

AGENDA

UW-GREEN BAY FACULTY SENATE MEETING NO. 4

Wednesday, November 14, 2012

Alumni Rooms, 3:00 p.m.

Presiding Officer: Bryan Vescio, Speaker

Parliamentarian: Clifford Abbott

1. CALL TO ORDER

2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 3 October 24, 2012 [page 2]

3. CHANCELLOR'S REPORT

4. OLD BUSINESS

- a. Change of Charge to Committee on Workload and Compensation (second reading) -
Presented by David Dolan [page 5]
- b. Code Change for Academic Affairs Council (second reading) -
Presented by Derek Jeffreys [page 6]

5. NEW BUSINESS

- a. Report from the Committee on Workload and Compensation
Presented by David Dolan
- b. Recommendation on the Granting of Degrees [page 7]
- c. Request for future business

6. PROVOST'S REPORT

7. OTHER REPORTS

- a. Academic Affairs Council Report [page 8]
- b. University Committee Report - Presented by UC Chair Derek Jeffreys
- c. Academic Staff Report - Presented by Kristi Aoki
- d. Student Government Report - Presented by Heba Mohammad

8. ADJOURNMENT

MINUTES 2012-2013
UW-GREEN BAY FACULTY SENATE MEETING NO. 3

Wednesday, October 24, 2012
Alumni Room, University Union

Presiding Officer: Bryan Vescio, Speaker of the Senate
Parliamentarian: Clifford Abbott

PRESENT: Francis Akakpo (SOWORK), Andrew Austin (DJS), Kimberly Baker (HUB), Forrest Baulieu (ICS), Susan Cooper (EDUC), Greg Davis (NAS-UC), Michael Draney (NAS), Heidi Fencil (NAS), Adolfo Garcia (ICS), Thomas Harden (Chancellor *ex officio*), Derek Jeffreys (HUS-UC), Mimi Kubsch (NUR-UC), Arthur Lacey (EDU), J. Vincent Lowery (HUS), Kaoime Malloy (Theatre and Dance), Ryan Martin (HUD-UC), Michelle McQuade-Dewhirst (MUS), Steve Meyer (NAS-UC), Adam Parillo (URS), Uwe Pott (HUB), Chuck Rybak (HUS), Christine Vandenhouten (NURS), Bryan Vescio (HUS-UC), Julia Wallace (Provost, *ex officio*), Jill White (HUD), Georjeanna Wilson-Doenges (HUD).

NOT PRESENT: Franklin Chen (NAS), Michael Knight (BUA), Christopher Martin (HUS), Jennifer Mokren (AND), Cristina Ortiz (HUS), Laurel Phoenix (PEA), Mussie Teclezion (BUA)

REPRESENTATIVES: Heba Mohammad, Student Government; Leif Nelson, Academic Staff

GUESTS: Sue Mattison, Scott Furlong, John Stoll, David Dolan, Andrew Kersten, Sue Bodilly

1. Call to Order. Speaker Vescio called the Senate meeting to order promptly at 3:00.

2. Approval of Minutes of Faculty Senate Meeting No. 2, October 3, 2012. Speaker Vescio asked for any comments or corrections to the minutes and, upon hearing none, declared the minutes approved.

3. Chancellor's Report. The Chancellor talked at length about the branding initiative. He talked about the need for branding to reach a declining market of traditional age students, the research done by Stamats on how the school is viewed, the process of sharing information with the campus and hiring consultants, the efforts begun by the marketing firm BVK, the new tagline "360° of learning," the difficulty in communicating the concept of interdisciplinarity, and some of the campaign launch activities planned for Nov. 14. He then read the brand promise "*featuring excellence in teaching, extraordinary academic programs, a problem-focused education, and innovative real-world experiences, UW-Green Bay is a friendly, welcoming university where students connect with internationally recognized faculty in personal and life-changing ways to prepare for 21st-century careers.*" No doubt feeling brave but failing to coax the senators into providing the edgy musical accompaniment, he read the script to one of the BVK's television spots. When he concluded, he was asked if there would be a way to measure the success of the advertising campaign and he assured the Senate there would be appropriate metrics.

