Phoenix Room C, 3:00 p.m. **[NOTE: Start time begins at 3:00]**

Presiding Officer: Illene Noppe, Speaker

Parliamentarian: Clifford F. Abbott

1. CALL TO ORDER

2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 4, December 10, 2008 [page 2]

3. CHANCELLOR'S REPORT

4. NEW BUSINESS

- a. 2009-10 Slate of Nominees for Faculty Elective Committees [page 5]
Presented by Laurel Phoenix, Committee on Committees and Nominations
- b. Code changes to UWGB Chapters 51 and 3 [page 8]
Presented by SOFAS Cliff Abbott
- c. Memorial Resolution for Chancellor Emeritus Edward Weidner [page 20]
Presented by Interim Provost William Laatsch
- d. Endorsement of SGA Resolution on Smoking [page 25]
Presented by Joel Diny, Chair of Health and Safety Committee, Student Government
- e. Requests for future business

5. PROVOST'S REPORT

6. UNIVERSITY COMMITTEE REPORT

Presented by Steven Meyer, Chair

7. OPEN FORUM on Higher Learning Commission Report [page 26]

8. ADJOURNMENT

MINUTES 2008-2009

UW-GREEN BAY FACULTY SENATE MEETING NO. 4

Wednesday, December 10, 2008
Phoenix Room C, University Union

Presiding Officer: Illene Noppe, Speaker of the Senate

Parliamentarian: Clifford Abbott, Secretary of the Faculty and Academic Staff

PRESENT: Scott Ashmann (EDU), Lucy Arendt (BUA), Andrew Austin (SCD), Peter Breznay (ICS), Kathleen Burns (HUD), Matthew Dornbush (NAS), Susan Gallagher-Lepak (NUR), Stefan Hall (HUS), Catherine Henze (HUS), Curt Heuer (AVD), Steve Kimball (EDU), William Laatsch (interim Provost, *ex officio*), James Loebel (BUA), John Lyon (NAS), Michael McIntire (NAS alternate), Randall Meder (AVD), Daniel Meinhardt (HUB), Steven Meyer (NAS-UC), Thomas Nesslein (URS), Illene Noppe (HUD-UC), Uwe Pott (HUB), Laura Riddle (AVD-UC), Ellen Rosewall (AVD), Jolanda Sallmann (SOCW), John Stoll (PEA), Brian Sutton (HUS-UC), David Ward (Interim Chancellor, *ex officio*), David Voelker (HUS), Dean VonDras (HUD-UC), Jill White (HUD)

NOT PRESENT: Tim Meyer (ICS), Meir Russ (BUA-UC),

REPRESENTATIVES: Katrina Hrivnak (Academic Staff), Jamie Froh (Student Government)

GUESTS: Dean Scott Furlong, Dean Fritz Erickson, Associate Provost Jan Thornton, Senior Executive Assistant to the Chancellor Scott Hildebrand, and Vice Chancellor for Business and Finance Tom Maki

1. Call to Order. With a quorum present, Speaker Noppe called the Senate to order at 3:34 p.m.

2. Approval of Minutes of UW-Green Bay Faculty Senate Meeting No. 3, November 12, 2008. On a motion by Senator Rosewall (second by Senator Steve Meyer) the minutes were **approved** by a voice vote.

3. Chancellor's Report. Since the Chancellor had not yet arrived at this point and since his remarks were especially relevant to the Open Forum topic, his report was reordered in the agenda to just before the Open Forum. At that point he continued his habit of speaking in triads by offering remarks on three areas: 1) the current budget; 2) general budgeting principles; and 3) the Growth Agenda.

On the budget, Chancellor Ward provided the current best guesses on the size of the deficit for this year and projected for the next biennium. He also revealed the Governor's wish to have both deficits dealt with at the same time early in the next legislative session, something that would require the legislature to move at, in Chancellor Ward's terms, "warp speed".

On the budgeting principles, Chancellor Ward talked a bit about the balance of tuition and state GRP funds available to us (in the past tuition had provided about 25% to the state's 75%, whereas these days it is close to a 50-50% split) and its consequences. He reported that we are likely to see a budget lapse in the spring and possible consequences for payroll by next summer. He offered three suggestions to help our funding: get more out-of-state students, more graduate students, and consider a January Interim (this only helps the budget if it has separate funding as opposed to the funding basis UW-Green Bay used when it had a January Interim in the past).

On the Growth Agenda, Chancellor Ward characterized what has happened so far as a rebalancing (larger growth in faculty than in students to provide a better student-faculty ratio) and urged the campus to persist in planning for growth even in bad times in order to be ready for a turnaround. He then responded to specific questions the UC had asked him to address. He stressed a priority that future hiring focus on instruction. He reaffirmed the principle that growth in either hiring or students would only happen when resources had been secured. To concerns about maintaining academic excellence, he drew on experiences at UW-Oshkosh and offered several ideas to consider (an honors program, maintaining admission standards, setting standards for academic progress, and increasing merit-based scholarships). Finally with respect to campus child care he noted this would be easier to accomplish with program revenue (self-funding) than with GPR (state) funding, but the matter is complicated by state limits on our position count (we are currently over that limit). He then offered to take questions and what followed merged with the Open Forum (see below).

4. Continuing Business

a. Proposal to Revise the Interdisciplinary Requirement - Second Reading. Speaker Noppe asked for a motion to adopt this proposal and instead she got a **motion from Senator Lyon (second by Senator Nesslein) to refer the proposal to the General Education Council for review.** Discussion focused on whether the GEC was the appropriate body. **The motion to refer failed (1-26-0). Senator Riddle (second by Senator Meinhardt) then moved adoption of the proposal. Senator Arendt (second by Senator Voelker) moved to table the proposal and this succeeded (25-1-1).**

5. New Business.

a. Creating a Task Force on Interdisciplinarity. Speaker Noppe turned over the chairing responsibilities to Deputy Speaker Riddle in order to present the **motion (second by Senator Rosewall) attached to the agenda on creating a task force on interdisciplinarity.** Senators expressed a number of hopes for the task force: that it coordinate with the Mission Level Learning Objectives (MLLO) Steering Committee; that it focus not for or against interdisciplinarity but on the graduation rule requiring interdisciplinarity; that its focus be broader than that rule; that there be data collection on how students are affected by the rule; that recommendations be based on principles before student data; and from Representative Froh, that students be on the task force. **The motion to create the task force carried (25-2-0).**

b. UW-Green Bay Branding Committee. Senator Arendt (with a PowerPoint presentation assisted by Senator Hall on lights, Senator Steve Meyer on clicking, and Senator Breznay on critiquing the technological support) reported on the work of this committee, charged by the Provost to initiate a campus discussion on the institutional identity (its brand) as a way to differentiate our academic program and help with recruitment. The Committee had considered our mission, three themes (innovation, connections, and communities) and five key words (academic excellence, innovation, sustainability, connections, and engagement-problem solving) and offered a three word brand “Innovation - Engagement - Sustainability” to initiate discussion. Interdisciplinarity was mentioned as the way we achieve the three elements of the brand.

The discussion by the Senate raised some questions (how does the brand relate to the tag line “connecting learning to life” and what contexts should the brand appear in), some concerns about the word “engagement” (whether it is distinctive enough, whether it would be misunderstood, whether “citizenship” might be preferable) and the lack of the word “interdisciplinarity,” some advice to use the brand for orientation of both students and new employees, and advice to collect some data on how the words are perceived by target audiences. When asked about next steps, Senator Arendt suggested work within units to gather examples and stories to flesh out the three words.

c. Requests for future business. The Speaker invited items for future business but received none.

6. Provost Report. In an effort to have continuity of content trump parliamentary rigor, this item was deferred to just before the Open Forum at which time the Provost reported on the most recent Regents meetings: the scaling back of the proposed pay plan; climate reports from several campuses that raised concerns about sexual assaults; plans for our next chancellor to be approved at a January meeting of the Regents; and the Regents' adoption of a list of shared learning experiences that all undergraduates of UW schools should have.

7. University Committee Report. UC Chair Meyer listed the issues the UC is currently discussing: interdisciplinarity, questions for the chancellor candidates (mainly on shared governance), an honors program, and the Higher Learning Commission report on accreditation. He also noted that meeting times for the UC and the Senate will return to 3:00 p.m. next semester.

8. Open Forum A Senator Steve Meyer motion (Senator Stoll second) to extend the meeting until 5:30 p.m. passed (25-0-2) to allow an open forum on the Growth Agenda. Senator Meinhardt began with a question about how being in Division I Athletics might affect resources available for academic programs. Chancellor Ward offered that Division I attracts donors for us and Vice Chancellor Maki explained the general trade-offs between the needs to maintain physical education programs at Division III schools and the state support and program revenues available to Division I schools, especially those without football, according to the Chancellor. A task force considered this issue in the mid 90s and found Division I had a slight financial advantage for us and VC Maki claims this remains true. Senator Sutton asked how, given the demographics of declines in high school graduates, increased enrollments could mean anything but accepting less-well prepared students. The Chancellor responded that would probably be true if enrollment targets focused only on traditional age students but not necessarily if the focus is on transfers and graduate level students. Senator Dornbush cited the lack of nearby off-campus hangouts as a barrier in recruiting out-of-state students and the Chancellor admitted this, but cited the trade-off with how a bit of isolation scored well with parental priorities of safety.

