

AGENDA

UW-GREEN BAY FACULTY SENATE MEETING NO. 2

Wednesday, 15 October 2003, 3:00 p.m.

NIAGARA ROOM BC, University Union

Presiding Officer: Illene Noppe, Speaker

Parliamentarian: Professor Kenneth J. Fleurant

AUTOMATIC CONSENT

1. [Approval of minutes of UW-Green Bay Faculty Senate Meeting No.1, September 17, 2003](#) (attached)

CHANCELLOR'S REPORT

ACTION ITEM

1. [Revision of UWGB 54.03 \(B\) Personnel Council](#) (attached). Presented by Professor Clifford Abbott

INFORMATION/DISCUSSION ITEM

1. [Senate Procedures: Current Constraints and Alternatives.](#) Presented by Professor Clifford Abbott

INFORMATION ITEMS

1. [Report of the Provost.](#) Presented by Provost Sue K. Hammersmith
2. [University Committee Report.](#) Presented by Professor Clifford Abbott, Chair

NEW BUSINESS

ADJOURNMENT

MINUTES 2003-2004

UW-GREEN BAY FACULTY SENATE MEETING NO. 1

Wednesday, September 17, 2003

Niagara Room BC, University Union, (quorum present, meeting called to order at 3:04 p.m.)

Presiding Office: Illene Noppe, Speaker

Parliamentarian: Kenneth J. Fleurant, Secretary of the Faculty and Academic Staff

PRESENT

Clifford Abbott	Craig Hanke	Tom Nesslein
Greg Aldrete	Aeron Haynie	Illene Noppe
Denise Bartell	Tomothy Kaufman	Gilbert Null
Forrest Baulieu	Harvey Kaye	Ellen Rosewall
Derryl Block	Anne Kok	Bruce Shepard
M. Jan Bradfield	Michael Kraft	Linda Tabers-Kwak
Peter Breznay	William Lepley	Patricia Terry
Gregory Davis	Richard Logan	Bryan Vescio
Sally Dresdow	Steven Meyer	William Witwer
Sue Hammersmith	Steve Muzatko	

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NOT PRESENT: Michael Hencheck**REPRESENTATIVE:** Sarah Tebon, Student Government**GUESTS:** Dean Carol Blackshire-Belay, Dean Fritz Erickson, Associate Provost Timothy Sewall, Associate Dean Joyce Salisbury, Warren Johnson, John Lyon, Patricia Ragan.**AUTOMATIC CONSENT****1. Approval of Minutes of UW-Green Bay Faculty Senate Meeting No. 9, May 14, 2003**

The minutes were approved without change.

SPEAKER'S INTRODUCTORY REMARKS

Welcome to the new academic year and the first Senate meeting. The University Committee is firmly committed to Faculty governance, which begins with this body. Communicate with your colleague constituents and bring issues of concern to the UC and to the floor of the Senate. As always, the Senate will rely on Robert's rules. A summary of useful parliamentary procedures was distributed with the agenda, and of note is the fact that it was in Milwaukee that Robert penned the first edition of his rules designed to prevent chaos at public meetings such as ours.

CHANCELLOR'S REMARKS

Through his years in faculty governance, the Chancellor has found Robert's rules to be a logical and efficient way to operate. The Regents could have used some lessons in logic and efficient operation in recent days. Consulting System Chancellors within a more public process could have avoided the salary raise fiasco. The Regents' motives were good, but they failed to consider the reaction from campuses across the state, and the way this was handled had a negative impact on what has been done recently to build public confidence in the UW System. With friends like this, who needs enemies?

But there are a lot of good things happening on our campus. Based on some fairly optimistic projections, the financial situation is actually looking much better than it had been. No guarantees, but the chances that we will be able to avoid additional mid-biennium budget cuts are looking better than as recently as a month ago.

On our own campus, we need to have a clear sense of where we want to go as a University. This doesn't require detailed strategic plans, but does require a shared sense of direction and a readiness to react to circumstances and opportunities. Our discussions about this in the past two years have been productive; we are in good shape and need to remain focused. Right now there aren't a lot of opportunities, but that will change and we need to be ready by continuing to build strong relationships in the community, regional as well as local. Word is out of what we are and how much we mean to the Region. The Phuture Phoenix is part of the effort to build strong and diverse relations with the community.