4. New Business.

a. Change in Charge of the Joint Committee on Workload and Compensation (first reading). Dave Dolan, chair of the CWC, proposed the change of adding a representative of the classified staff to the CWC. The rationale was based on the value Mark Roe from the classified staff had provided the CWC in the recent past.

b. Report of Committee on Workload and Compensation. Chair Dave Dolan reported that the CWC has been working with Fox Lawson and Associates on the University's compensation study. The CWC has helped organize three focus groups (one each for faculty, academic staff, and classified staff) for Nov. 7th and 8th. It had also been searching for comparable institutions to help set benchmarks. For faculty comparables the CWC is suggesting CUPA national listings of not-for-profit, non-doctoral universities of between 4,000 and 20,000 students. Senators asked for clarification on whether the CUPA materials provided data or just the identification of the institutions (at this point the Senate has just the latter) and who is the target of the study. Chair Dolan pointed in the direction of the Chancellor who, again bravely, accepted the target on him. He explained that the study was not state-wide but just for this institution and it would be useful both in general pay plans, in setting goals relative to the median of the comparable institutions, and in making market adjustments. He was then asked why an outside consultant was hired when our own faculty has internationally recognized data analysts. The response was that the consultant had more experience in helping formulate a compensation philosophy and in dealing with the messier world of staff compensation, the analysis of faculty compensation being relatively more straightforward.

c. Code Change for the Academic Affairs Council (first reading). University Committee Chair Jeffreys offered this change in the spirit of tidying up loose ends left over from last year's Code changes in the role of the Graduate Studies Council. The intention of the change last year was to have the GSC take over responsibility of reviewing graduate level courses and programs and have the AAC continue with responsibility for the undergraduate curriculum. The actual language that was passed added the responsibilities for the GSC but never removed them from the AAC. The proposed change will correct that. There was no discussion.

d. Request for future business. The Speaker made the standard plea and got one inquiry about the status of the Flexible Degree meetings, which would be dealt with in the UC report.

5. Provost's Report. The Provost reported on a visit by 21 people from the Medical College of Wisconsin in their search for a local site. Plans for a NEW ERA collaboration on three engineering technology degrees to be granted by UW-Oshkosh and UW-Green Bay are proceeding. These will be accredited undergraduate non-online programs. The Provost then mentioned some staff changes in the Provost Office with the retirement of Mary Goral and turnover in the graduate offices. Word from System is that a "handful" of campuses are planning Flexible Degree programs for fall of 2013 - we are not among them.

6. Other Reports.

a. Academic Affairs Council Report. The Speaker alerted the senators to the written report attached to the agenda.

b. University Committee Report. Chair Jeffreys reported that Professor Brian Sutton will be our representative to the planning meetings for the Flexible Degree, the first of which is scheduled for Oct. 26.

c. Faculty Rep Report. Professor Steven Meyer reported on the two meetings held so far. Faculty recruitment, specifically the acceptance rate of offers, is a growing concern across the state. The benefits package is no longer seen as compensating for lower salaries and there is fear that the UW is seen as a training ground for junior faculty to move on. There were also discussions of a pay plan and an option to spread a nine month salary over twelve months. [The Chancellor wanted to gauge faculty sentiment on this option and from several senators got the impression that yes, there was interest and it may add complexity and it was important that it be an option rather than a standard practice for all.] The Faculty Reps also talked about workloads. 4-4 loads are typical in the state but UW-Oshkosh has an option of 3-3 loads for faculty who are productive scholars at a certain level over a three year period. And, of course, there was much discussion of the Flexible Degree proposal.

d. Academic Staff Report. Academic Staff Committee Chair, Leif Nelson, was sitting in for the regular rep (Kristy Aoki) and reported that the academic staff had its general Assembly meeting recently and that the academic staff were interested in pursuing a set of comparable institutions, not all in education, different from the faculty comparables for the compensation study.

e. Student Government Report. Heba Mohammad reported that ground breaking on the multipurpose space off the Union was imminent; that a forum on childcare would be held on Nov. 14 1:30-2:30 in the Christie Theatre [to which the Chancellor added that an expert from UW-Milwaukee would talk on options used at other schools]; that a student is needed to chair the Union and Dining Committee; and that ideas are sought for using sustainability funds.

7. Adjournment. After an hour of information delivery without much debate or decision-making, the Speaker adjourned the meeting exactly at 4:00 p.m.

