



UNIVERSITY of WISCONSIN
GREEN BAY

University Committee Meeting Minutes

Wednesday, March 25, 2020

Present: Jim Loebel (Chair), Mark Klemp, Jon Shelton, Heidi Sherman, Chris Smith, Gail Trimmerger, Julie Wondergem

Guests: Michael Alexander, Patricia Hicks, Holly Keener, Kim Mezger, Mary Kate Ontaneda

1. **Approval of Minutes:** Minutes from the March 11, 2020 meeting were approved.
2. **One-year extension for promotion and tenure:** M. Alexander presented a proposal to grant a one-year extension for faculty who would like/need an extra year for their tenure-track process because of the COVID-19 restrictions. This extension will not be required but will be offered for anyone interested. The UC supports this recommendation. J. Shelton made the motion that UC will draft a statement supporting the one-year extension. Seconded by H. Sherman. Motion unanimously passed.

J. Shelton suggested drafting a statement that encompasses many of the areas that may need modification this year (including topic #2 above and topics 3 and 4 below.) UC will draft such a statement and present to the Provost for review and co-signing.
3. **Spring 2020 Teaching Evaluations:** M. Alexander presented an update on the status of course evaluations. There is a small group working on this topic. They will present a modified plan in the next few weeks for review by governance. The intent is to maintain compliance with System rules but minimize the process and impact on faculty and students.
4. **Evaluation of teaching, scholarship and service for the 2019-2020 academic year:** M. Alexander shared that this is an additional area that may need modification without diminishing the work that has already been accomplished by individual faculty members. Individual units, Deans, and the Provost office should be cognizant of the fact that teaching, scholarship, and service may all have been impacted by COVID-19. UC will address this in the unified statement referenced above.
5. **E-Sports initiative to be housed in MAC classroom:** M. Alexander shared that we are the only University in the system that does not have a satisfactory E-Sports room. Apparently, E-Sports are increasing in popularity with students and having a designated room that adequately meets the needs of students is a recruitment tool. Additionally, UWGB does not, in general, use classroom space to its full extent whereas space in the Union is limited. This is problematic when asking System for funds to expand physical space. The concern was raised



UNIVERSITY of WISCONSIN
GREEN BAY

that the classroom in question is currently named for former professor Bill Laatsch. This issue is being addressed by Advancement with the hope of honoring Professor Laatsch with a different room or manner.

6. **Proposal for Center for Gaming and Interactive Media:** The UC reviewed the proposal for this new Center. J. Loebel will invite Dean Rybak to attend the next UC meeting to provide additional background and clarification of member questions.
7. **Other:** M. Alexander presented an update on the state of the University since the COVID-19 outbreak. He was complimentary about the way everyone at UWGB has responded to the crisis thus far and states we are in a good position, financially and attitudinally, to survive this upheaval. Higher education, in general, has been significantly impacted by this pandemic. Other Universities, across the country, are negatively impacted to the point of not remaining viable.

The Provost stressed that we are going to have to work very closely together over the next few months to continue to survive. We must immediately pivot from crisis management, where we have been for the past two weeks, to recreating and maintaining the future of the University. We must redesign the University for the future versus re-create the University as it was two weeks ago. The reasons we can take this approach include our student demographics, enrollment and retention efforts, and our sound financial situation.

The administration has created an internal deadline of April 15 to decide how to manage summer activities. In the next several days, the Deans will reach out to individual instructors to develop plans for their courses. The plan for the first 4-week session courses may look different than other sessions, etc. Similarly, discussions and scenarios about delivery of fall courses will begin in the next few weeks.

The potential stimulus package offered by the federal government may or may not benefit UWGB, but we will keep ourselves in the position to petition funds, if available.

Administration plans to create several financial scenarios to present to governance for review and discussion. The goal is to remain completely transparent as situations related to COVID-19 change and emerge, resulting in the need for new or different decisions.

The University is doing everything possible under the law to support student employees. This includes: allowing those who can work remotely to do so; paying out work study monies as allowed; and using additional resources to support students with financial struggles.



UNIVERSITY of WISCONSIN
GREEN BAY

The same approach is being implemented for staff, such as suspending telecommuting rules and extending COVID-19 leave. Adjunct instructors were given an additional \$250 per course for the extra work required to quickly move their courses to alternative delivery methods. Immediate goals include hiring additional staff to support faculty in on-line course delivery assuming this will be the future of the University.

J. Shelton shared the sentiment that faculty have expressed feeling very supported by current administration throughout this process. C. Smith expressed appreciation of the humane approach that administration has taken throughout this process. However, the importance of keeping faculty and staff involved in future conversations is critical to keeping collaborative decision-making at the forefront and minimize faculty and staff anxiety. J. Loebel now serves on the task force addressing all these issues. M. Alexander is willing to attend every UC meeting to continue to provide updates. The UC appreciates and welcomes his weekly visits. In between meetings, he will provide updates to UC chair, J. Loebel.

The meeting was adjourned at 4:19 pm.

Respectfully submitted by Gail Trimberger

APPROVED 4/1/20