The Lab Sciences building is occupied again. If it appeared to take longer than it should have, it was because health and safety were put first and foremost. One student residence hall was dedicated this year; the pad is ready for another one. In October the campus's first fully endowed chair will be announced.

Some discussion followed on the Regents' suggestion that campuses "share stories about the pain" caused by the recent budget cuts. The Chancellor believes in the importance of anecdotes of this sort because they put a face on what might otherwise be no more than an abstraction in a citizen's mind. He will look into what we are doing in this regard.

The chair, having taken the call for anecdotes of pain all too seriously, returned to the podium still smarting from the sting of a wayward wasp circulating in the Senate chambers. Her pain will undoubtedly increase when she sees this reference in the minutes.

ACTION ITEMS

1. Election of the Faculty Senate Deputy Speaker for 2003-04

Presented by the Chair who explained that the Deputy Speaker presides over Senate meetings in the absence of the Speaker or when the Speaker steps down from the chair to participate more fully in the debate.

Senator Richard Logan was nominated (Dresdow) and elected by a vote of 27 for, 0 opposed with 1 abstention.

2. Request from the University Committee for a Senator volunteer to serve on the Senate Legislative Affairs Committee.

Senator Patricia Terry volunteered and no further Senate action was needed.

DISCUSSION ITEMS

1. Revision of UWGB 54.03 (B) Personnel Council. Presented by University Committee Chair Abbott who offered background: previous changes to this section resulted from the desire to avoid potential conflict of interest when members of the Personnel Council reviewed faculty they had previously reviewed at the interdisciplinary unit level. When the Council's active membership falls below four for reasons of recusal, the University Committee designates alternates. The Personnel Council requests removing **below four** from the code so that the UC will always designate an alternate to fill any vacancy caused by recusal.

Senator Kaye asked how alternates are selected. Abbott responded that the UC decided to use seniority and willingness as criteria to select someone from within the voting domain of the person being replaced.

Senator Logan asked if this could be moved to an action item. The chair responded that it couldn't because of the prior notification requirement of the Wisconsin open meetings law, and suggested that it also makes good sense to wait a month to see what reaction this change in code might elicit. Asked for an opinion, the Parliamentarian supported the chair's ruling.

This proposal will be an action item on the agenda for the next Senate meeting.

2. Resolution on Health Care benefits The chair noted that, anticipating the need for swift action since Regents will meet in early October, notice had been duly posted that this discussion item could be raised to an action item, and invited UC Chair Abbott to present the proposal on behalf of the UC, which he did. Senator Null moved to suspend the rules to move this resolution to an action item. The motion passed unanimously by hand count.

Senator Logan moved to amend the resolution by adding the word "special" ("imposes a special hardship) to line 9. The amendment carried by unanimous voice vote.

Several felt the wording of the resolution was too mild. Senator Breznay moved to amend by adding the words "emphatically" (becoming "emphatically affirms") and "vehemently" (becoming "vehemently opposes") to the "Resolved" paragraph. The amendment was adopted unanimously by voice vote.

After brief discussion of whether the resolution as amended better captures the "outrage" many felt over proposals to change the formula for calculating co-payments for health care, the Speaker called for a voice vote. The Resolution as amended passed unanimously.

INFORMATION ITEMS

1. Provost's Report (Previously distributed). Provost Hammersmith added a verbal thanks to faculty who helped the campus get off to a better start than circumstances led some to anticipate, by accepting the burden of somewhat larger class sections this fall.

2. University Committee 2002-03 Annual Report. Last year's UC Chair, John Lyon, presented the written report with one verbal addition: thanks to Pat Przybelski in the Faculty and Staff Governance Office for her fine efforts, without which things would not have turned out as well as they did.

