

AGENDA

UW-GREEN BAY FACULTY SENATE MEETING NO. 7

Wednesday, 24 March 2004, 3:00 p.m.

PHOENIX ROOM C, University Union

Presiding Officer: Illene Noppe, Speaker

Parliamentarian: Professor Kenneth J. Fleurant

1. CALL TO ORDER

2. [APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 6,](#)

[FEBRUARY 18, 2004](#) (attached)

3. NEW BUSINESS

- a. [Memorial Resolution for Professor Bela Baker](#). Presented by Professor Lynn Walter
- b. [Three Resolutions on Faculty Status](#). Presented by Professor Clifford Abbott
- c. [Requests for Future Senate Business](#)

4. UNIVERSITY COMMITTEE REPORT. Presented by Professor Clifford Abbott

5. [PROVOST'S REPORT](#) (attached)

6. ADJOURNMENT

MINUTES 2003-2004

UW-GREEN BAY FACULTY SENATE MEETING NO. 6

Wednesday, February 18, 2004

Niagara Room BC, University Union

Presiding Office: Illene Noppe (HUD-UC), Speaker

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

PRESENT: Clifford Abbott (ICS-UC), Greg Aldrete (HUS-UC), Denise Bartell (HUD), Forrest Baulieu (ICS), Derryl Block (NUR), Peter Breznay (ICS), Gregory Davis (NAS-UC), Sally Dresdow (BUA-UC), Sue Hammersmith (Provost), Aeron Haynie (HUS), Michael Hencheck (NAS), Timothy Kaufman (ED), Harvey Kaye (SCD), Anne Kok (Soc. Wk), Michael Kraft (PEA), William Lepley (BUA), Richard Logan (HUD-UC), Steven Meyer (NAS), Steve Muzatko (BUA), Tom Nesslein (URS), Illene Noppe (HUD-UC), Gilbert Null (HUS), Ellen Rosewall (COA), Bruce Shepard (Chancellor), Linda Tabers-Kwak (ED), Patricia Terry (NAS), Bryan Vescio (HUS), William Witwer (COA).

NOT PRESENT: M. Jan Bradfield (COA), Craig Hanke (HUB).

REPRESENTATIVES: John Landrum (Academic Staff Committee),

GUEST: Dean Carol Blackshire-Belay, Virginia Dell (University Communications), Aaron Hulse (student) Associate Dean Joyce Salisbury, Associate Provost Timothy Sewall.

1. Call to Order. With a quorum present, the meeting was called to order at 3:04 p.m. Speaker Noppe noted that the new house rules for the Senate have been posted on the Faculty Governance web page: http://www.uwgb.edu/sofas/facGov/facsenate/house_rules.htm.

2. Approval of Minutes of UW-Green Bay Faculty Senate Meeting No. 5, January 21, 2004.

The minutes were approved without change by voice vote.

3. Chancellor's Report: The presidential candidates' visits were good for our students, campus and the community. President Lyall's retirement means that we will need to demonstrate to her successor what Lyall knows to be true about the quality of this campus and the strength of our community support. Chancellors are reviewed annually. This year, at Chancellor Shepard's request, everyone who reports to him directly, along with the head of the UC, the ASC and Student Government, will have a chance to speak with President Lyall. Steve Swan is bringing new momentum to advancement projects. The Cabinet considered proposals for meeting the needs of domestic partners and modifying anti-discrimination policies to include sexual orientation, and the Provost will seek the UC's counsel on moving this forward. There have been questions about why we can't rank candidates. This is a System-wide policy, apparently because a number one candidate who didn't get a job on another campus sued and won a large settlement. As long as we run our searches right and listen to each other as we proceed, this shouldn't really be of great concern since preferences will be clear. On the other hand, on the rare occasion when an administrator is unconvinced that a full search has adequately considered all candidates, it may be necessary to ask a search committee to conduct a new search that meets campus criteria and objectives.

