

**MINUTES 2018-2019**  
**UW-GREEN BAY FACULTY SENATE MEETING NO. 8**  
Wednesday, May 1, 2019  
1965 Room, University Union

Presiding Officer: Gail Trimberger, Speaker of the Senate  
Parliamentarian: Steve Meyer, Secretary of the Faculty and Staff

PRESENT: Jason Cowell (HUD), Greg Davis (Provost, ex-officio), Christin DePouw (EDUC), Mike Draney (NAS), Alison Gates (AND-Alternate), Joan Groessl (SOCW), Amulya Gurtu (BUA-Alternate), Stefan Hall (HUS), Richard Hein (Manitowoc-NAS), Maruf Hossain (NAS), Ray Hutchison (PEA-UC), Mark Klemp (Marinette-NAS-UC), Jim Loebel (BUA-UC), Kaoime Malloy (THEATRE), Paul Mueller (HUB), Rebecca Nesvet (HUS), Megan Olson Hunt (NAS), Uwe Pott (HUB), Sampath Ranganathan (BUA), Matthew Raunio (Sheboygan-BUA), Stephanie Rhee (SOCW-Alternate), William Sallak (MUSIC), Sawa Senzaki (HUD), Jon Shelton (DJS), Courtney Sherman (MUSIC-UC), Gail Trimberger (SOCW-UC), Katie Turkiewicz (CIS), Brenda Tyczkowski (NUR), Kristin Vespia (HUD-UC), Aaron Weinschenk (PEA), Brian Welsch (NAS), and Julie Wondergem (NAS-UC)

NOT PRESENT: Hernan Fernandez-Meardi (HUS) and Gary Miller (Chancellor, ex-officio)

REPRESENTATIVES: Sherri Arendt (ASC), Tracy Van Erem (USC), and Abbie Wagaman (SGA)

GUESTS: Scott Ashmann (Assoc. Dean, CHESW), Mike Cogan (Huron Consulting), Matt Dornbush (Assoc. Vice Chancellor and Interim Dean of the School of Business), Susan Gallagher-Lepak (Dean, CHESW), Clif Ganyard (Assoc. Provost), Paula Ganyard (Assistant Vice Chancellor for IT), Ben Joniaux (Chief of Staff), John Katers (Dean, CSET), Holly Keener (Provost and SOFAS Assistant), Mike Morgan (Prof. Emeritus), Amanda Nelson (Associate Dean, CSET), Cristina Ortiz (Professor, HUS), Jan Snyder, Ron Stieglitz (Professor Emeritus), Patricia Terry (Chair, Resch School of Engineering), Sheryl Van Gruensven (Vice Chancellor, Business and Finance), Christine Vandenhouten (UWGB Faculty Representative), Jim Wiersma (Professor Emeritus), Mike Zorn (Associate Dean, CSET)

### **1. CALL TO ORDER**

With a standing-room only agenda, Speaker Gail Trimberger did not waste any time throwing out the first pitch of the eighth, and final, Faculty Senate meeting of the 2018-19 academic year, getting us started right at 3:00 p.m.

### **2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 7, March 27, 2019**

Noting there were no runs, no hits, and no errors, the minutes from the 27 March 2019 Faculty Senate meeting were approved via consensus.

### **3. CHANCELLOR'S REPORT**

With Chancellor Miller out of the office, Provost Davis was called upon to pinch hit. Provost Davis began by informing senate that the Board of Regents approved UW-Green Bay's new Select Mission at their April meeting; it has now been sent to HLC for a final blessing. Also at the Regents meeting, the collaborative M.S. in Applied Biotechnology was approved; we will be launching that program in the fall. Looking ahead to the June Regents meeting, our tenure and promotion decisions will be on the agenda.

The Provost search has concluded with the acceptance of an offer. An announcement is forthcoming. The search process for a new Dean of the Austin E. Cofrin School of Business continues as on-campus interviews begin soon. Aaron Kennedy, founder of Noodles and Company, was recently announced as the Tiletown Tech Entrepreneur-in-Residence.