At this point the Chancellor had to leave for another engagement. The forum, however, continued largely with claims that the Growth Agenda so far has not improved the student-faculty ratio very equitably across campus. Senators from Humanistic Studies and Human Biology were most vocal in citing the large class sizes and lack of support for them. There were also concerns expressed on the adequacy of instructional facilities and on salary inversions (compression).

9. Adjournment. With business before the Senate concluded, the Speaker adjourned the meeting at 5:30 p.m.

Respectfully submitted,

Clifford Abbott, Secretary of the Faculty and Academic Staff

February 18, 2009

TO: Voting Faculty
FROM: Clifford Abbott, Secretary of the Faculty and Academic Staff
SUBJECT: **NOMINEES FOR 2009-10 FACULTY ELECTIVE COMMITTEES**

The Committee on Committees and Nominations, the University Committee, and the Personnel Council have prepared the following slate of candidates for open 2009-10 faculty elective committee positions. Further nominations can be made by a petition of three voting faculty members. These nominations must have consent of the nominee and must be received by the Secretary of the Faculty and Academic Staff no later than February 27.

THIS IS NOT A BALLOT

ACADEMIC AFFAIRS COUNCIL

5 tenured members: one from each voting district, plus one at-large member.

Continuing members: Christine Style (AH) and Dennis Lorenz (SS), 2-year terms.

Replacement term: Lloyd Noppe (at-large), 1-year term. On sabbatical.

Outgoing members: John Lyon (NS) and Patricia Ragan (PS)

2 to be elected for 3-year term: 1 each from NS and PS; 1 to be elected for 1-year replacement term from at-large

Nominees:	Peter Breznay, NS	Mimi Kubsch, PS
	Woo Jeon, NS	Sandra Stokes, PS

Kaoime Malloy, at-large replacement, AH
Cristina Ortiz, at-large replacement, AH

PERSONNEL COUNCIL

5 tenured members: one from each voting district, plus one at-large member.

Continuing members: Alison Gates (AH), 2-year term; Thomas Nesslein (at-large SS), 1-year term

Replacement term: Andrew Kersten, SS, 2-year term. On sabbatical

Outgoing members: Linda Tabers-Kwak (PS) and Patricia Terry (NS)

2 to be elected for a 3-year term: 1 each from NS and PS; 1 to be elected for 2-year replacement term from SS

Nominees:	Craig Hanke, NS	Robert Nagy, PS
	Tian-you Hu, NS	Peter Smith, PS

Dean VonDras, SS replacement
TBD, SS replacement

GENERAL EDUCATION COUNCIL

6 tenured members: one from each voting district, plus two at-large members (with no more than 2 from a single voting district).

Continuing members: Steven Muzatko (PS) and Andrew Austin (at-large SS), both 2-year terms; Catherine Henze (AH) and Georjeanna Wilson-Doenges (SS), both 1-year terms

Outgoing members: Gregory Aldrete (at-large AH) and Heidi Fencl (NS)

2 to be elected for 3-year term: 1 each from NS and at-large

Nominees:	John Lyon, NS	Stephan Hall, at-large AH
	Steven Meyer, NS	Hye-Kyung Kim, at-large AH

Faculty Senate New Business (a)
18 February 2009

UNIVERSITY COMMITTEE

6 **tenured** members: one from each voting district, plus two at-large members (with no more than 2 from a single voting district).

Continuing members: Illene Noppe (SS) and Brian Sutton (at-large AH), both 2-year terms; Laura Riddle (AH), 1-year term

Outgoing members: Steven Meyer (NS), Meir Russ (PS), Dean VonDras (at-large)

3 to be elected for a 3-year term: 1 each from NS, PS, and at-large

Nominees:	David Dolan, NS	Derryl Block, PS
	Patricia Terry, NS	Timothy Kaufman, PS
	Michael Draney, at-large NS	
	John Stoll, at-large SS	

COMMITTEE OF SIX FULL PROFESSORS

6 **tenured, full Professors:** one from each of the voting district, plus two at-large members (with no more than 2 from a single voting district).

Continuing members: Gregory Davis (NS) and Jeffrey Entwistle (at-large AH), both 2-year term; Robert Howe (at-large NS) and Judith Martin (PS), both 1-year terms

Replacement term: Lloyd Noppe (SS), 2-year term. On sabbatical.

Outgoing member: Laura Riddle (AH)

1 to be elected for a 3-year term from AH; 1 to be elected for a 2-year replacement term from SS

Nominees:	Carol Emmons, AH	Michael Kraft, SS replacement
	Timothy Meyer, AH	Larry Smith, SS replacement

COMMITTEE ON RIGHTS AND RESPONSIBILITIES

5 **tenured** members: one from voting district, plus one at-large. Members may serve up to three consecutive terms.

Continuing members: Kim Nielsen (SS) and Kaoime Malloy (at-large), both 2-year terms; John Lyon (NS) and Marilyn Sagrillo (PS), both 1-year terms

Outgoing member: Cristina Ortiz (AH)

1 to be elected for 3-year term from AH

Nominees:	Jeffrey Benzow, AH
	Brian Vescio, AH

COMMITTEE ON COMMITTEES AND NOMINATIONS

5 members of **professional rank:** one from each voting district, plus one at-large member. No member is eligible for more than one consecutive term.

Continuing members: Laurel Phoenix (SS) and Rebecca Meacham (at-large AH), both 2-year terms; Jennifer Mokren (AH), 1-year term

Outgoing members: Heidi Fencil (NS) and Judith Martin (PS)

2 to be elected for a 3-year term: 1 each from NS and PS

Nominees:	Steve Dutch, NS	Janet Reilly, PS
	John Lyon, NS	Sandra Stokes, PS

LIBRARY AND INSTRUCTIONAL TECHNOLOGY COMMITTEE

4 faculty members, **3-year term:** one from each of the 4 voting districts

Continuing members: Julie Lukesh (NS) and Katia Levintova (SS), both 2-year terms

Outgoing members: Sarah Detweiler (AH) and Mark Kiehn (PS)

2 to be elected for 3-year term: 1 each from AH and PS

Nominees: Caroline Boswell, AH
David Severtson, AH
Gaurav Bansal, PS
Doreen Higgins, PS

GRADUATE FACULTY BOARD OF ADVISORS

2 tenured members: at-large (no more than one member from any one graduate program on the Board) and 5 chairs. At-large members are elected by Graduate Faculty only. May not be elected for consecutive term. **3-year term**

Outgoing member: Michael Zorn

Replacement member: Meir Russ, 2-year term [chair of Masters of Management program]

2 to be elected: 1 for a 3-year term; 1 for a 2-year replacement term

Nominees: John Stoll, Environmental Science & Policy, 3-year term
Michael Zorn, Environmental Science & Policy, 3-year term
Marilyn Sagrillo, Masters of Management, 2-year replacement term
William Lepley, Masters of Management, 2-year replacement term

PROPOSED CODE CHANGE COMBINING CHAPTERS 3 AND 51

The following pages show the changes for essentially adding parts of Chapter 51 to Chapter 3 if they are not already there (these are shown in **bold face**) and removing parts of Chapter 3 that are redundant or need to be eliminated to accommodate renumbering (these are shown with ~~strike-through~~). For reference the following identifies where in Chapter 51 the bold face additions come from:

material in	3.01 (2) comes from	51.01B
	3.03	51.03
	3.04	51.04B
	3.05 (3-5)	51.05 B, C, D
	3.06 (2-3)	51.05 D3 and C
	3.07	51.05 G1
	3.09	51.06
	3.15 (2)	51.08B
	3.17	51.09
	3.20	51.10
	3.21	51.11
	3.22	51.12
	3.23	51.13
	3.24	51.14

Faculty Senate New Business 4(b)
18 February 2009

FACULTY PERSONNEL POLICY PROCEDURES

UWGB CHAPTER 3 FACULTY AND TEMPORARY TEACHING APPOINTMENTS

UWGB 3.01 TYPES OF APPOINTMENTS.

1. Faculty appointments carry the following titles: professor, associate professor, assistant professor, and instructor. Faculty appointments are either tenure or probationary appointments.

2. Temporary teaching appointments carry the following titles: lecturer, laboratory teaching specialist, teaching specialist, athletic specialist, community lecturer, teaching assistant and those that carry visiting, adjunct, and clinical titles.

UWGB 3.02 RECRUITING.