4. Continuing Business.

a. Code Change for Open Meetings (second reading). Presented on behalf of the UC by Clifford Abbott. The UC proposal returns with slight modifications to include two other sections of code presenting the same concern. In response to requests made last month, optional language giving faculty the right to request a closed review was added for Senate consideration. **Senator Dresdow moved (with second) acceptance of the proposed changes without the bold print optional language.** There was some discussion of the virtue of including the right to

request a closed meeting in the language. Senator Logan noted that the Committee makes the decision on whether to open or close a meeting and anyone can make whatever request they want of the Committee so the optional language would be redundant. **The motion carried 24 in favor, 2 opposed, 1 abstention** [and will be effective upon approval by the Board of Regents]. One Senator entered following the vote.

b. Allowing Alternate Senators (second reading). Presented for the UC by Clifford Abbott who **moved acceptance of the proposal as presented (with second)**. There was no further discussion and **the motion carried 27 in favor, none opposed and 1 abstention** [and will be effective with the November 2004 Senate elections.]

5. New Business:

a. Slate of Nominees for Faculty Elective Committees. The Senate received the slate, presented on behalf of the Committee on Committees and Nominations by CCN Chair Kari Beth Krieger who noted one change, and explained that any three voting faculty members can add additional names of willing candidates to the ballot by sending a petition to the Secretary of the Faculty and Academic Staff within ten days.

b. Student-led Courses. Presented by UC Chair Abbott. The question is whether or not to retain the curricular option for student-led courses. No guidelines have been located and will need to be re-invented. The UC asks for volunteers willing to participate in that endeavor. Senator Breznay asked whether it made sense to appoint a committee before knowing whether the Senate would support student-led courses in the first place. Senator Logan requested that the chair seek the sense of the Senate, which proved to be fairly evenly divided at 10 who would be in favor of the option, 10 who would not and 8 expressing no opinion. Senator Davis mentioned that no Form A could be found in the Registrar's Office. The speaker recognized Associate Provost Sewall who said the courses were offered as X courses and had to have a faculty sponsor. After a few moments of continuing confusion about Forms A and X and how they may have been applied to student-led courses, Associate Dean Salisbury was asked if she could help clarify. She said there is a form and a number (perhaps 281/481) generated by the Registrar, but there are no guidelines beyond the requirement for a faculty sponsor and a syllabus.

Discussion uncovered concerns about accountability, students assigning grades, possible overlap with independent study. The speaker wisely pointed out that these concerns underscore the need for a committee to develop guidelines, which prompted Senators Kraft, Baulieu and Bartell to answer the call to form a committee that will report to the University Committee. The speaker recognized student Aaron Hulse who recently developed a student-led course proposal and who spoke to the value of such courses for student leaders who need to contend with numerous academic hurdles and responsibilities. The academic challenges are beneficial and preclude *en masse* requests for student-led courses. He asks that the option be retained as a privilege for students willing to accept the challenge and responsibilities, and as a means of lending legitimacy to their efforts. The Chancellor suggested inviting Aaron to sit on the guideline committee.

c. Requests for Future Senate Business. None were made.

6. Provost's Report. Provost Hammersmith addressed five topics:

1. UW-Green Bay continues to be "an institution of choice." Admission has already closed for next year (second earliest to Madison).

2. Demand for student housing continues to rise as students choose to stay on campus.

3. Budget planning continues: brief narratives from budget divisions have been posted on the Office of Planning and Budget web page: (<http://www.uwgb.edu/pboffice/>). The SBC continues to work and plans an open forum following spring break. A summary document will be prepared for those wishing an overview.

4. New Hiring. The Provost has begun to receive feedback on how the new process is working. More will come from unit and search committee chairs with the hope that refinements will lead to a new document before summer.

5. Climate. Provost Hammersmith offered her perceptions, including:

- Climate isn't just about gender and ethnicity. It also includes attitudes toward the workplace, relationships between employees and between employees and students, and differing perceptions.
- The UW-Madison Campus climate Network in 2002 defined campus climate as "Behaviors within a workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect." (www.provost.wisc.edu/climate/update.html)
- Over and above issues with legal implications (such as sexual harassment), there are many different manifestations of climate problems such as feeling stressed, overworked, mistreated, and unable to work and speak freely and without fear of reprisal.
- Managers need to be held accountable for dealing with continuing problems of behavior.
- Those in positions of privilege don't always perceive problems others feel, and need to be aware of that.
- People need to stand up for others who are subject to inappropriate behavior.
- Much has to do with having a sense of community that allows people to feel included, safe and respected.
- Everyone has the right to fail. Not recognizing that stifles creativity.
- A number of attempts have been made on campus to identify problems and respond positively. More are needed.