3. University Committee Report. The current UC Chair, Cliff Abbott, reported on current business before the Committee.

a. Leftover business from last year: the status of the Interdisciplinary Studies Program (an Extended Degree program) recommended for creation at the May Senate meeting. UC completed a review of Extended Degree and submitted it to Dean Blackshire-Belay, who forwarded it to the Provost who took actions to implement the plan. From a list of tenured faculty members who had been teaching in the program for the previous three years, and as codification stipulates, Dean Blackshire-Belay issued invitations to appropriate faculty to express interest in being on the Executive Committee and will make recommendations on appointments to the Provost. When those appointments are

made, the Executive Committee will begin functioning. Responsibilities of the Executive Committee for the new program fall under the "disciplinary and other programs" sections of code since it is akin to campus disciplinary programs, not to interdisciplinary budgetary units.

b. Also leftover business from last year is consideration of the Ombudsperson position. The UC asked the Chancellor to report on how that position was working. He reported that Melissa Jackson, the Ombudsperson, handled about seventy cases in a year. The UC's response: as successful as the position was, there is need to supplement it. An issue of concern to the UC: is there a "perceived conflict of interest" between the dual roles of Ombudsperson and University Counsel? The UC is seeking advice on a possible "advocacy committee" that would supplement the Ombudsperson role, especially in the area of advocacy. A proposal to the Senate is forthcoming, although it is unclear how long it will be at this point.

c. In the interest of strengthening shared governance, the University Committee is following the work of campus governance committees more closely this year by appointing UC members as liaisons with various committees.

d. The UC is discussing topics of concern to see whether there are actionable items to bring to the Senate (e.g. workload issues, interdisciplinarity). Provost Hammersmith asked about previous Senate action and other reports on workload. Senator Kaye said the Senate took no action on previous documents. The issue will be revisited.

There being no new business, and without objection, the Speaker declared the meeting adjourned at 4:04 p.m.. exactly one hour from the opening gavel.

Respectfully submitted,

Kenneth J. Fleurant

Secretary of the Faculty and Academic Staff

Faculty Senate Discussion Item #2, Moved to Action Item #3, Amended and Approved 9/17/03,

Document #03-01

Resolution in Support of the Current Benefits Structure of the University of Wisconsin System

WHEREAS, the University of Wisconsin System stimulates the state's economy and provides invaluable resources and education statewide, yet is taking a cut in state funding that is disproportionate to its portion of the state budget; and

WHEREAS, the tradition of excellent benefits for state employees allows the UW to recruit and retain world-class employees, despite generally lower wages in comparison with the private sector; and

WHEREAS, the UW System is proposing to increase the portion of healthcare premiums paid by UW faculty and academic staff, effectively imposing a unilateral wage cut; and

WHEREAS, that increase imposes a special hardship on many lower paid employees of the UW System; and

WHEREAS, faculty and academic staff do not have the opportunity to negotiate our benefits as do represented state employees via their labor contract negotiations; therefore be it

RESOLVED, that the University of Wisconsin-Green Bay Faculty Senate emphatically affirms its support for the current formula for calculating the portion of health insurance benefits paid for by the State of Wisconsin (the employer), and vehemently opposes the imposition of co-payments for health care beyond those that already exist.

Faculty Senate Action Item #1, 10/15/03

REVISION OF UWGB CHAPTER 54.03 (B)

UWGB 54.03

B. Personnel Council

1. The appropriate Dean(s) shall seek the advice of the Personnel Council whenever a candidate for appointment or promotion is to receive tenure.
2. The Council shall develop written criteria to be used in providing its advice.
3. A member of the Personnel Council shall not take part in the deliberations or voting of the Council in the review of a candidate if the Council member is also a member of any other unit, program, or committee which is responsible for reviewing the candidate. When the operation of this rule reduces the active membership of the Council ~~below four~~, the University Committee will designate alternative members to fill all vacancies caused by recusal.
4. On its own initiative, or upon the request of the University Committee, the Personnel Council may advise the Faculty Senate about issues of personnel policy and implementation that fall within the jurisdiction of the Faculty.

Report to the Faculty Senate

Submitted by Sue K. Hammersmith, Provost

University of Wisconsin-Green Bay

October 15, 2003

I. TECHNICAL COLLEGE TRANSFER PROPOSAL

The UW Board of Regents is considering a proposal to facilitate the transfer of students from the Wisconsin Technical College System (WTCS) into the University of Wisconsin System. The proposal is to:

- Raise the cap (currently 15 credits) on the number of general education credits that can be transferred.
- Enable occupational/technical courses to be transferred on a course-by-course basis (rather than just through articulation agreements).
- Post WTCS course equivalencies on the UW Transfer Information System (TIS), which any student could access.
- Give the WTCS student a written contract regarding their course transferability status.