Recruiting for faculty shall be the responsibility of individual departments or administrative units. The faculty shall develop procedures relating to recruitment of members of the faculty, after consultation with appropriate students and with the appropriate Dean(s) and/or the Provost/Vice Chancellor for Academic Affairs (hereinafter referred to as Provost/Vice Chancellor). These procedures shall be subject to the approval of the Chancellor. Recruitment shall be consistent with State and Federal laws regarding nondiscriminatory and affirmative action procedures and provide for departmental peer review and judgment in the recruiting process.

UWGB 3.03 LETTER OF APPOINTMENT

Each person to whom a new appointment is offered must receive an appointment letter in which an authorized official of the institution details the terms and conditions of the appointment, including, but not limited to, duration of the appointment, salary, starting date, ending date, general position responsibilities, probationary or tenure status, and crediting of prior service. Accompanying this letter for new faculty shall be an attachment detailing University and System rules and procedures relating to faculty appointments. If the appointment is subject to advance approval of the Board of Regents, a statement to this effect must be included in the letter.

UWGB ~~3.03~~ 3.04 APPOINTMENTS – GENERAL

Probationary appointments are made by the Chancellor only upon the affirmative recommendation of an interdisciplinary unit executive committee and the appropriate Dean(s), and in consultation with the Provost/Vice Chancellor. Tenure appointments **and promotions to tenure**, in addition, require the advice of the Personnel Council. If an appointment is to be divided among several interdisciplinary units or between an interdisciplinary unit and University Extension (a "collaborative appointment"), one interdisciplinary unit shall be the principal sponsor of the recommendation for appointment and the responsibility for that appointment is with the principal sponsor.

UWGB ~~3.04~~ 3.05 TENURE APPOINTMENTS

Tenure appointment means an appointment, one-half time or more, for an unlimited period normally granted to all professors and associate professors and to other members with faculty appointments designated as having tenure by the Board of Regents.

1. Except as provided under 2., the Board may grant a tenure appointment upon the affirmative recommendation of the appropriate interdisciplinary unit, the appropriate Dean(s), and the Chancellor in consultation with the Provost/Vice Chancellor, via the President of the System. The privilege of serving on unit executive committees and the authority to vote on personnel, budget, and curriculum matters is associated with the awarding of tenure rather than with rank. Neither the Chancellor nor the appropriate interdisciplinary unit executive committee nor Dean may base a tenure recommendation upon impermissible factors, as defined by the Board by rule.

2. The Board may grant a tenure appointment without the affirmative recommendation of the appropriate interdisciplinary unit executive committee and Dean if all of the following apply:
 - a. The Board has the affirmative recommendation of the Chancellor.
 - b. The Committee on Rights and Responsibilities, on appeal, has reviewed the negative recommendation of the interdisciplinary unit or Dean, and finds that the negative decision was based upon impermissible factors, as defined in UWS 3.08 and UWGB ~~3.10~~ **3.12**.
 - c. The Board has the affirmative recommendation of a special faculty committee appointed by the Chancellor, only after all normal reconsideration and appeal procedures have been exhausted, to review the individual's record with reference to criteria for tenure as published in the Faculty Handbook. No person may be appointed to the special committee unless the person is knowledgeable or experienced in the individual's academic field or in a substantially similar academic field. No member of the special committee may be a member of the individual's interdisciplinary unit if that body made the negative decision. The special committee may not base its tenure recommendation upon impermissible factors, as defined in UWS 3.08 and UWGB ~~3.10~~ **3.12**.
- 3. Personnel Council Advice on Tenure Appointment. Before an appointment is made within an interdisciplinary unit to a position of tenure or to associate professor where tenure had been granted previously at a lower rank, the appropriate Dean(s) shall seek the advice of the Personnel Council.**
- 4. Tenure is not acquired solely because of years of service. Provisions as to duration of the probationary period merely establish limits beyond which decisions and actions may not be delayed.**
- 5. Changes in Proportion of Time. The percentage of time specified in a tenured faculty appointment may not be diminished or increased without the mutual consent of the faculty member, the executive committee of the interdisciplinary unit, and the appropriate Dean(s) unless the faculty member is dismissed for cause, pursuant to 36.13 (5) of the Wisconsin Statutes, or is terminated or laid off pursuant to 36.21 of the Wisconsin Statutes.**

~~UWGB 3.05~~ **3.06** PROBATIONARY APPOINTMENTS

- 1.** A probationary appointment is for no less than half time and is normally held at the rank of instructor or assistant professor, and may be held on initial appointment at the rank of associate professor or full professor, during the probationary period that precedes determination of tenure status. A full-time probationary appointment shall not exceed seven academic years. A longer maximum probationary period is provided for part-time appointments of at least half time.
- 2. Computation of Part-time Service. Part-time service at less than one-half time shall not be counted in the probationary period of the instructor or assistant professor. Each year of service at the rate of at least one-half time but not more than three-quarters time shall count as half of a year for probationary purposes, and service at a rate greater than three-quarters time shall be counted as a full year. In no case shall the probationary period exceed 13 years, with the decision to retain or dismiss being made no later than the 12th calendar year.**
- 3. Changes in Proportion of Time. The percentage of time within the term provided for in a probationary appointment, full or part-time, may not be diminished or increased without the mutual consent of the faculty member, the executive committee of the interdisciplinary unit, and the appropriate Dean(s) unless the faculty member is dismissed for just cause pursuant to 36.13 (5) of the Wisconsin Statutes or is terminated or laid off pursuant to 36.21 of the Wisconsin Statutes.**
- ~~4.~~ **4.** Previous probationary service in other colleges and universities may be taken into account in computing a person's probationary period and so indicated in the letter of appointment. If a credit is given for prior service, it shall affect only the date by which a decision on tenure must be made. It shall not apply to notice provisions under UWGB ~~3.11~~ **3.13**, seniority under UWGB 5.07, or other provisions of these rules, unless otherwise specified in appointment letters.

~~2. Tenure is not acquired solely because of years of service.~~

~~3. 5.~~ A leave of absence, sabbatical or a teacher improvement assignment does not constitute a break in continuous service and shall not be included in the seven year period under UWGB ~~3-05~~ **3.06**.

~~4. 6.~~ Circumstances in addition to those identified under sub. ~~(3)~~ **(5)** that do not constitute a break in continuous service and that shall not be included in the seven year period include responsibilities with respect to childbirth or adoption, significant responsibilities with respect to elder or dependent care obligations, disability or chronic illness, or circumstances beyond the control of the faculty member, when those circumstances significantly impede the faculty member's progress toward achieving tenure. It shall be presumed that a request made under this section because of responsibilities with respect to childbirth or adoption shall be approved. A request shall be made before a tenure review commences under UWGB ~~3-08~~ **3.10 (2)**.

a. A request for additional time because of responsibilities with respect to childbirth or adoption shall be initiated in writing by the probationary faculty member concerned and shall be submitted to the Provost/Vice Chancellor for Academic Affairs who shall consult with the faculty member's budgetary unit chair and the appropriate Dean(s). A denial of a request shall be in writing and shall be based upon clear and convincing reasons. The Provost/Vice Chancellor shall specify the length of time for which the request is granted. More than one request may be granted.

b. A request for additional time because of responsibilities other than childbirth or adoption shall be submitted to the Provost/Vice Chancellor for Academic Affairs who shall consult with the faculty member's budgetary unit and the appropriate Dean(s). A denial of a request shall be in writing and shall be based upon clear and convincing reasons. More than one request may be granted but the total, aggregate length of time of all requests, except for a request because of responsibilities with respect to childbirth or adoption, granted to one faculty member shall be no more than one year.

UWGB ~~3-06~~ **3.07** PROBATIONARY ASSISTANT PROFESSORS, ASSOCIATE PROFESSORS, OR PROFESSORS

The initial probationary appointment at the rank of ~~either~~ assistant professor, associate professor, or professor shall be for no more than three years. After not more than six years of full-time service at this university, as an assistant professor, associate professor, or professor, or after the equivalent of not more than six years of full-time service at this university in the ranks of instructor and assistant professor combined, a faculty member will be notified in writing by the interdisciplinary unit or the administration no later than the end of his/her sixth year that he/she will be recommended for tenure or will not be recommended for tenure. **Promotion to the rank of associate professor always includes the granting of tenure.** The above provisions do not preclude the awarding of tenure after a period of service shorter than six years.

UWGB ~~3-07~~ **3.08** PROBATIONARY INSTRUCTORS

Instructors are appointed annually. After not more than six years of service at this university as an instructor, an instructor shall be notified in writing by the interdisciplinary unit or the administration no later than the end of his/her sixth year that he/she will be recommended for tenure or will not be recommended for tenure. The above provisions do not preclude promotion and tenure after a period of service shorter than six years.

UWGB **3.09** PART-TIME FACULTY APPOINTMENTS

1. An individual may be given a tenured or probationary appointment if he/she serves one-half time or more. Tenure may be granted only to a faculty member whose appointment is at least one-half time.