Senator Kaye stated that although he heard some very important points, he found most of the Provost's comments vague and even insidious when, in an intellectual environment, the questions move from serious problems relating to class, race, gender and culture to questions of peoples' feelings. The Provost thanked Kaye for his comments and invited others. Indicating that this topic could be a subject of a future Senate open forum, the Speaker turned the podium over to Clifford Abbott for the University Committee Report.

7. University Committee Report. As chance would have it, the report began with the Campus Climate Committee authorized by the Senate last month. Faculty and academic staff committee members have been identified and the UC will soon confer with the Committee on Committees and Nominations as required by code. The UC continues to try to understand code regarding quorums and majorities, and will report to the Senate at a future meeting. The UC is planning a meeting with the Academic Staff Committee and Student Government Association to discuss shared governance concerns. Noting the Chancellor's invitation for Faculty and staff to participate in his evaluation, Abbott encouraged Senators to speak with constituents and funnel positive comments and concerns about the Chancellor's performance to the UC so that they may pass them along to President Lyall. At the previous Senate meeting three requests were made for new business: The first, code change eliminating faculty status for academic staff, returns at this meeting as an open forum question. The second, the availability of anti-plagiarism software to faculty has been referred to the Instructional Development Council. The third is whether the Provost has veto power over the Senate: Abbott reviewed approval procedures for Senate actions under the shared governance system. Some actions (e.g. personnel issues) require Board of Regents approval and the Senate relies on the Chancellor to transmit changes to the Board. The Faculty's powers exist in conjunction with the Chancellor's responsibilities. The UC's perspective is that the Provost acted as the Chancellor's delegate when she vetoed an action of the Senate earlier this year, since code does not give the Provost veto power.

8. Open Forum: Faculty Status for Academic Staff. An information sheet was distributed to help with the discussion, which Senator Abbot began by admitting that extending faculty status to academic staff can be seen as a threat to tenure. National trends confirm this. At the same time there are compelling practical reasons on this campus for maintaining the practice. Without it we would have to limit parts of the curriculum. We need to be

concerned about abuses and be attentive to future developments, but a review of the data doesn't indicate cause for alarm at the moment. Senator Kaye believes the number of teaching academic staff [36] represents an alarmingly high percentage of faculty positions [163], which makes it as much a problem here as it is nationally. Senator Logan wants to know why 19 of the 36 do not have faculty status. Senator Nesselin wants to hear compelling reasons for faculty status. Senator Breznay is concerned that the practice, which is basically financial in nature, could spread because lecturers are less expensive than tenure-track faculty. Even though lecturers in his unit are excellent, he believes resistance to any increase is necessary.

Abbott offered some compelling reasons for lecturers: in Business and Computer Science, although one of the issues is financial, lecturers provide valuable advice and often offer expertise not available among the faculty. Their local connections help students obtain internships. The university would price itself out of the market if it converted these positions to tenure-track. The lack of a terminal degree is appropriate for some lecturers who are needed to help with credentialing students in certain areas. Others provide units with expertise in important curricular areas (dance, e.g. in COA) that they would not otherwise have since hiring full-time in that specialty would not be possible. The reasons come down to a combination of special expertise and financial exigencies.

Senator Aldrete noted that privileges of faculty status are uniform whereas the responsibilities of faculty status vary widely across units. Senator Null feels faculty status isn't much more than an honor that units bestow. Abbott disagreed saying that where units benefit from internship opportunities, advisory functions and curricular contributions of academic staff who teach a 27-credit load, integrating them into the unit makes a lot of sense. Addressing Aldrete's concern for the absence of a list of responsibilities adhering to faculty status, Abbott suggested that this should be decided at the unit level not in campus code. Senator Kraft agreed. Senator Kaye disagreed, reiterating that faculty status is a mistake since part of the definition of faculty is teaching, research and service. If lecturers are, indeed, teaching 27 credits, he said that they could not possibly be active in those three areas, and those whose sole responsibility is teaching should not be faculty.

