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**MINUTES 2021-2022**  
**UW-GREEN BAY FACULTY SENATE MEETING NO. 8**  
Wednesday, May 4, 2022

Presiding Officer: Joan Groessl, Speaker of the Senate

Parliamentarian: Steve Meyer, Secretary of the Faculty and Staff

PRESENT: Riaz Ahmed (RSE), Tanim Ahsan (RSE), Mike Alexander (Chancellor, *ex-officio*), Dana Atwood (PEA), Gaurav Bansal (BUA), Devin Bickner (RSE-UC), Kate Burns (Provost, *ex-officio*), Thomas Campbell (TND), Gary Christens (A&F), Marcelo Cruz (PEA), Tara DaPra (HUS), Greg Davis (RSE), Christin DePouw (ALTERNATE-EDUC), William Gear (HUB), Joan Groessl (SOCW-UC), Lisa Grubisha (NAS), Richard Hein (Manitowoc Campus), Todd Hillhouse (PSYCH), James Kabrhel (NAS), Daniel Kallgren (Locations-UC), Mark Klemp (NAS), Michelle McQuade-Dewhirst (MUSIC), Eric Morgan (DJS), Paul Mueller (HUB), Val Murrenus Pilmaier (HUS), Rebecca Nesvet (HUS), Aniruddha Pangarkar (M&M), Matthew Raunio (Sheboygan Campus), William Sallak (MUSIC), Jolanda Sallmann (SOCW), Jon Shelton (DJS-UC), Heidi Sherman (HUS-UC), Patricia Terry (RSE-UC), Christine Vandenhouten (NURS), Sherry Warren (SOCW), Sam Watson (AND), Aaron Weinschenk (PEA-UC), and Joseph Yoo (CIS)

NOT PRESENT: Elif Ikizer (PSYCH) and Karen Stahlheber (NAS)

REPRESENTATIVES: Virginia Englebert (ASC), Kim Mezger (USC) and Ted Evert (SGA)

GUESTS: Scott Ashmann (Assoc. Dean, CHESW), Pieter deHart (Assoc. Vice Chancellor for Graduate Studies & Research), Susan Gallagher-Lepak (Dean, CHESW), Clif Ganyard (Assoc. Prof., HUS), Susan Grant Robinson (Cabinet Liaison, Internal Affairs), David Helpap (Assoc. Prof., PEA), Ben Joniaux (Chief of Staff), Kerry Kuenzi (Assoc. Prof., PEA), Nichole LaGrow (Instructional Designer, CATL), McKinley Lentz (Admin Asst., Graduate Studies), Samantha Meister (Asst. Prof., EDUC), Amanda Nelson (Assoc. Dean, CSET), Mary Kate Ontaneda (Executive Assistant, University Leadership), Courtney Sherman (Interim Assoc. Provost), Sheryl Van Gruensven (CBO/Senior Vice Chancellor for Institutional Strategy), Kris Vespia (Interim Director, CATL), Wendy Woodward (Assoc. Vice Chancellor & CIO), and Mike Zorn (Assoc. Dean, CSET)

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

Summoning all her strength, Faculty Senate Speaker Joan Groessl held back tears as she called to order the Faculty Senate for the last time this academic year, at (of course!) exactly 3:00 p.m. Would those be tears of sorrow or tears of joy, only Joan can answer that question.

**2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 7, April 6, 2022**  
Faculty Senate approved the April minutes by consensus.

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

This being the last senate meeting of the year, Chancellor Alexander excitedly extended his gratitude to faculty and staff shared governance leaders. Speaker Joan Groessl was presented

with the traditional engraved ceremonial gavel to commemorate her year leading Faculty Senate. Heidi Sherman, Virginia Englebert, and Kim Mezger, were presented with inscribed wine glasses to commemorate their year as Chair of the University Committee, Academic Staff Committee, and University Staff Committee, respectively. Knowing shared governance as I do, I'm sure those glasses will get plenty of use in the future (and in response to a question in the chat box, no, those glasses do not come filled with wine; however, the SOFAS Office can vouch that they definitely work, as we tried them out beforehand – we are all about quality control in the SOFAS Office, you know).