2. A faculty member who is on a part-time appointment shall be so designated in the University budget. The letter of appointment shall clearly state the fraction of appointment and assignment and any subsequent modification shall be in writing, with copies to all parties concerned. The fraction of appointment may be changed only by mutual agreement of the faculty member, the interdisciplinary unit executive committee, and the appropriate Dean(s).

3. If tenure for a part-time faculty member is recommended by the interdisciplinary unit executive committee, the following procedures shall be followed:

- a. The appropriate Dean(s) and the Personnel Council shall follow the normal tenure review procedures as provided in UWGB 3.05.**
- b. The interdisciplinary unit is responsible for making clear to the appropriate Dean(s), to the Personnel Council, and to the persons involved, what portion of a position (e.g., one-half or three-quarters time) would be assured by granting tenure.**
- c. In all respects other than the length of the probationary period, standards of performance and scholarly quality shall be the same for part-time as for full-time assistant professors. As with other probationary faculty members, a decision concerning tenure may be made before the end of the probationary period if the quality of the candidate's work warrants it.**

UWGB 3-08 3.10 REVIEW PROCEDURES (MERIT, PROMOTION, RENEWAL)

1. Merit Review Procedures for all Faculty

- a. The performance of each tenured faculty member shall be reviewed annually or biennially (every second year) by the faculty member's interdisciplinary unit executive committee. Non-tenured faculty will be reviewed annually by the executive committee, or the review may be combined with a retention review in a given year. The review shall be of the faculty member's performance from the beginning of one appointment period to the beginning of the next appointment period. The results of the review shall be communicated to the faculty member by his/her chairperson within 30 days of the completion of the review.
- b. Each curricular unit in which the faculty member serves, including UW-Extension, shall participate in the review process. Each unit other than the interdisciplinary unit in which the faculty member votes shall prepare an evaluation based on the faculty member's participation in that unit and forward this evaluation to the chairperson of the interdisciplinary unit in which the faculty member votes, with a copy to the appropriate Dean(s).
The recommendation of the interdisciplinary unit executive committee shall be forwarded to the appropriate Dean(s) and shall reflect all evaluations received from each curricular unit. In cases of significant disagreement in merit evaluations between curricular units, consultation between the chairpersons of each unit, for purposes of resolving the differences, shall take place before the final recommendation is forwarded to the appropriate Dean(s) by the interdisciplinary unit chairperson.
- c. Merit reviews will be open unless the reviewing committee, in accordance with state law and proper notification, authorizes a closed review. The faculty member under consideration has the right to attend reviews, whether open or closed.
- d. Secret ballots may not be taken at any review session, open or closed, and any member of the reviewing committee may require that a vote be taken in such manner that the vote of each member be ascertained and recorded.

2. Requested Reviews for Promotion and Renewal at all Ranks

- a. A faculty member may request, in writing, of his/her interdisciplinary unit chairperson consideration for promotion once in any of the first six years of his/her appointment. This request for consideration is to be honored.
- b. A probationary faculty member may be considered for promotion in any of the first six years of his/her appointment if so requested by two members of his/her interdisciplinary unit executive committee, professorial committee (or advisory committee). Such a consideration must be with the knowledge and consent of the faculty member.

3. Responsibility for Reviews for Promotion and Renewal at all Ranks

- a. For faculty below the rank of associate professor, the review will be conducted by the interdisciplinary unit executive committee.

- b. Promotion to tenure requires the review and recommendation of the interdisciplinary unit executive committee and the advice of the Personnel Council. The advice of the Personnel Council is required also for promotion of tenured assistant professors to the rank of associate professor.
 - c. For promotion review of associate professors, the initial review will be conducted by the full professors of that interdisciplinary unit. Where there are not at least three full professors in the interdisciplinary unit, the interdisciplinary unit executive committee will invite professors, in consultation with the appropriate Dean(s), from related interdisciplinary units to be part of the professorial committee. If the initial review results in a positive recommendation, this recommendation will be forwarded by the appropriate Dean(s) to the Committee of Six Full Professors, elected by the faculty, for advice.
4. Authority for Decisions for Renewal and Promotion at all Ranks
- a. All recommendations on renewal or nonrenewal, promotion, and tenure shall be initiated by the interdisciplinary unit executive committee (or the interdisciplinary unit of full professors in the case of associate professor to professor promotion considerations). It is the responsibility of the reviewing executive committee to solicit, receive, and show evidence of having considered the evaluations or recommendations of every curricular unit in which the faculty member has served, including UW-Extension. The units will determine, based on the participation of the faculty member, whether an evaluation or a recommendation is appropriate, except in the instance when a faculty member or his/her interdisciplinary unit executive committee requests that a recommendation be forwarded. The review meeting will be open unless the reviewing committee, in accordance with state law and proper notification, authorizes a closed review. The faculty member under consideration has the right to attend reviews, whether open or closed. The chairperson of any executive committee making a recommendation on renewal or nonrenewal, promotion and tenure, shall notify the faculty member in writing 20 days prior to the date of the executive committee review held for the purpose of formulating that recommendation. This document shall be adequate notification to all faculty members in regard to periodic reviews affecting them.
 - b. For renewal the reviewing executive committee shall forward its recommendation to the appropriate Dean(s). Where positive recommendations for renewal are received, the appropriate Dean(s) shall forward his/her recommendation (if positive) through the Provost/Vice Chancellor to the Chancellor.
 - c. For promotion, the reviewing executive committee or interdisciplinary unit professorial committee shall forward its recommendation to the appropriate Dean's Office. Where positive recommendations for tenure or promotion to associate professor are received, the appropriate Dean's Office shall forward the recommendation and documentation to the Personnel Council for advice. Where positive recommendations for promotion to full professor are received, the appropriate Dean's Office shall forward the recommendation and documentation to the Committee of Six Full Professors for advice. On receipt of the appropriate committee's advice, the appropriate Dean(s) shall forward his/her recommendation (if positive) through the Provost/Vice Chancellor to the Chancellor. The Chancellor shall make his/her recommendation in consultation with the Provost/Vice Chancellor and forward it (if positive) to the President.
 - d. The faculty member shall be notified in writing of the recommendation and reasons for the recommendation by the committee or office making the recommendation within 20 days after each recommendation at each reviewing level. The faculty member and Executive Committee members should receive a copy of the transmittal letter.
5. Conduct of the Review for Promotion and Renewal at all Ranks
- a. Review (whether required or by request) by executive committees, by the Personnel Council, by the interdisciplinary unit professorial committees, or by the Committee of Six Full Professors, shall be open unless the reviewing committee, in accordance with state law and proper notification, authorizes a closed review. The faculty member under consideration has the right to attend reviews, whether open or closed.

- b. The faculty member under consideration shall be notified in writing 20 days (25 days if by first class mail) prior to the date of review of the time and place of the review session.
- c. Secret ballots may not be taken at any review session, open or closed, and any member of the interdisciplinary unit executive committee, the Personnel Council, the interdisciplinary unit professorial committee, or the Committee of Six Full Professors, may require that a vote be taken in such manner that the vote of each member be ascertained and recorded.
- d. The review of the faculty member shall be based upon the promotion and merit file, and oral evidence introduced by members of the Reviewing Committee. However, no new evidence reasonably expected to affect negatively the outcome of the review should be introduced unless the candidate has prior knowledge of such evidence. The faculty member's promotion and merit file shall be open to the faculty member, the reviewing committees, and reviewing offices only. During an open review, and only during an open review, the faculty member's promotion and merit file is open.
- e. At the time of notification of the date of review, the faculty member shall be invited to clarify materials in his/her promotion and merit file. The faculty member may answer questions from the reviewing committee if he/she desires.
- f. Accurate summary notes shall be made of all review sessions and the final recommendation to the appropriate Dean(s) shall be accompanied by a clear statement of reasons used in reaching the recommendation.

~~UWGB 3-09~~ **3.11 NONRENEWAL OF PROBATIONARY APPOINTMENTS**

1. Statement of Reasons

In cases of a negative recommendation, if requested in writing by the faculty member within 10 days of the receipt of a decision, a more detailed explanation of the reasons will be provided in writing to the faculty member within 10 days of the receipt of the request by the chairperson of the interdisciplinary unit executive committee, the appropriate Dean(s), or the Chancellor, depending upon the level at which a decision was reached.

2. Reconsideration Procedure

Every faculty member for whom a negative recommendation is made will have the right of reconsideration upon written request of the faculty member within 15 days of receipt of written reasons. The reconsideration review shall be held within 20 days of the written request for reconsideration.

a. The purpose of reconsideration of a non-renewal decision shall be to provide an opportunity to a fair and full reconsideration of the nonrenewal decision, and to ensure that all relevant material is considered.

~~1-~~ b. The reconsideration committee or office will either be the interdisciplinary unit executive committee, the appropriate Dean(s), or the Chancellor, depending upon the level at which the decision was reached. Such reconsideration shall include, but not be limited to, adequate notice of the time of reconsideration of the decision, an opportunity to respond to the written reasons and to present any written or oral evidence or arguments relevant to the decision, and written notification of the decision resulting from the reconsideration.