9. Adjournment. With no motion forthcoming to extend the meeting, adjournment was automatic at 5:00 pm.

Respectfully submitted,

Kenneth Fleurant, Secretary of the Faculty and Academic Staff

Faculty Senate New Business (a), 3/24/04

MEMORIAL RESOLUTION

OF THE UNIVERSITY OF WISCONSIN-GREEN BAY

ON THE DEATH OF ASSOCIATE PROFESSOR EMERITUS BELA BAKER

Bela O. Baker, Associate Professor Emeritus of Social Change and Development (Psychology), died on August 7, 2003, after a brief illness. He is survived by his daughters Jacqueline (Manuel Villarreal) Baker of Madison, Wisconsin and Sandra (Josie Palmer) Baker of Geyserville, California, his son Steve Baker of Sun Prairie, Wisconsin, two grandchildren, three great-grandchildren, and a sister Donna Jean Argo of Eureka, California. Jean Rae (Merrill) Baker, his wife of 52 years, followed him in death on October 18, 2003.

Bela was born in Merced, California, on January 13, 1926. After high school graduation, he joined the U.S. Army and served as a corporal from 1944-46, seeing action in the European theater during World War II. While a member of the faculty at Los Angeles State College (1956-58) and later San Francisco State College (1958-64),

Bela completed his doctoral studies and received a Ph.D. in psychology from the University of California at Berkeley in 1961. He traveled the world on assignments for the Peace Corps from 1964-68--as a Field Selection Officer and later as Assistant Director for Program Operations in the Corps Selection Office. In 1969 Bela left his faculty position at Bowling Green University to accept a position at the new campus of the University of Wisconsin-Green Bay as Assistant Dean of the College of Community Sciences. At the end of the 1969-70 academic year, he was promoted to Associate Professor with tenure, and from 1970-71 to 1973-74, he served as Associate Dean of the Colleges. When the university ended the four-colleges administrative structure, Bela joined the faculty full time and retired in May of 1991 with emeritus status.

His many friends, students, and colleagues knew Bela as an avid reader and profound thinker. He was someone you could always count on to listen well and to challenge and inspire your own reading and thinking. His skills as a mentor were displayed, not only in his curricular offerings in Prejudice and the Human Condition, the Psychology of Motivation and the Psychology of Human Adjustment, courses which focused on the links between individual motivation and societal and institutional structures, but also in a pedagogy that encouraged his students to develop their own interests and ideas. He applied his tremendous intellect to social change and community development in his scholarly work on program assessment for the United Way of Brown County and other regional agencies. His graduate students in Community Human Services were inspired and guided through their coursework and master's theses by the ways Bela practiced the principles of continuing intellectual development, solid scholarship, and community service.

His training in psychology was only the beginning of a life devoted to teaching and learning in many academic fields. Because his own intellect was so expansive, Bela was attracted to the innovative interdisciplinary curricular structure of the University of Wisconsin-Green Bay and was its enthusiastic advocate, as an administrator, as Chair of the Academic Affairs Council, and as a member of the Faculty Senate. In his service to the university and the community, Bela personified UW-Green Bay's "communiversity" mission. His humanitarian and social advocacy included service to United Way, the Brown County Commission on Aging, and the American Civil Liberties Union, among many other organizations. He also served as a member of the first Employee Assistance Program at the university.

Those who were privileged to know him well knew that Bela also loved jazz and would happily turn anyone who would listen into an aficionado. And he was a gardener and cook of some note in Frog Station and its surrounds. In these avocations, as well as at the serious business of teaching and social change, Bela and his wife Jean were a pair.

William James, when asked what an educated person should be able to do, responded "to know a good man when you meet him." Bela was such a man and that we know it is a testimony to his dedicated and enthusiastic life as an educator.

Lynn Walter

Faculty Senate New Business (b), 3/24/04

Proposed Senate Resolution on Faculty Status

1. Resolved that the Faculty Senate instructs the University Committee to withhold its approval, required by Section 51.12 of the Code, for any future recommendations for granting status to academic staff members.

2. Resolved that the Faculty Senate instructs the University Committee to require from any unit requesting faculty status for an academic staff member a specification of that individual's responsibilities as a member of the unit faculty.

3. Resolved for any teaching academic staff who currently hold faculty status that the faculty status responsibilities of that staff member shall be identified by the budgetary units and conveyed in writing to the Secretary of the Faculty and Academic staff at the time of the next reappointment review of that staff member.