The campus has figured prominently in the community lately as we have provided the home field advantage for several very successful events, including Destination Imagination (DI) and the URSCA Academic Competition. Provost Davis noted that when DI gathered here "we had more people on campus on that Saturday than I had ever seen in my life, it was truly amazing." DI is contracted to meet on the UWGB campus for another four years. Also, our students who presented at Research in Rotunda did a fabulous job, they represented UWGB magnificently.

Getting a little emotional, Provost Davis thanked the Faculty Senate for their support over the previous five years as he bid farewell to Faculty Senate in his final address as UWGB's Provost. In fact, several of us could swear we heard him state, "Today I consider myself the luckiest man on the face of the earth" (okay, I admit I made that up; I simply got caught up in the baseball themed faculty senate minutes).

Completing his pinch hit duties, Provost Davis presented lavish gifts of thanks to our outgoing UC Chair (Courtney Sherman) and Speaker of the Senate (Gail Trimberger). These two perennial all-stars were then given a standing ovation (okay, maybe not a standing ovation, but thunderous applause ensued).

#### **4. OLD BUSINESS (none)**

#### **5. NEW BUSINESS**

##### **a. Resolution on the Granting of Degrees**

Speaker Trimberger read the resolution and asked for a motion to approve. Not wanting to keep students around any longer than they needed to be, **Senator Sherman moved acceptance of the Resolution to Grant Degrees, seconded by Senator Hall. No one else apparently wanted to keep the graduating class around for another semester, so the motion carried 30-0-0.**

##### **b. Election of the 2019-20 Speaker of the Senate**

**Courtney Sherman nominated Mark Klemp to manage next year's group of veteran and rookie senators as the 2019-20 Speaker of the Faculty Senate. That nomination was seconded by Ray Hutchison. With no other nominations, Senator Klemp was elected by a vote of 30-0-0. (More thunderous applause).**

c. Memorial Resolution for Prof. Richard Presnell

Associate Dean of CHESW Scott Ashmann drafted and presented a very nice tribute to Prof. Presnell. The resolution was accepted via a non-vote consensus and will be archived in the SOFAS Office.

d. Memorial Resolution for Prof. Joseph Moran

Professors Emeritus Jim Wiersma, Ron Stieglitz, and Michael Morgan drafted, and Jim Wiersma presented, a touching tribute honoring Prof. Moran. This resolution was also accepted via a non-vote consensus and it too will be archived in the SOFAS Office.

e. Resolution on Following Shared Governance Procedures

Associate Professor Aaron Weinschenk presented this resolution based on his personal experience chairing the Committee on Workload and Compensation (CWC). Specific concerns were in regards to a memo sent to the Instructional Academic Staff at the Branch Campuses outlining policy choices made by UWGB administrators related to compensation. Despite one of the CWC's charges being to "formulate options for remedying perceived workload and compensation shortcomings," the CWC was never asked for any input to formulate options. In fact, the CWC did not even know the memo was written or transmitted. Therefore, Prof. Weinschenk brings forward this resolution in the hopes of highlighting the fact that the process of seeking input from governance groups needs to be followed. **Senator Hall moved acceptance of the resolution, second by Senator Sherman.** Senator Shelton reminded senate that shared governance is not just about sharing power, it is about sharing information. With no other comments, **the motion to accept the resolution passed 31-0-0.**

f. CLOSED SESSION – Honorary Degree Consideration

Senate went into closed session to discuss the qualifications of an individual nominated for an honorary degree.

g. Expression of gratitude and recognition of Provost Greg Davis

SOFAS Meyer requested Provost Davis join him at the lectern for the purpose of heaping thanks and praise upon him for his work as Provost. Throughout his many years at UWGB, starting as a student, then as an Assistant, Associate, and Full Professor, and continuing into his role in administration as Associate Provost and Provost, Greg has dedicated much of his life to this institution. He has poured his heart and soul into UWGB, and for that we all owe him a debt of sincere gratitude. Now that he is returning to the faculty, perhaps we may see him return as a senator!