~~2-~~ c. Reconsideration is not a hearing, or an appeal, and shall be non-adversarial in nature.

~~3-~~ d. The format and conditions will be as outlined for the original review, see UWGB ~~3-08~~ **3.10(5)**. The faculty member will be notified in writing of the decision of the chairperson of the reconsideration committee, the appropriate Dean(s), or the Chancellor, within 20 days, with a copy to all levels of review within UWGB.

~~4-~~ e. In the event that a reconsideration affirms the nonrenewal decision, the faculty member may appeal under the procedures specified in UWGB ~~3-10~~ **3.12** and UWS 3.08.

~~UWGB 3-10~~ **3.12 APPEAL OF NONRENEWAL DECISION**

The Committee on Rights and Responsibilities shall be the faculty hearings and appeals committee. In the event a reconsideration affirms a nonrenewal decision, a faculty member may appeal a nonrenewal decision to the Committee on Rights and Responsibilities. Written requests for an appeal shall be forwarded by the faculty member to the Committee on Rights and Responsibilities within 20 days of receipt of the reconsideration decision (25 days of notice if by first class mail). If the faculty member wishes to have counsel present, he/she must so advise in writing the chairperson of the Committee on Rights and Responsibilities so that the Committee on Rights and Responsibilities may have counsel present.

Such review shall be held not later than 20 days after the request, except that this time limit may be enlarged by mutual consent of the parties, or by order of the review committee. The faculty member shall be given at least ten days' notice of such review. The burden of proof in such an appeal shall be on the faculty member, and the scope of the review shall be limited to the question of whether the decision was based in any significant degree upon one or more of the following factors, with material prejudice to the individual:

- a. conduct expressions, or beliefs which are constitutionally protected, or protected by the principles of academic freedom, or
- b. factors proscribed by applicable State or Federal law regarding fair employment practices, or
- c. improper consideration of qualifications for reappointment or renewal as defined above. For purposes of this section, "improper consideration" shall be deemed to have been given to the qualifications of a faculty member in question if material prejudice resulted because of any of the following:
 1. The procedures required by rules of the faculty or Board were not followed, or
 2. Available data bearing materially on the quality of performance were not considered, or
 3. Completely unfounded or arbitrary assumptions of fact were made about work or conduct.

The Committee on Rights and Responsibilities shall report its decisions as to the validity of the appeal to the body or official making the nonrenewal decisions and to the Provost/Vice Chancellor and the Chancellor. Such a report may include remedies which may, without limitation because of enumeration, take the form of a reconsideration by the decision maker, a reconsideration by the decision maker under instructions from the committee, or a recommendation to the next higher appointing level, or directly to the Chancellor if provisions under ~~51-04 and UWGB 3-04~~ **3.05** pertain in the case of a negative decision regarding tenure. Cases shall be remanded by the decision maker in all instances unless the Committee on Rights and Responsibilities specifically finds that such a remand would serve no useful purpose. The Committee on Rights and Responsibilities shall retain jurisdiction during the pendency of any reconsideration. The decision of the Chancellor will be final on such matters.

Within UWGB, any question concerning the interpretation of these guidelines shall be resolved by a decision of the Committee on Rights and Responsibilities.

~~UWGB 3-11~~ **3.13 NOTICE**

A faculty member who is employed on probationary appointment (UWGB ~~3-06~~ **3.07** and ~~3-07~~ **3.09**) shall be given written notice of his/her reappointment or non-reappointment for another academic year in advance of the expiration of his/her current appointment as follows:

- a. When the appointment terminates at the end of the academic year, not later than 28 February of the first academic year and not later than 30 November of the second consecutive academic year of service;
- b. If the initial appointment terminates during the academic year, at least three months prior to its termination; if a second consecutive appointment terminates during the academic year, at least six months prior to its termination;
- c. After two or more years of continuous service at an institution of the University of Wisconsin System, such notice shall be given at least 12 months before the expiration of the appointment.

UWGB ~~3.12~~ **3.14** ABSENCE OF PROPER NOTIFICATION

If proper notice is not given in accordance with UWGB ~~3.11~~ **3.13** above, the aggrieved faculty member shall be entitled to a one-year terminal appointment. Such appointments, however, shall not result in the achievement of tenure.

UWGB ~~3.13~~ **3.15** LEAVE OF ABSENCE

1. A faculty leave of absence is defined as an extended absence from full or partial university responsibilities, granted by the appropriate Dean(s), upon recommendation of the UWGB interdisciplinary unit executive committee. A leave shall neither constitute a break in continuous service nor shall it be included in a probationary period. Ordinary leave is granted for one year. Only under exceptional conditions, and with the recommendation of the unit, may a year-long leave be extended an additional year. A leave of absence implies a return to university duties at the end of the leave.

2. Leaves and Committee Service. Any faculty taking a sabbatical or leave of absence for one semester or more shall relinquish his/her right of participation in All-University governance during the remaining term of the governance unit to which he or she was elected or appointed. A letter of resignation from any All- University standing elected or standing appointed council or committee must be tendered to the Secretary of the Faculty and Academic Staff well in advance of the beginning of the fall semester of the academic year involved.

UWGB ~~3.14~~ **3.16** MILITARY LEAVE

In accordance with State statutes and national policy, the university cooperates in facilitating the return to normal occupation of a faculty member who serves the Federal Government in the interest of national defense. Military leave is granted as follows:

1. Faculty with tenure shall be granted leaves of absence for Federal service and the departure and return shall be in accordance with Section 45.50 of the Wisconsin Statutes.
2. Faculty in probationary status shall be granted leaves of absence for Federal service, and the departure and return shall be in accord with the general intent of Section 45.50, Wisconsin Statutes, to the extent that university requirements and standards will allow. To prevent prejudice against the person concerned, leave granted here under shall not be deemed probationary service.

UWGB ~~3.15~~ **3.17** RETIREMENT

Retirement policy for members of the faculty is determined by the Board of Regents. Information about retirement policy and specific benefits may be obtained from the Office of Human Resources. **Retirement of a faculty member is no longer a mandatory requirement according to State Statutes. Any retired faculty member may be engaged for service at the discretion of the Chancellor.**

UWGB ~~3.16~~ **3.18** SICK LEAVE

Sick leave policy for members of the faculty is governed by the provision of UWS 19. The Family and Medical Leave Act of 1993 requires covered employers to provide up to 12 weeks of unpaid, job protected leave to eligible employees for certain family and medical reasons. Information about the sick leave policy and the Family Medical Leave Act may be obtained from the Office of Human Resources.

UWGB ~~3.17~~ **3.19** LIMITATION

Tenure and probationary appointments at UWGB are confined to UWGB, except that other institutions within the University of Wisconsin System may agree to share tenure appointments through established procedures. The explicit agreement shall specify both the tenure responsibility and the budget responsibility.

UWGB 3.20 TEMPORARY TEACHING APPOINTMENTS OR SPECIAL NON-TENURE TRACK APPOINTMENTS

1. Lecturers and Laboratory Teaching Specialists. Lecturer and Laboratory Teaching Specialist are titles for persons who possess qualifications appropriate for carrying out independent instructional responsibilities in the academic program of UWGB but for whom a tenured or probationary appointment is inappropriate. The individual may hold a full or part-time appointment on an annual, academic, or shorter term basis, or, in special circumstances, two or three years. These titles carry no tenure or probationary implications. Lecturers and Laboratory Teaching Specialists are appointed by the appropriate Dean(s) on the affirmative recommendation of the appropriate interdisciplinary unit executive committee.

Note: The following paragraph from the Academic Staff Governance Handbook 2.02(2)(b) applies to Lecturers:

Appointment as a lecturer on a one-half (50%) time or greater basis. Lecturers will receive a one-year appointment through the fourth year of employment. In special circumstances Lecturers may be appointed for two or three years. Beginning no later than the fifth year of consecutive employment, they will receive a two-year appointment; beginning no later than the eleventh year of consecutive employment, they will receive a three-year appointment. All appointments will be fixed-term appointments and will be subject to all provisions (including notification periods) governing fixed-term appointments. This provision for multiple-year appointments will hold true only for persons on 102 or predictable funding.

Note: the following notice periods apply to Lecturers:

1 year appointment (1st & 2nd years) 3 months notice

1 year appointment (3rd & 4th years) 6 months notice

2 year appointment (5th through 10th years) 1 year notice

3 year appointment (begins 11th year) 1 year notice

All notice deadlines are prior to the ending date of the appointment. If an employee is notified earlier than the notice date, he or she still remains employed until the end of the appointment.

2. Specialists: Teaching and Athletic. Specialists, teaching and athletic, are titles for persons who participate in educational programs on a temporary or regular basis, but for whom a tenure or probationary appointment is inappropriate. The individuals may hold a full or part-time appointment for a specified period of time, normally on an annual, academic, or shorter term basis. These titles carry no tenure or probationary implications. Athletic specialists and teaching specialists are appointed by the appropriate Dean(s) on the affirmative recommendation of the appropriate interdisciplinary unit executive committee.