Respectfully submitted,

Clifford Abbott, Secretary of the Faculty and Academic Staff

Proposal to Change Charge of Committee on Workload and Compensation

The proposal is to add the boldface items to the charge below:

1. The Joint Committee on Workload and Compensation (CWC) shall be composed of six members. The Academic Staff Committee (ASC) shall appoint three Academic Staff representatives, and the University Committee shall appoint three tenured faculty representatives: one from the College of Professional Studies, one from the College of Liberal Arts and Sciences, and one at-large, subject to the condition that at least one of the three members shall also be a member of the Graduate Faculty. These members shall serve three year terms (eventually, but not initially, to be staggered terms). In addition, the Director of Institutional Research, one representative from the ASC, **one representative from the Classified Staff Advisory Council (CSAC)**, and one from the UC shall serve as ex officio (non-voting) members of the CWC, and shall each serve one year terms, or be re-appointed annually for the duration of their service on the ASC, **CSAC**, or UC.
2. The chair of said committee shall attend a meeting of the UC and the ASC at least once per semester to update them and report on plans and progress.
3. The CWC is charged with both reporting and action responsibilities:
 - a. In light of prevailing fiscal conditions, the committee is charged with:
 - I. identifying the various existing and potential components of workload and forms of compensation for faculty and academic staff,
 - II. identifying areas of concern and stress among personnel relating to workload and compensation, and
 - III. formulating options for remedying perceived workload and compensation shortcomings, dysfunctional procedures, or inequities on this campus.Rather than creating formal reports, the committee is asked to simply advise the UC and the ASC on an ongoing basis (per item 2, above).
 - b. On an ongoing basis, and at least once per semester, the committee is asked to present proposals (relating to 3a) to the Academic Staff Committee and the Faculty Senate for action.

Faculty Senate Old Business 4a 11/14/2012

Proposal to Change Code on Academic Affairs Council Functions

The intent of this change is to remove the duplication created last year when the Senate gave the Graduate Studies Council authority over courses and curriculum at the graduate level. The intent of that change was to make the GSC parallel to the Academic Affairs Council in approving courses and curricular changes. Authority was added to the GSC but not removed from the AAC. This proposal removes references to graduate courses and curriculum in the Code section on the AAC.

54.03 Functions of the Councils

A. Academic Affairs Council

1. Upon request of the appropriate Dean(s), the Academic Affairs Council shall approve or disapprove of all new programs or on modification to existing programs (majors and/or minors), and on all new credit courses or modifications to existing credit courses at ~~both the undergraduate and graduate~~ levels.

2. The Academic Affairs Council shall have the responsibility and authority for review of all credit courses and all academic programs at ~~both the undergraduate and graduate~~ levels. Its official response, including its decision, shall be forwarded to the Faculty Senate through the University Committee. The Faculty Senate will publish all curricular decisions made by the Academic Affairs Council in the minutes of its monthly meetings and forward them along with copies of all official Academic Affairs Council correspondence to the Provost/Vice Chancellor for Academic Affairs.

In a case where the Academic Affairs Council does not approve a new course or program, the initiator of that new course or program may ask the Academic Affairs Council for reconsideration of the decision, providing new arguments or supplementary evidence in support of the claim or making appropriate modifications in the proposal to meet the Academic Affairs Council's published objections. If this initial appeal fails to produce a satisfactory conclusion in the view of the initiator, a second appeal to the University Committee is possible. In such cases the University Committee may investigate the appeal themselves or establish an ad hoc committee to do so. If the University Committee chooses to overturn the second no approval decision, the results of that deliberation will be reported to the Senate, published in the Senate minutes and forwarded to the Provost/Vice Chancellor for Academic Affairs.

3. The Academic Affairs Council shall have the responsibility for examining the interrelationships among program areas in the University and for overseeing for the faculty the total academic plan and its various programs and components. This examining and overseeing function shall include, but not be limited to, the reviewing of course titles and content for duplication, and the monitoring of records pertaining to enrollments in lower division courses, upper division courses, ~~the graduate program~~, and career and adult education courses. The final decision of the Council shall be forwarded to the Faculty Senate through the University Committee. The Faculty Senate will publish all curricular decisions of the Academic Affairs Council in the minutes of its monthly meetings and forward them along with copies of all official Academic Affairs Council correspondence to the Provost/Vice Chancellor for Academic Affairs.

4. On its own initiative, or upon request of the University Committee, the Academic Affairs Council may advise the Faculty Senate about issues of educational policy and implementation that fall within the jurisdiction of the Faculty.

5. The Academic Affairs Council shall annually provide the Secretary of the Faculty and Academic Staff, for inclusion in the Faculty Governance Handbook, a current list of: 1) Interdisciplinary Units and 2) approved academic programs (including majors, minors, emphases, ~~graduate programs~~, and certificate programs).