The proposal also encourages the development of additional 2+2 degree completion programs and the development of written transfer advising guidelines for WTCS students. Action is expected at the November 2003 meeting, with implementation by fall 2004.

II. ADMISSIONS UPDATE

We've seen a big increase in the number of early applications for admission to UW-Green Bay this year. Comparing the number of applications received by October 1, 2002, and October 1, 2003, this year's number is up by 56%. We are implementing new admissions standards this year to produce a freshman class with even better potential for success and retention. We'll keep you updated.

III. FACULTY RECRUITMENT LAUNCHED

We have launched searches for 11 faculty positions. We're using a new hiring policy and procedures this year. The new policy and procedures reduce the number of approvals required from the affirmative action officer, clarify the deans' oversight responsibilities, and should be easier for the search committees to work with. The new policy, procedures, and forms will be available on a shared drive. All old forms and procedures should be discarded. One training session has been held, and additional sessions can be scheduled, as needed, for other search committee chairs or unit chairs who were unable to attend the first session.

IV. ENROLLMENT, FTE, AND CLASS SIZE INCREASES

Our enrollments are up substantially this fall. Compared with fall 2002, our student "head count" increased by 149. **Our student FTEs, however, increased by 250.** More UW-Green Bay students are full-time, and the full-time students are taking heavier course loads. Their heavier loads equate to 100 additional full-time students. The additional enrollments, however, are within the tuition plateau, so they do not generate additional revenue. In fact, the increased average credit hour enrollment resulted in 998 additional credit hours taken within the tuition plateau. That equates to 3 full-time faculty teaching 7 courses/year with 32 students/course. Our departments accommodated this enrollment increase by increasing class size. The number of sections with enrollments >100 students increased from 25 to 31. The number of sections with 50-99 students increased from 65-78. The average (mean) class size rose both for general education classes and major courses.

At the same time, we still have 55 lecture classes with <10 students, and 55% of our undergraduate lecture classes have under 30 students. Some details, provided by UWGB's Office of Institutional Research, are provided in the following tables.

Table 1. Number of Classes by Class Size*

Class Size	Fall 2002	Fall 2003	Change
2-9	72	55	-17

10-19	121	113	-8
20-29	158	163	+5
30-39	98	101	+3
40-49	78	63	-15
50-99	65	78	+13
100 or more	25	31	+6
Total sections	617	604	-13
Mean class size	32.9	35.4	+2.5
Median class size	26.3	27.0	+0.7

Table 2. Average (Mean) Class Size by Type of Class*

Type of Class	Fall 2002	Fall 2003	Change
Lower-level general education	53.4	57.8	+4.4
Upper-level general education	25.7	26.5	+0.8
Lower-level major courses	25.3	27.9	+2.6
Upper-level major courses	24.4	25.4	+1.0
All courses	32.9	35.4	+2.5

V. BACK BY POPULAR DEMAND

Responding to suggestions from both faculty and staff, I have reserved the Point Sable room for faculty and staff use from 11:30 AM-1:30 PM Monday-Friday, except for a few days when that room already had been scheduled for student meetings. I also am reinstating the availability of free coffee for faculty and staff during that time. To get your free coffee, go through the Nicolet Room cafeteria line and present your employee ID at the checkout counter. This free cup of coffee is intended for use in the Point Sable room only, not "to go." Enjoy the fellowship. I look forward to seeing you there from time to time.

VI. SABBATICALS AND PAY PLAN

Chancellor Shepard and Professor Warren Johnson both testified in Madison last week about the importance of paid sabbaticals for university faculty. Warren also testified before the Business and Finance Committee of the Board of Regents about pay plan. I understand that both sets of testimony were very effective. The Board will recommend a pay plan of 4% increase for each year of the biennium (they recommend what's required for equity with other institutions; the Department of Employee Relations actually determines the amount), and the proposal to eliminate state-funded sabbaticals is expected to die.

* The following classes are excluded: Extended Degree, Extension/Outreach, Graduate, Study Abroad, Remedial, individualized instruction, field experience, and any class delivered to a single student. Only lecture components of lecture/lab classes are counted.