Moving onto business, the Chancellor stated that UWGB did get one capital project funded, \$4M to update multi-building electrical systems. Regarding the Cofrin Technology and Education Center (CTEC), the contract between the State of Wisconsin and the architects working on the CTEC has finally been signed. Unfortunately, due to supply chain issues and inflation, there could not be a worse time to be constructing a signature building on campus, so we need to move as fast as possible through the design process. A core team is working on the project and is meeting regularly with the architects. Several groups from all across the university have begun planning how the building design could meet their current and future needs. In late summer or early fall feedback from the campus will be solicited. Overall, it will be an iterative process between the architects and the university. Our vision for the building should follow the thought that “We need people who are great at tomorrow” while also reflecting the spirit of this university. It is our hope that the actual construction will begin in about a year and the building will open in 2026.

There has been a lot of talk lately about academic freedom. Chancellor Alexander wanted to reiterate the support that UWGB administration has for academic freedom. It is administration's belief that we hire great faculty to teach at this institution and we trust the faculty to teach and mentor students in the best way possible. It is up to the faculty to decide how that is best accomplished, and it is the administration's job to support the faculty in that endeavor.

Everyone is encouraged to attend the campus cookout on Tuesday, 10 May 2022 and commencement on Saturday, 14 May 2022.

The Chancellor fielded questions from the senate floor related to the new CTEC building. Will there be physical books in our new building and will it remain part of the tunnel system? There will be books in the new building, but there will likely not be the stacks to which we have grown accustomed. We must think carefully about how we use this space effectively; we've already lost 40,000 square feet off the building that was originally planned. We need to build flexible space, space that allows us to adapt over the next 50 years. We are going to retain the tunnel (ahem, concourse) system. There is ongoing discussion with the architects regarding how the location of CTEC would encourage faculty, staff, students, and the public to gather there.

#### **4. OLD BUSINESS**

##### **a. Request for Authorization to Implement a Master of Public Administration at UW-Green Bay (second reading)**

Prior commitments prevented CAHSS Dean Rybak from being able to personally express his support for this RAI, however, he did contact Senate Speaker Groessler beforehand and provided

the following comments, “This proposal meets the University's goals of expanding graduate programs and would be the second graduate program in CAHSS. The proposal also addresses the University goal of expanding enrollment in our new 16-county footprint. The proposal, with its tracks for older/working adults, meets the University goal of reaching who we often refer to as ‘nontraditional students.’ (It serves to make them more traditional!). In relation to expanding enrollment in our new 16-county footprint, this degree is the first proposal to come to me that is programmatically designed specifically for our new 4-campus, 16-county identity. As always, I thank the faculty who brought forward the proposal for all their hard work, Pieter DeHart for his collaboration, as well as the GAC, UC, and Faculty Senate for their feedback.” Profs. Kuenzi and Helpap were present to answer any questions from senators. **Senator Cruz moved approval of the RAI, seconded by Senator Davis.** Senator Cruz expressed concern over workload and enquired whether another faculty line (or two) would be available in order to offer the MPA degree. Prof. Kuenzi answered that faculty lines are written into the proposal as long as enrollment meets the projections. With no other questions, **the motion passed 34-0-1.**

b. Changes to the Faculty Handbook: Faculty Mentoring (second reading)

Prof. Terry once again introduced her proposed change to the Faculty Handbook that would add a statement on mentoring to section 3.07 of the Faculty Handbook (Probationary Assistant Professors, Associate Professors, or Professors). She reminded senate that this proposal is not about the pros and cons of a multi-mentor system, nor does the proposal define how the mentoring is to take place (that is up to the Provost). Rather this proposal addresses whether senate wishes to codify the need for a mentoring program. **Senator Bansal moved to approve the changes to the Faculty Handbook, seconded by Senator McQuade Dewhirst.**