3. Teaching Assistant. Teaching Assistant is a title for the graduate student with a part-time appointment for a specified period of time, who is assigned teaching responsibilities in an academic program under the supervision of a faculty member. The title carries no tenure or probationary implications. Teaching Assistants are appointed by the appropriate Dean(s) on advice of the appropriate interdisciplinary unit and the Associate Dean of Graduate Studies.

4. Visiting Titles. When a person holding a ranked faculty position or its equivalent and on leave from another institution assumes a temporary academic assignment at the University for a period normally not longer than one year, the appropriate title shall be his/her ranked faculty title as used in the other institution, preceded by the qualifying term "visiting." Visiting faculty are appointed by the appropriate Dean(s) on the affirmative recommendation of the appropriate interdisciplinary unit executive committee.

5. Adjunct Title. A person whose training and qualifications are comparable to those of ranked faculty and whose duties and program responsibilities are designed to advance the educational and research functions of the University, but whose assignments do not include the full range of expectations of teaching, scholarship, and service, may be assigned a ranked faculty title preceded by the qualifying term "adjunct." The title may be used for part-time appointments and is to be used for individuals whose principal professional careers are outside of University instruction but who are asked by the institution to assume recurring special teaching assignments. Adjunct titles are made upon a positive recommendation of the appropriate interdisciplinary unit executive committee with the approval of the appropriate Dean(s). The appointment is made for a fixed period of time and the adjunct title shall be so designated at the time of the initial appointment. Such titles carry no expectation of tenure and are not subject to the provisions of UWS 1 to 8.

6. Community Lecturer. A person whose professional career is outside of the University but who is given occasional responsibilities designed to assist the educational and research functions of the University, may be given the title of "Community Lecturer" on recommendation of the appropriate interdisciplinary unit executive committee and with the approval of the appropriate Dean(s). This title carries no expectation of compensation or tenure, is not subject to the provisions of UWS 1 to 8, and is annually renewable.

7. Clinical Lecturer. Lecturers whose instructional responsibilities are in the supervision of the clinical training of students may be given the title "Clinical Lecturer." This title carries no expectation of tenure, and is annually renewable. Clinical Lecturers are appointed by the appropriate Dean(s) on the affirmative recommendation of the appropriate interdisciplinary unit executive committee.

UWGB 3.21 CONVERSION OF PROBATIONARY APPOINTMENTS TO NON-TENURE APPOINTMENTS

An interdisciplinary unit executive committee may not convert a probationary appointment to that of adjunct appointment or academic staff appointment or other temporary appointment in which that person would perform academic or teaching duties similar to those of his/her probationary appointment in order to circumvent a decision on promotion, or a decision between retention or non-retention.

UWGB 3.22 FACULTY STATUS

Members of the academic staff teaching fifty percent or more (14 or more credits per year or its equivalent) will normally be granted "Faculty Status" by the Provost/Vice Chancellor, usually during the first year of an appointment. The designation is initiated as a recommendation from the appropriate interdisciplinary unit executive committee to the appropriate Dean(s), who recommends to the Provost/Vice Chancellor, who then must seek the approval of the University Committee. Faculty Status is conferred for the duration of the lecturer's appointment. Faculty Status will continue with any renewal of the initial appointment, so long as the conditions of appointment remain the same. However, both the reappointment recommendation to the appropriate Dean(s) and the Dean's reappointment letter will stipulate any continuation of Faculty Status. Any substantive change in the conditions of the lecturer's reappointment will require a full-process reconsideration of Faculty Status. Members of the academic staff who have been given faculty status have employment rights under the rules and policies concerning academic staff. In addition, they shall be counted in Faculty voting districts, and have the right to vote for and serve on faculty committees, including the Faculty Senate, when not excluded by the non-tenured nature of their appointments.

UWGB 3.23 EMERITUS TITLES

- 1. Emeritus designation is an honorary title which may be granted to professorial faculty upon their retirement from UWGB. It normally corresponds to the faculty title last held by the faculty member. In exceptional cases the emeritus title may correspond to an administrative title held at the time of retirement from UWGB (e.g., Dean Emeritus).**
- 2. The nomination of a faculty member for emeritus status may come from any member of the University community, but requires a recommendation by the appropriate faculty unit, the appropriate Dean(s), the Provost/Vice Chancellor for Academic Affairs, and the Chancellor. In those exceptional cases where there is no appropriate faculty unit, the University Committee will consider the nomination, and submit its recommendation to the Chancellor.**
- 3. Emeritus status, although allowing a continuation of some of the perquisites of a faculty member, does not permit a person to participate in the governance of the University. [See the appropriate Dean(s) for the perquisites granted.]**

UWGB 3.24 AMENDMENTS

Amendments of this chapter are under the jurisdiction of the Faculty and must carry by a two-thirds majority of the Faculty Senate.

[for ch 3]

Board of Regents Originally Approved Chapters 3-6 on 5 September 1980
UWGB Faculty Senate Revised and Approved 13 May 1992 [3.08 1(a),(c)]
Board of Regents Approved Revisions 10 July 1992
UWGB Faculty Senate Revised and Approved 19 October 1994 [3.05 (3-4)]
UWGB Faculty Senate Revised and Approved 15 April 1998 [3.08 1(a)]
UWGB Faculty Senate Revised and Approved 17 February 1999 [3.05 1]
UWGB Faculty Senate Revised and Approved 18 February 2004 [3.08 1(c), 4(a), 5(a)(b)]
Board of Regents Approved Revisions 10 September 2004
UWGB Faculty Senate Revised and Approved 15 March 2006 [3.08 4(d); 3.09 1]
UWGB Faculty Senate Revised and Approved 13 September 2006 [3.09 2(a) 1-4]
Chancellor Approved 22 September 2006
Board of Regents Approved 10 November 2006 - Revisions to 3.08 and 3.09

[for ch 51]

UWGB Faculty Senate, 12 May 1976
UWGB Faculty Senate, as amended, 23 February 1977
Effective 1 September 1977
UWGB Faculty Senate, as amended, 22 February 1989
UWGB Faculty Senate, revised and approved, 18 April 1990
UWGB Faculty Senate, revised and approved, 16 October 1991
51.04 A.--language changes, approved via System Administration, 28 May 1992
51.12--language changes, approved via System Administration, November 1992
UWGB Faculty Senate, revised and approved, 21 September 1994 [51.05 D (5)]
UWGB Faculty Senate, revised and approved, 24 March 1999 [51.05 D (2-3)]

MEMORIAL RESOLUTION OF THE UNIVERSITY OF WISCONSIN-GREEN BAY ON THE DEATH OF CHANCELLOR EMERITUS EDWARD W. WEIDNER

Dr. Edward W. Weidner, world-renowned educator whose crowning achievement was founding of the University of Wisconsin-Green Bay, passed away peacefully at the age of 85 on June 6, 2007.

Dr. Weidner was appointed chancellor of UW-Green Bay in October 1966. Hired to oversee the creation of a new four-year campus in Northeast Wisconsin, he was the institution's first employee and driving force. He was the architect who oversaw development of the bay shore campus and its groundbreaking curriculum, and he assembled a national-caliber faculty and staff. He would serve 20 years as chancellor, which ranks among the longest tenures in UW System history.

Chancellor Bruce Shepard on Dr. Weidner's University of Wisconsin-Green Bay:

"We are, in so many ways, Dr. Weidner's University of Wisconsin: as the direct expression of his revolutionary vision for higher education, as the product of his tireless hard work, and, even after his retirement, as the focus of his caring, concern, and commitment."

"The depth of the loss for our community and for our university is matched only by the personal loss we all feel for Ed. He was held so strongly in the affection of so many of us, and together we grieve. Marge Weidner and the entire family are very much in our hearts."

A citation quoting the essayist and poet Ralph Waldo Emerson — "An institution is the lengthened shadow of one man" — was cited when the UW System Board of Regents honored Dr. Weidner with chancellor emeritus status after he stepped down in 1986. Colleagues and contemporaries agreed those words were never more fittingly applied than to Edward W. Weidner and the University of Wisconsin-Green Bay.

Green Bay's local newspaper, just hours after his passing, paid tribute to his life's work by describing him as "one of the leading figures in Green Bay in the 20th century."

Edward W. Weidner was born July 7, 1921, in Minneapolis, the second of two children of Lillian and Peter Weidner. He attended public schools and graduated from Roosevelt High School in Minneapolis in 1939.

He married the former Jean Blomquist on March 23, 1944. They would have four children: Nancy, Gary, Karen and Bill. Jean Weidner —UW-Green Bay's first "First Lady" and a well-known social worker and psychotherapist in her own right —preceded him in death, on April 15, 1997. Ed remarried to Marjorie Conway Fermanich; the couple marked their ninth wedding anniversary on Wednesday, the day of his passing.