Report to the Faculty Senate

Submitted by Sue K. Hammersmith, Provost

University of Wisconsin-Green Bay

March 24, 2004

I. ACT WRITING SAMPLE

An optional writing sample will become available as part of the ACT test that prospective college students take. Each University of Wisconsin institution has the option of requiring the additional writing sample as part of its admissions process. The writing sample would involve an additional expense for students and an additional requirement for admission. On the other hand, it would provide another indicator of college readiness and level of writing proficiency, which could be helpful to an institution needing to refine its admissions or placement processes.

This matter was referred to the UWGB Student Affairs Committee for consideration and recommendation. The Student Affairs Committee recommends that we not require the ACT writing sample. I support that recommendation. It is my understanding that our current processes of placing students into composition classes are very successful and that the few students who do get misplaced (over- or under-) are successfully reassigned by our composition program on a case-by-case basis.

Insofar as I have been able to determine, the other UW comprehensives will not be requiring the ACT writing sample (this is preliminary; I do not yet know for all of them). UW-Madison will require the writing sample. As a result of Madison's requiring it, we will receive that data for many of our freshmen regardless of whether we require it, and we will be able to evaluate, for future consideration, whether requiring the writing sample would have made a difference in our placement of those students.

In short, the recommendation is to continue with our current admissions requirements – i.e., not to change our requirements to include the ACT writing sample. Insofar as no change is recommended, no Senate action is requested or required.

II. POSTERS IN THE ROTUNDA: A CELEBRATION OF UNDERGRADUATE RESEARCH

On April 27, 2004, students from UW-Green Bay and our sister institutions will do a grand poster session in the rotunda of the Wisconsin State Capitol Building in Madison. The purpose is to highlight for our legislators and the public the rich array of undergraduate research projects that our students have conducted. This promises to be a festive day and to bring attention to our students and our enterprise. If you have questions or want more information, please contact Lidia Nonn at UWGB's Office for Grants and Research.

III. FALL 2004 REGISTRATION

Registration for Fall 2004 classes will begin next week. As usual, we expect classes to be tight. Some relief is assured, however, by the restoration of funding to the ad hoc budget. This funding was reduced for 2003-04 to meet requirements for the one-time reduction in state funds. These funds are being restored for 2004-05.

In short, we made it through a very lean year in 2003-04, thanks to so many faculty and unit chairs who stretched to the limit to accommodate the needs of our students. They deserve real appreciation for going the extra mile. The coming year, in some areas of instruction we still expect demand to exceed available seats, but the additional funding should go a long way toward alleviating that need.

Thanks to all of you for your cooperation and grace in making it through 2003-04.

IV. INTERNATIONAL DEVELOPMENTS

Representatives of the Bordeaux Business College will be on campus late this week. We are finalizing arrangements for our two institutions to exchange students and engage in other collaborative, mutually enriching exchanges. For more information, contact Cristina Ortiz or Karl Zehms.

UW-Green Bay also has joined the International Roundtable sponsored by the Del Bianco Foundation in Florence, Italy. This will allow our faculty and students to enter into collegial dialogue, seminars, and possible exchange with many institutions of higher learning in Eastern Europe. Areas of particular interest in this group are:

- the fine and performing arts.
- environmental management, conservation, and architecture.
- sustainable development.

For more information on the Del Bianco Foundation roundtable, contact Sarah Meredith, Cristina Ortiz, or me.

Kevin Fermanich, Troy Abel, and our Office of International Education are also developing exchange programs in New Zealand and Costa Rica. These will allow special opportunities for our students in the area of environmental sciences.

More information on all of the above exchanges will be forthcoming. Many thanks to faculty and staff who bring these exchanges about and make them a success!

V. INSTITUTIONAL ASSESSMENT COMMITTEE

The UW-Green Bay Institutional Assessment Committee will be reactivated before the semester ends in order to keep our institutional assessment program healthy and to help us prepare for the upcoming NCA visit. More information will be forthcoming. Any faculty with a particular interest in serving on this committee are invited to contact Lucy Arendt, Tim Sewall, or me.

Respectfully submitted,

Sue K. Hammersmith

Provost and Vice Chancellor for Academic Affairs