The proposal once again generated much discussion among senators. One senator suggested passing the mentoring recommendation on to the Provost, let the Provost work on the wording, then senate could vote on that wording. Another senator was concerned that there wouldn't be enough mentors to cover the number of anticipated new hires; have we determined the mechanism by which mentors will be assigned outside of units as well as inside of units? (There is no requirement that mentors come from a specific unit, nor is there a specific number of mentors prescribed; in fact, new faculty are not required to have a mentor(s) if they so choose.) Another senator stated that once we put this statement into the Handbook, we are responsible for meeting those terms, so we really need some clarity about the plan for implementation. (Actually, the Provost would be responsible for the implementation, but faculty should be willing to work with the Provost to figure it out. To those who are concerned that this will become a workload issue, the suggested mentoring is not intended to be onerous, perhaps getting together once per month over lunch or a coffee). One senator opined that although there may be issues that need to be worked out with the mentoring model, mentoring of new faculty is definitely needed, especially with the lack of personal contact due to COVID. If we do not mentor our probationary faculty, that will be a grave mistake. Also, our Faculty Handbook is a dynamic document, changes to the Handbook are not set in stone, if revisions are necessary those can be made at some later date. Another senator stated succinctly that zero mentoring is unacceptable, one mentor is potentially dangerous if the assigned mentor does a poor job, two or more mentors are needed for each mentee. Another senator addressed the workload issue of mentoring by comparing the amount of time it takes to complete a search and screen process to the amount of time it takes to mentor. If we get a good hire, we need to mentor that faculty member in the

hopes of retaining them and thus avoiding additional searches. One senator, thinking back to her tenure review process, recalled the importance of having the support of multiple mentors. With the proposed change to the Handbook, you're not going to have a single "coach," you're going to have a "community of people" to support you. The last senator to address the issue spoke of his support for mentoring but wanted to see the process better-defined if it's going to be codified in the Handbook.

When the votes were tallied, **the motion passed 25-9-1.**

## **5. NEW BUSINESS**

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

Speaker Groessler read aloud the Resolution on Granting Degrees for Spring 2022. **Senator Cruz moved acceptance of the resolution, Senator Christens seconded.** With no discussion **the motion was approved 29-0-0.**

### **b. Election of 2022-2023 Speaker of the Senate**

**Senator Bansal self-nominated, seconded by Senator Sallmann. Senator Bickner nominated Senator Terry, which, surprisingly, was seconded by Senator Bansal.** With no other nominations, senators cast their vote. **By a margin of 23-13, Senator Terry was elected Speaker of the Senate for 2022-23.**

### **c. Online Test Proctoring Policy (first reading)**

Nichole LaGrow provided some background on the Online Test Proctoring Policy. Two years ago (pre-COVID), discussions began regarding an online test proctoring policy and different tools were identified that we could pilot/test. We piloted Proctorio in 2020-21 and Honor Lock in 2021-22. The faculty and students participating in those pilots completed surveys to provide feedback. With the assistance of faculty who were involved in the piloting, those data were used to create a policy that would support academic integrity in our institution while also protecting the privacy of our students.

The School of Business uses a lot of proctoring due to the type of exams administered and because many of the students are seeking a license(s). One concern raised about the policy was the timeline required to get a proctoring software approved. Nichole responded that the CATL team would not be responsible for reviewing and approving the tools, that would go through GBIT to make sure we are meeting those requirements. The process of developing a policy was actually started because of faculty interest from Accounting and Finance specifically. Knowing that A&F used Proctorio from McGraw-Hill Connect, Nichole preemptively sought approval for that tool in advance. Currently, we have approval from GBIT for both Proctorio (independently) and Proctorio McGraw-Hill Connect.