h. Expression of gratitude and recognition of Jan Snyder

At their 30 January 2019 meeting, Faculty Senate intended to honor Jan Snyder for her many years of service in the Provost's Office and, particularly, her contributions and devotion to shared governance. Winter, however, had other plans that day. So we took this opportunity at the end of the 2018-19 academic year to thank Jan and show her how much she has meant to this institution. SOFAS Meyer had the honor of asking Jan to join him up front where he presented her with a bouquet of flowers and the following resolution:

## **Resolution on Jan Snyder's Retirement**

**Whereas**, Jan has dedicated many years of her career to organizing the smoothest of commencement ceremonies; and

**Whereas**, Jan has demonstrated outstanding leadership in the transition of Classified Staff to University Staff, including taking the lead in writing the University Staff's By-Laws and serving as Chair of the University Staff Committee for the first 4.5 years of its existence; and

**Whereas**, Jan has been a selfless servant to all Faculty and Staff at UWGB; and

**Whereas**, Jan graduated as the #1 female student (#3 overall) in her high school graduating class of 452 students; and

**Whereas**, Jan has hidden talents that need to be discovered, vacation destinations that need to be visited, gardens that need tending, chocolate that needs to be eaten, and wine that needs to be drunk; and

**Whereas**, Jan has 30-some years of relaxation to make up for; and

**Whereas**, Jan has grandbabies to love, babysit, and spoil; therefore,

**Be it resolved**, that the UW – Green Bay Faculty Senate expresses its deepest appreciation and admiration for all Jan Snyder has done for this institution and wishes her a long and happy retirement filled with nothing but love, good health, and abundant blessings.

### i. EAB Navigate

The on-deck hitter, Associate Provost Clif Ganyard, got his turn at the plate next, speaking to senate about the student success management program, the Educational Advisory Board's "Navigate." Navigate will be adopted System-wide, except for Madison. Navigate is divided into three areas, "Smart Guidance for Students," Strategic Care by Advisors, Faculty, and Support Staff," and "Analytics for Administrators."

The portion of the management program for students includes an app that students can download to their mobile device. The app includes reminders for students, methods of exploring majors and minors, hints for exploration of on-campus opportunities and co-curricular activities, etc. When the mobile app is downloaded, students will be prompted to participate in an "intake survey" consisting of questions developed specifically for our students. These data will help us capture more data about the interests of our student base and better develop and design programs for our particular cohort of students.

Navigate will allow advisors to quickly pull up a profile of the student with whom they are meeting. Advisors will also be able to keep a record of their meetings with each respective student, which can then be shared with individuals in other offices (other advisors, financial aid, etc.). Students can use the mobile app to schedule advising appointments.

Up to ten years of historical data, unique to UWGB, can be analyzed to identify opportunities and evaluate patterns of student success, risk, and failure. These data can be used to develop predictive analytics. Dashboards will assist in tracking key academic performance and progress indicators to help identify intervention opportunities.

Rollout of Navigate will take place in three phases. Phase I will start in Summer 2019 as Barb Holschbach leads a team to build the needed infrastructure. In Fall 2019 Academic Advising will be invited to participate in the advising portion of Navigate (Darrel Renier will work with any faculty advisors who wish to participate in this first stage). Academic Advising will target a specific group of students to pilot the program, looking at incoming freshmen only. Some of the dashboards will also be rolled out during this time. Phase II will take place in Spring 2020, adding more faculty, more functionality, more “care units” (e.g., Disability Services), more students (likely adding transfer students at this time), and open more of the reporting. Summer 2020 will provide time to analyze our progress. Phase III, in Fall 2020, will move toward the full implementation of Navigate.

j. Incentive-Based Budget Model

In addition to the fora previously presented to the university community, the UC requested an overview of Incentive-Based Models specifically for Faculty Senators. Vice Chancellor for Business and Finance Sheryl Van Gruensven provided a brief introduction while Huron Consulting Group representative Mike Cogan presented the content of the new budget model.

Two years ago, Chancellor Miller initiated discussions with Vice Chancellor Van Gruensven and Provost Davis voicing concern that our budget process is not tied to strategy nor decision-making; i.e., we were employing an Incremental Base Budget Model. With an Incremental Base Budget Model our budget does not change, we get the same budget every year, leading to a lack of strategy and a decision-making process that is top down. Chancellor Miller charged Sheryl Van Gruensven, Greg Davis, Clif Ganyard, Matt Dornbush, Dick Anderson, and SuAnn Detampel to research budget models used by other universities that might help us tie our budget to strategy and put budget decisions at the Dean level, closer to the curriculum. This process led the team to an Incentive-Based Budget Model. As we implement the Incentive-Based Budget Model, 2019-20 will be a “shadow year” in which we run it parallel to the Incremental Base Budget Model.

In the process of building the Incentive-Based Budget Model, Huron conducted interviews with the four Deans and others from the institution’s leadership. From these conversations, three ideals came to the forefront: an increase in authority at the college level; transparency – so the university community knows how resources are being allocated; and strategy – how resources are being aligned with the mission and vision of the university. With an Incentive-Based Budget Model, the distribution of revenue (state appropriations and tuition) flow through the “revenue centers” (i.e., the Colleges) and the Colleges are “billed” directly by the “support centers” (e.g., IT, library, advancement, etc.) who provide services to the Colleges. With the Incentive-Based Budget Model, Colleges are being held to their expenses; if a College’s expenses exceed their budget, they need to find a way to resolve that deficit.

Of the state revenue and tuition dollars appropriated, 65% will be proportionally allocated to the College of Instruction that oversees the curriculum and 35% to the College of Record that recognizes the number of majors. The 65%/35% split was determined by a steering committee based on examination of five years of data which showed that instruction constituted 74% of the dollars spent by a College and academic support constituted 26% of the dollars spent. Redistribution to 65%/35% was based on a decision to incentivize areas that had a large number of majors because they have larger associated costs. The 65%/35% values are not fixed values, it is a starting point for the model to calibrate over the course of the shadow year.

All budget decisions will be made by the Budget Executive Committee (aka, Chancellor's Cabinet). Recognizing that governance representation is important, Huron Consulting is suggesting that each college be represented on the Strategic Budget Committee and include two Deans and two faculty members. The role of the Strategic Budget Committee is to make sure the budget is "doing what we're telling it to do" – helping advance the mission of the university. The Budget Allocation Committee, the operational piece that creates information from APS and SIS data and makes sure everyone has what they need to make informed decisions, would include the other two Deans and two faculty members. The Deans would rotate from the Strategic Budget Committee to the Budget Allocation Committee every two years.

k. Request for New Business

The end of the year is upon us  
About this, do not make a big fuss  
From grades we abstain  
Break out the champagne  
Toast summer, be it harmonious

(There was no new business brought forward)

**6. PROVOST'S REPORT**

See item #3. Although it is Provost Davis's last Faculty Senate meeting as Provost, even that won't get him two chances to address senate.

**7. OTHER REPORTS**

- a. University Committee Report. There was no time remaining for a UC report.
- b. Faculty Representative Report. There was no time remaining for a Faculty Rep report either.
- c. Academic Staff Committee Report. There was not even time for an ASC report.
- d. University Staff Committee Report. Seriously, there was no time left.
- e. Student Government Association Report. Do I have to say it again?

**8. ADJOURNMENT** at 5:01 p.m.

Respectfully submitted,  
Steve Meyer, Secretary of the Faculty and Staff