Edward W. Weidner began his distinguished academic career as a Phi Beta Kappa graduate of the University of Minnesota, where he also completed the M.A. and Ph.D. in political science, in 1946. He first pursued his interest in public administration in graduate school, when he worked as a research associate for the National Municipal League. He also did graduate work at the University of Wisconsin.

In the two decades before he was called to Green Bay, he had already made important contributions to higher education in America and abroad as political scientist, university professor, university administrator, scholar and authority on international affairs.

Faculty Senate New Business 4(c)
18 February 2009

As an assistant professor at Minnesota, Dr. Weidner was assistant director of research in intergovernmental relations. He moved on to a one-year faculty post at UCLA and then to Michigan State. There, over a period of 12 years beginning in 1950, he added activities in technical assistance, educational exchange, international development and administration, serving as director of the Governmental Research Bureau, chairman of the Department of Political Science, and director of the Institute of Research on Overseas Programs. His work brought him and his family to countries including Vietnam, where he was consultant on assistance needs to the Foreign Operations Administration, and Pakistan, consulting on rural development academies for the Ford Foundation.

After a year as a Visiting Senior Scholar at the East-West Center of the University of Hawaii, Weidner was named vice chancellor of the Center's Institute of Advanced Projects, a post he held for six years. He was director of the Center for Development Change at the University of Kentucky before accepting appointment from then-UW President Fred Harvey Harrington to head the new campus in Wisconsin.

At that time, Dr. Weidner had written or collaborated in the writing of at least eight books, had presented hundreds of papers to professional meetings, and served as an officer or on committees of dozens of scholarly organizations. His books included *The World Role of Universities* (McGraw-Hill, 1962), *Technical Assistance in Public Administration Overseas* (Public Administration Service, 1964), and *Development Administration in Asia* (Duke University Press, 1970).

Throughout his tenure as chancellor, Ed Weidner maintained an active and passionate interest in political science, public administration, and public affairs. His early academic work and his service as the founding chancellor of UW-Green Bay reflected his deep knowledge of government and politics and in particular the challenges of economic development around the world. He set high standards for academic excellence that later strongly shaped his service as the University's chancellor as well as the program in Political Science, where after retirement he held the title of professor emeritus.

It was at UW-Green Bay however, that Chancellor Weidner would earn national and even international attention. The pioneering curriculum and "Man and his Environment" theme grabbed headlines – Newsweek, Harper's magazine and others showered praise on what they described as America's first eco-university—but there were other, even more significant ways UWGB challenged the higher education orthodoxy of the day.

Providing some perspective on an individual establishing a university former Superintendent of Public Instructions and University Regent Bert Grover said "*very few individuals have founded a university, Thomas Jefferson comes to mind.*"

By integrating disciplines into interdisciplinary "concentrations," by offering liberal education seminars and the January special-studies period, by emphasizing problem-solving and "communiversity," the University that Dr. Weidner helped build would re-shape the status quo. For example, UWGB was among the first universities of its day to offer a broadly defined program in Environmental Sciences; once revolutionary, such interdisciplinary programs can be found nationwide, today.

Phil and Betsy Hendrickson, longtime friends and supporters of UW-Green Bay:

"Our memories of Edward Weidner go back to about 1975 when we met him soon after he had been appointed as chancellor for the new University of Wisconsin at Green Bay. Ed Weidner dreamed of establishing a 'communiversity' with environmental emphasis. We think of Ed as an administrator who was persistent in his goals, planned for the future, and was practical in seeking new ways to reach out into the community. With this new approach to higher education, students from all over the country applied for admission to UWGB. During Ed's retirement years, we have many happy memories of good times and delicious food at his Shore Acres home. We admire Ed and Marge for their persistence in bird watching and love for travel. Ed has touched the lives of countless students and left our community with an outstanding university and forward thinking community leaders. We will miss him."

As a result, Dr. Weidner was invited to write and speak widely on higher education in general and UW-Green Bay in particular. He prepared papers on problem-oriented education and UWGB for the International Year Book of Education; for the American Council on Education journal, the Educational Record; for the International Journal of Environmental Sciences; for the national conference of the American Association for Higher Education; for three international meetings of the Organization for Economic Cooperation and Development in France and Denmark; for the inauguration of new universities in Sweden and South Africa; and for conferences in Germany, South Africa, Lebanon, Japan, Yugoslavia, and Spain. He was honored by the King of Sweden for his contributions to higher education in that country.

On the national scene, Weidner served during his tenure as chancellor as secretary and board member of the American Council on Education as well as on the Association of American Colleges board and the AAC project policy board, working to create institutional change by developing and implementing alternative curriculum models for undergraduate liberal education. He also took his experience and expertise to the American Association of State Colleges and Universities as a member of that body's committee on alternatives and innovation. For a six-year period beginning in 1974, Weidner served as American representative on the governing council of United Nations University, a newly founded world institution of postgraduate study and research.

Student life was another priority during Dr. Weidner's tenure at UWGB. Despite state budget cuts, he was successful in winning state support for a student union and sports center, and a successful capital campaign in the 1980s enabled construction of modern campus residence halls without public funds.

He was a champion of bringing NCAA Division I athletic competition to Green Bay, and helped rally the community to achieve that goal. The school's first NCAA tournament bid, in 1983 in men's soccer, and the hiring of Dick Bennett to lead the ascent of the men's basketball program at the major-college level, were accomplished under Chancellor Weidner's watch. Previously, the school had achieved much success in soccer and basketball at the NAIA and Division II levels. Chancellor Weidner had identified successful sports programs as a campus goal upon his arrival in the late 1960s; he often credited legendary Packers Coach Vince Lombardi as a key community adviser and the man who persuaded him that soccer, not football, should be the primary fall sport because of the expense involved, likelihood for an immediate national profile, and the risk of being overshadowed by the city's NFL team.

Carol Hammerle, former UW-Green Bay women's basketball coach wrote:

“As the former chancellor at UW-Green Bay, Ed displayed outstanding leadership because he had a vision for such a young campus. I believe his vision was well ahead of the times. The atmosphere and success that UW-Green Bay athletics and especially women's athletics enjoy today is what Ed Weidner envisioned for this University.

“In my 32 years of coaching, he was the only chancellor to ask me each year what I needed to improve the quality of the women's basketball program. When I reflect back I realize what a pivotal person he was in my career at UW-Green Bay.

“After I left UW-Green Bay he made it a point to stay in contact with me. He was a role model, a mentor and a friend. I will miss him dearly.”

During his time as chancellor, Dr. Weidner also gave generously of time and effort to other local projects: as a member of the board of directors of the Heritage Hill Foundation and co-chairman of its recent capital campaign; on the executive board of the Bay-Lakes Council, Boy Scouts of America, which honored him in 1986 with its Distinguished Eagle Award.

Dr. Weidner stayed active with UW-Green Bay in the years since his retirement as chancellor. He took particular interest, and leading roles, in continuing development of the Cofrin Arboretum, scholarship assistance for students, Phoenix Athletics, and development of the campus/community performing arts center that was later named in his honor.

He served as project director for the performing arts center following announcement of a unique public-private partnership launched by a \$5 million challenge gift from his friends, Dr. David and Mary Ann Cofrin, in 1987. Groundbreaking took place in 1991, and at the Cofrin's suggestion the center was dedicated as the Edward W. Weidner Center for the Performing Arts upon its opening in 1993. A subsequent family honor was announced in 2005 when the center's Jean Weidner Theatre was named for his late wife, herself also a fan of, and advocate for, the theatre program.

Despite a serious heart attack suffered during a 1997 trip to New York state, Dr. Weidner recovered to resume an active schedule. He remained one of the University's biggest boosters and enthusiastic advocates, a fixture at campus theatre, sporting and student events. His most recent campus functions were a meet-and-greet session with students at last month's scholarship reception — he and his family helped fund several scholarship endowments at UW-Green Bay — as well as the annual Founders Association community reception, and the most recent induction ceremony for the Phoenix Hall of Fame.

When asked why he chose to remain in Green Bay following his retirement, having lived many other places around the world, he mentioned friends and the importance of having a strong public university in the community – “which we have here in Green Bay.”

Jim Schmitt, Mayor of Green Bay wrote:

“It's hard to imagine what Green Bay would be like without its university. Ed Weidner's vision and leadership from the very beginning have created an everlasting legacy that will continue to enrich the lives and the spirit of the Greater Green Bay Community for generations to come. Ed showed how quickly a university could build a strong reputation from scratch for both academics and athletics and we can't thank him enough for that gift.”

As UW-System President Kevin Reilly wrote on behalf of the University of Wisconsin System

“He is sure to be remembered as one of the giants in the history of the University of Wisconsin.”

William G. Laatsch, Interim Provost and Vice Chancellor for Academic Affairs

Michael E. Kraft, Public and Environmental Affairs

RESOLUTION TO CHANGE THE UNIVERSITY OF WISCONSIN GREEN BAY'S CAMPUS SMOKING POLICY

Resolution 11102008-01

Sponsor: Joel Diny, Chair of Health and Safety Committee, Student Government Association
Co-Sponsor: Nick Cibula, Senate Speaker; Casey Janke, Senator; Joe Tyrrell, Senator

Whereas, the students of the University of Wisconsin-Green Bay have expressed a concern with the current smoking policy on campus;

Whereas, the students of the University of Wisconsin-Green Bay have expressed concern over the health effects and the stigma it brings to our image as an ecology university;

Whereas, the Health and Safety Committee sent out a survey to students that received over 1,500 responses and the majority of responses confirmed a desire to change the current smoking policy;

Whereas, the Health and Safety Committee based on the survey results and input from students during open meetings created a new smoking policy for recommendation to the Student Senate;

Therefore be it resolved, the following proposed smoking policy should be approved and be sent to the Chancellor for consideration;

The University of Wisconsin Green Bay shall administer a smoking injunction within the inner loop of the campus as defined by the University of Wisconsin Green Bay Master plan, except in designated smoking areas within the inner loop. These smoking areas should be thirty-feet from doors and vents, and should consist of at least one smoking area per building. Creation of these designated smoking areas shall be at the discretion of facilities management with consultation of Safety and Health Committee. Such designated smoking areas should be easily accessible to the public at large. Public at large should be unambiguously able to identify where such smoking areas are located and where smoking is prohibited. This policy is enacted as a meaningful way to protect the health of the campus and to reduce the stigma of smoking and its byproducts.

Faculty Senate New Business 4(d)
18 February 2009

ASSURANCE SECTION

Page 8 of the HLC Document

IV. FULFILLMENT OF THE CRITERIA

CRITERION ONE: MISSION AND INTEGRITY

1. Evidence that Core Components are met

b. “The unique nature of the University’s Select Mission lies in its claim to provide an “interdisciplinary, problem-focused educational experience.” These interviews, the university self-study report, and other documents, however, acknowledge an institutional discussion about the meanings of such terms as “interdisciplinary” and “problem-focused” that has been ongoing since the University’s founding.” (**Interdisciplinary:** Action needed – We need to more clearly define “interdisciplinary” and “problem-focused.” Action taken – an Interdisciplinary Task Force is being formed with a specific charge defined by the UC)

Page 9 of the HLC Document

2. Evidence that one or more specified Core Components need organizational attention

“...there is still a need for the University to devote resources to promote and support efforts to increase the representation of female, minorities, and other underrepresented population in all areas of the university, including students, faculty, staff, and administration.” (**Diversity**)

“...interviews with faculty and students suggest that the questions about the nature of interdisciplinary studies and their relation to the University’s Select Mission will need ongoing discussion and attention in a rapidly changing national educational environment.” (**Interdisciplinary:** Action needed – We need to more clearly define “interdisciplinary” and “problem-focused.” Action taken – an Interdisciplinary Task Force is being formed with a specific charge defined by the UC)

CRITERION TWO: PREPARING FOR THE FUTURE

Pages 11 and 12 of the HLC Document

2. Evidence that one or more specified Core Components need organizational attention

a. “...the linkages between planning and budget are not well communicated to faculty and mid-level administrators. Decision making regarding financial planning and resource allocations is relegated to senior administration.” (**Faculty Senate Budget and Planning Committee:** Action needed – The FSBPC needs “a seat at the table”. Action taken – the current administration has agreed to faculty representation at their meetings.)

b. "...IPEDS data does show UWGB receives the least tuition revenue compared to its peers in the UW System (10% below the mean) and just slightly above the average in state appropriations." (**University Fiscal Matters:** Action needed – Determine why UWGB receives such an unfair share of tuition revenue. Action Taken – ?)

d. "...faculty salaries lag behind their counterparts at other UW comprehensive universities and are well below the averages in most ranks for comparable institutions nationwide. Funding for faculty development, research, and entrepreneurial initiatives is extremely limited despite the importance placed on research and scholarship in merit pay and promotion decisions." (**Faculty Salaries and Faculty Resources:** Action needed – ? Action Taken – ?)

3. Evidence that one or more specified Core Components require Commission follow-up

"The reports of the last three site visit teams identified faculty workload as a major concern. In 1988: '...excessive diversification of courses and attendant scheduling and workload issues have not been addressed.' In 1992: '...despite progress, there remain faculty who have too many preparations and who are teaching at the margins of their expertise in some areas.' In 1997: '...representatives of all categories of workers on campus self-report considerable stress from heavy workloads.' (**Excessive Faculty Workload:** Action needed – ? Action taken – ?)

"Interviews with faculty suggest that the short-term and long-term plans of the 'Growth Agenda' have not been shared adequately with faculty and staff. The alignment of the growth agenda with mission, values and goals has not been widely discussed with and input sought from all major constituency groups." (**Growth Agenda:** Action needed – increase faculty involvement in Growth Agenda planning. Action taken – ?)

"The team determined that UWGB should submit a progress report to the HLC. The progress report to the HLC should discuss the alignment of this agenda with the overall mission of the university with the specific focus on how resources will be allocated to improve faculty and staff workload, faculty-student ratio, and enhance quality of instruction and student learning. The report should address also the actions taken to include the governing structures to develop and implement the 'growth agenda' and how the initiative will be structured within the institution's developing cycle of planning, budgeting, implementation, and assessment/evaluation." (**Excessive Faculty Workload and the Growth Agenda:** Action needed – increase faculty involvement in Growth Agenda planning. Action taken – ?)

CRITERION THREE: STUDENT LEARNING AND EFFECTIVE TEACHING

Pages 14 and 15 of the HLC Document

2. Evidence that one or more specified Core Components need organizational attention

c. "Workload continues to be a source of concern for the faculty, who continue to find that they are called upon to do more with less. Faculty report that despite the increased expectation for research and creative activities there has been a lack of release time or appropriate compensation and/or other forms of support for research and creative activity. Unit and department chairs who have the responsibility of recruitment and retention of new faculty, in addition to their teaching and other administrative duties, made particular note of the ongoing workload burden." (**Excessive Faculty Workload and Faculty Resources:** Action needed – ? Action Taken – ?)

g. “The UWGB academic plan is organized to provide an interdisciplinary, problem-focused educational experience. Students are expected to make connections with what they are learning in the classroom to the world beyond. They are also expected to think critically and to address issues in a changing world. The plan, however, is complicated by the needs and expectations of disciplinary programs within the institution’s structure and by differing interpretations of what ‘interdisciplinary’ means among the individual budget units.” **(Interdisciplinary:** Action needed – We need to more clearly define “interdisciplinary” and “problem-focused.” Action taken – an Interdisciplinary Task Force is being formed with a specific charge defined by the UC)

ADVANCEMENT SECTION

Pages 4-6

II. CONSULTATIONS OF THE TEAM

Growth Agenda

“The team recommends that the institution involve faculty, staff, and students in a deliberate process to set the goals and objectives for the ‘growth agenda’ and to examine the effect of the budget cuts on the workloads and operations of academic and support staffs. There is a sense of optimism and pessimism and fear about how the ‘growth agenda’ will be handled and what will result. Campus-wide discussions about the growth agenda should alleviate fears and concerns about the potential impact of the plan on faculty and staff workloads.”

(Excessive Faculty Workload and the Growth Agenda: Action needed – increase faculty involvement in Growth Agenda planning. Action taken – ?)

Assessment

“The team suggests that the University continue to work closely with faculty, staff, and students to promote the culture of continuous student outcome assessment and assessment of support services.”

Communication

“There is a strong perception on the part of some faculty interviewed that communication between administration and faculty is one-way. Faculty members expressed concerns that budget reductions with great impact on their programs were not properly channeled through established governance structures and communicated to the university community. The team suggests that the administrations work closely with faculty, staff, and student leadership to identify ways to improve two-way communication regarding significant campus issues.”

Mission Clarification

“While distinctive, emphasis, on ‘interdisciplinary’ curricula and learning continue to be difficult to articulate to both internal and external constituencies. In view of this difficulty to understand the notion of ‘interdisciplinary,’ the team suggests that interdisciplinary programs should be described with a substantive academic and practical rationale that is comprehensible to students, parents, faculty, staff, and administrators.”

(Interdisciplinary: Action needed – We need to more clearly define “interdisciplinary” and “problem-focused.” Action taken – an Interdisciplinary Task Force is being formed with a specific charge defined by the UC)

Shared Governance

“There is still confusion about what is meant by shared governance and the extent to which the various governance groups participate in the actual governance. The faculty should have an open discussion about how the current structure of their Senate and non-Senate committees works and how they might be improved.”

Revenue Sources

“Efforts should be made to use additional resources to address salary compression among senior level faculty, provide additional support for faculty research and scholarly activities, and provide scholarships for students from disadvantaged backgrounds and merit-based scholarships for talented students.”

Attached is the link to the complete version of the Higher Learning Commission Report

http://www.uwgb.edu/sofas/structures/governance/senate/agendas/HLC_Report.pdf