If a student does not want to use the proctoring software and are concerned about their privacy, does the responsibility fall on the faculty member to implement the secondary policy? Is there any support provided for the faculty member or is it just added to their workload? One option is to allow the student to come in and take the test during office hours. It has been past practice that the faculty or department address any changes on an individual basis, but faculty should be empowered to do what makes them feel most comfortable about the security of their exam.

If anyone wants to bring in a new proctoring software package, time is the biggest issue. Because of that, an implementation schedule should be included as part of what senate approves. Additionally, there should be some provision in the policy related to working with the Student Accessibility Services Office [this is listed under E1 of the policy, on page 29 of the agenda].

#### d. General Education Realignment Listening Session

Gen Ed Realignment Working Group Chair and Assessment Guru/Czar Val Murrenus Pilmaier updated senate on the status of realignment. She began by making a plea to all faculty, requesting feedback, ideas, and input to a gen ed survey recently sent to all faculty. Our last gen ed realignment was in 2014, since then we have had a mission change, a merger of campuses, and we've gone through two years of COVID. All of those factors have caused us to think about what is working/not working and what do we need to tweak to make sure we are providing the best opportunities to be student-centered. Feedback is the key, so the Working Group needs input from faculty regarding what is working (or not working) in gen ed, what things should be added to (or removed from) gen ed, whether there are there too many credits (or not enough) devoted to gen ed, how faculty feel about writing emphasis, etc. The Working Group wants to hear any and all thoughts in relation to gen ed. The plan is for the Working Group to work extensively on realignment this summer, then have something to present to the campus community next fall.

Senators were surprisingly quiet when provided the opportunity to give feedback, but there were a couple of opinions expressed. Speaking from years of experience, Senator Davis commented that general education needs to continually evolve. He then provided several thoughts for the Working Group to consider. In his years at UWGB as both a student and faculty member, he recalls only one time the university had a truly innovative gen ed program, that was one of the original gen ed programs developed by the institution and was made up completely of seminars. It consisted of two semesters of seminars in the students' freshman, sophomore, and junior years, and one semester of seminar their senior year. This formed the core of the gen ed requirement. It was innovative, it was impactful, and it was expensive. It always seems that gen ed programs are a delicate balance of quality and expense. Every time we go through a realignment process, we always start with academics as our top goal then we consider who gets to teach the students which ends the academic discussion and turns into a budgetary discussion. It would be wonderful if the current process could remain connected to the academic side of general education program and not devolve into a series of discussions about how one part of the campus got the shaft because they didn't get enough teaching credit. SGA President Ted Evert shared that he's heard that students want something climate change based in the gen ed program (right on, Ted!! A little SOFAS editorial there). Senator Kabrhel, commenting directly to Ted's feedback, stated that regarding the current sustainability gen ed requirement there are usually not enough classes particularly at the Additional Location campuses. Overall, there need to be more gen ed options at Manitowoc, Sheboygan, and Marinette.

#### e. Request for future business

Another school year in the books

It's time for divots, slices, and hooks

We all need the break

So I hope you will take  
Some “me” time in your favorite nooks

(There was no future business brought forward for consideration. However, Greg Davis, alluding to his impending retirement in July, announced that this is his last Faculty Senate meeting of his career. In recalling his 14 years of service on the senate and two terms on the UC (including two stints as Speaker), he wished to recognize and thank the SOFAS for his service to the university and the senate. This particular SOFAS is grateful for Prof. Davis’s kind words and wishes to, in turn, thank Prof. Davis. Greg became NAS Chair my first year at UWGB in 2001 and served as NAS Chair for my first 12 years as a faculty member, mentoring and supporting me through the tenure process. We should all thank Greg for his exceptional service to UWGB as a faculty member, NAS Chair, Associate Provost, Provost, Senator, Speaker of the Senate, and the list goes on. It is pretty much impossible to replace a Greg Davis. Thank you, Greg, for all you have done for UWGB!)