Faculty Senate Old Business 4b 11/14/2012

RECOMMENDATION ON THE GRANTING OF DEGREES

Be it resolved that the Faculty Senate of the University of Wisconsin-Green Bay, on behalf of the Faculty, recommends to the Chancellor and the Vice Chancellor of the University that the students certified by the Registrar of the University as having completed the requirements of their respective programs be granted their degrees at the fall 2012 Commencement.

Faculty Senate New Business 5a 11/14/2012

AAC Senate Report 11-14-12

- The following curricular actions were approved without amendments:
 - CLAS 168 Form CMF HUS 352
 - CLAS 187 Form CMF NUTSCI 260
 - CLAS 192 Form CMF Music 103
 - CLAS 193 Form CMF Music 209
 - CLAS 194 Form CMF Music 480
 - CLAS 204 Form CCF Art 105
 - CLAS 205 Form CCF Art 106
 - CLAS 206 Form CCF Art 107
 - CLAS 207 Form CCF Art 210
 - CLAS 208 Form CCF Art 220
 - CLAS 209 Form CCF Art 230
 - CLAS 210 Form CCF Art 250
 - CLAS 211 Form CCF Art 260
 - CLAS 212 Form CCF Art 270
 - CLAS 213 Form CCF Art 302
 - CLAS 214 Form CCF Art 304
 - CLAS 215 Form CCF Art 309
 - CLAS 216 Form CCF Art 310
 - CLAS 217 Form CCF Art 311
 - CLAS 218 Form CCF Art 321
 - CLAS 219 Form CCF Art 331
 - CLAS 220 Form CCF Art 355
 - CLAS 221 Form CCF Art 364
 - CLAS 222 Form CCF Art 373
 - CLAS 223 Form CCF Art 375
 - CLAS 224 Form CCF Art 402
 - CLAS 225 Form CCF Art 410
 - CLAS 226 Form CCF Art 421
 - CLAS 227 Form CCF Art 431
 - CLAS 228 Form CCF Art 453
 - CLAS 229 Form CCF Art 463
 - CLAS 230 Form CCF Art 470
 - CLAS 231 Form CCF Design 331
 - CLAS 232 Form CCF Design 332
 - CLAS 233 Form CCF Design 431
 - CLAS 234 Form CCF Design 433
 - CLAS 235 Form CCF Design 436
 - CLAS 236 Form CCF Design 437
 - CLAS 237 Form CCF Design 438
 - CLAS 238 Form CCF Design 439
- The Following curricular items were passed with amendments:
 - CLAS 195 Form CA Comm_Major
 - CLAS 196 Form CA CORPCOMM_Major

The committee requested the word 'maximum' be added to the narrative regarding the limit on internship credits that count for the majors and to the course listings to provide clarity. This change will be noted on the form Z for each action, and was approved by Cliff Abbott, the submitter for each action.

- The Graduate Policy Statement draft was approved unanimously. A. Kersten requested that the chair inform the University Committee of this action and to ask if they wanted it to be distributed to the faculty senate. This policy is simply affirming what is already in practice on the campus.
- The procedures for taking graduate and undergraduate courses were approved unanimously. A. Kersten also recommended that the University Committee should be informed of this action. These procedures are simply documenting what is currently in practice on the campus.
- The credit hour definition provided by A. Kersten was approved unanimously. The text of that definition is provided below.

Credit Hour Definition

Purpose:

The federal government and the Higher Learning Commission now require the University to post its definition of a credit hour in places normally viewed by students.

Definition:

A credit hour is the amount of work represented in intended student learning outcomes and verified by evidence of student achievement that is an institutionally-established equivalency that reasonably approximates not less than one hour of classroom or direct faculty instruction and a minimum of two hours of out of class student work each week for approximately fifteen weeks for one semester, or the equivalent amount of work over a different amount of time, or the equivalent amount of work for other activities as established by the University including but not limited to graduate work, internships, practica, studio work, and other academic work leading toward the awarding of credit hours.

Implementation:

1. The Associate Provost presents the draft credit hour to the Academic Affairs Council (AAC).
2. AAC approves the definition and informs the University Committee (UC).
3. Definition is posted on the registrar's, financial aid's, provost's and bursar's websites. It is also included in the new financial statement that students will sign during registration. And, it will be included in the 2013-2014 Undergraduate and Graduate Catalog.

Respectfully submitted,
Kaoime E. Malloy