## **6. PROVOST’S REPORT**

Provost Burns encouraged faculty to complete the general education realignment survey sent out by the gen ed realignment committee. Our summer enrollment is the highest ever, 6% higher than the record set last summer. Fall enrollment is also looking good, we are 5.5% higher (headcount) than we were at this time last year; this may be attributed to the new advising model as advisors encourage students to enroll at their assigned time. A course modality preference survey was sent out to 180 students (mostly on the Green Bay campus) inquiring about both gen ed courses as well as courses in their major. Regarding gen ed courses, results of the self-reported preferences indicated that students had a strong and equal preference for in-person and online instruction, well behind were hybrid, blended, and virtual. For courses in the major, students gave a slight edge to in-person courses, but also had a strong preference for online; trailing behind were hybrid and blended courses, virtual courses were way, way behind. Related to modality preferences, the university is working on classroom technology. There will be five point-to-anywhere classrooms on the Green Bay campus and one point-to-anywhere classroom at each of the Additional Locations. Many of these classrooms are up and running, the Manitowoc campus classroom will be completed by the end of May. Work is also underway to upgrade the smart technology in about 30 classrooms (enhanced video and sound capabilities). CATL has created a modalities chart for chairs to share that with their faculty. Updating senate on the current searches, Associate Provost candidates will be on campus the week of 16 May 2022; a candidate for the CATL Director position will be interviewing 10 May 2022.

## **7. OTHER REPORTS**

- a. Academic Affairs Report. Written report found on page 32 of the agenda.
- b. Graduate Academic Affairs Report. Written report found on page 33 of the agenda.
- c. University Committee Report. UC Chair Heidi Sherman reported that Devin Bickner was elected UC Chair for the 2022-23 academic year. Also, the UC will welcome Clif Ganyard and Kris Vespia as new members to the UC. Members completing their terms are Heidi Sherman and Jon Shelton. However, Jon Shelton will continue for one more year as UWGB’s Faculty Representative. Thank you for your service as UC Chair, Heidi, and congratulations, Devin.

d. Faculty Rep Report. UWGB Faculty Rep Jon Shelton shared that the last Faculty Reps meeting is this Friday. Along with a couple of other Faculty Reps, Senator Shelton has started cultivating a relationship with the new UW System President. Over a productive breakfast meeting at the April Board of Regents meeting, four Faculty Reps suggested the new President should strategically include the voices of faculty and staff if he wants to be successful, this would lead to a better working relationship between faculty/staff with UW System. He seems to be receptive to hearing the concerns of faculty and staff. Former UW-Milwaukee Provost, Johannes Brits, has been named the new UW System Vice President for Academic Affairs. He is well regarded in the System and is someone who is very pro-faculty, this is also a good step in involving faculty and staff on the front end of decisions made by System. On 15 April 2022, Governor Evers vetoed the critical race theory bill, but this bill may reappear especially if a Republican Governor is elected to office. Today, there were three new Evers' Regent appointees: Dana Walks, a former representative from the Eau Claire area; Jennifer Statin, a non-traditional UW-Parkside health sciences student; and Angela Adams, the chief communications and diversity officer of Goodwill Industries of Southeastern Wisconsin. At this point, Evers appointees are a pretty substantial majority of the Board of Regents, however, only two Evers appointees have been confirmed. So, the next election will definitely determine what the future Board of Regents will look like.

e. Academic Staff Committee Report. No report provided.

f. University Staff Committee Report. USC Chair Kim Mezger reported that the University Staff Assembly will take place on Thursday, 19 May 2022. There will also be a University Staff social in summer – at which time I am sure she will make good use of the engraved wine glass she received earlier in today's senate meeting.

g. Student Government Association Report. SGA President Ted Evert introduced incoming SGA President Harrison Thiry. As SGA President, Harrison will represent all four campuses. Harrison studied for two years at the Sheboygan campus and will be completing his studies at the Green Bay campus next year. Welcome, Harrison!

**8. ADJOURNMENT** at 4:52 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff