

AGENDA

UW-GREEN BAY FACULTY SENATE MEETING NO. 7

Wednesday, March 29, 2023

3:00 p.m.

Presiding Officer: Patricia Terry, Speaker

Parliamentarian: Steve Meyer

1. CALL TO ORDER

2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 6 February 22, 2023 [page 2]

3. CHANCELLOR'S REPORT

4. OLD BUSINESS

- a. Update on SOFAS position [page 12]
Presented by Associate Provost Courtney Sherman

5. NEW BUSINESS

- a. Memorial Resolution for Professor Emeritus William Laatsch [page 16]
Presented by Prof. Marcelo Cruz
- b. Memorial Resolution for Associate Professor Peter Breznay [page 18]
Presented by Prof. David Coury
- c. Request for Future Business

6. ASSOCIATE PROVOST'S REPORT

7. OTHER REPORTS

- a. Academic Affairs Report – Submitted by David Voelker, Chair [page 19]
- b. Graduate Academic Affairs Report – Submitted by Jeremy Intemann, Chair [page 21]
- c. University Committee Report – Presented by UC Chair Devin Bickner
- d. Faculty Rep Report – Presented by Jon Shelton
- e. Academic Staff Report – Presented by Laura Nolan [page 25]
- f. University Staff Report – Presented by Lea Truttmann [page 26]
- g. Student Government Report – Presented by Harrison Thiry

8. ADJOURNMENT

[draft]

MINUTES 2022-2023
UW-GREEN BAY FACULTY SENATE MEETING NO. 6
Wednesday, February 22, 2023

Presiding Officer: Patricia Terry, 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), Devin Bickner (RSE-UC), Kate Burns (Provost, *ex-officio*), Thomas Campbell (TND), Gary Christens (A&F), Tara DaPra (HUS), William Dirienzo (ALTERNATE-NAS), Clif Ganyard (HUS-UC), William Gear (HUB), Lisa Grubisha (NAS), Richard Hein (Manitowoc Campus), Todd Hillhouse (PSYCH), Elif Ikizer (PSYCH), Rasedul Islam (RSE), James Kabrhel (NAS), Mark Karau (HUS), Mark Klemp (UC-Marinette), Ann Mattis (HUS), Michelle McQuade Dewhirst (MUS), Samantha Meister (EDUC), Eric Morgan (DJS), Paul Mueller (HUB), Val Murrenus-Pilmaier (HUS), Aniruddha Pangarkar (M&M), Laurel Phoenix (PEA), Matthew Raunio (Sheboygan Campus), Jolanda Sallmann (SOCW), Karen Stahlheber (NAS), Patricia Terry (RSE-UC), Nischal Thapa (BUA), Christine Vandenhouten (NURS-UC), Sam Watson (AND), Cary Waubanascum (SOCW), Aaron Weinschenk (PEA-UC), and Joseph Yoo (CIS)

NOT PRESENT: Joan Groessl (SOCW-UC) and Tamara Wang (NURS)

REPRESENTATIVES: Virginia Englebert (ASC), Becky Haeny (USC) and Harrison Thiry (SGA)

GUESTS: Scott Ashmann (Assoc. Dean, CHESW), Alise Coen (Assoc. Prof., PEA), Pieter deHart (Assoc. VC for Grad Studies), Matt Dornbush (Dean, AEC SOB), Mike Draney (Professor, NAS), Susan Gallagher-Lepak (Dean, CHESW), Paula Ganyard (Library Director), Susan Grant Robinson (Chief of Staff), Patricia Hicks (Associate Teaching Professor, PEA), John Katers (Dean, CSET), Holly Keener (Dean Asst., CSOB), Kate LaCount (Provost Asst.), Ryan Martin (Associate Dean, CAHSS), Corinne Mathieu (Asst. Prof., EDUC), Kim Mezger (SOFAS Asst.), Amanda Nelson (Associate Dean, CSET), Jodi Pierre (Librarian I-Research), Kaoime Malloy (Prof., TND), Rasoul Rezvani (Assoc. Dean, CSOB), Jon Shelton (Assoc. Professor, DJS), Courtney Sherman (Assoc. Provost), Heidi Sherman (Assoc. Prof., HUS), Amy Van Oss (Academic Advisor), Hleeda Vang (Success Coach), Kris Vespia (Director, CATL), Jessica Warwick (Asst. Teaching Prof., NAS), Amanda Wildenberg (Dean Asst., CAHSS), Ka Yang (student), Jennie Young (Assoc. Prof., HUS), and Mike Zorn (Assoc. Dean, CSET)

1. CALL TO ORDER.

Despite plenty of snow coming down and lots more on the way, a quorum of senators was present allowing Faculty Senate Speaker Patricia Terry to call to order the sixth Faculty Senate meeting of the 2022-2023 academic year at 3:02 p.m.

2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 4, December 7, 2022

Faculty Senators had no comments, feedback, or corrections to December's senate minutes, thus, they were approved by consensus.

3. CHANCELLOR'S REPORT

Chancellor Alexander had four items he wished to share with senate. First, he addressed the CTEC building. Conversations with the campus and architects were planned for March, but those conversations will likely be delayed. We are still in discussions regarding the funding of the building due to inflation issues since the building was initially funded. The Chancellor thanked Paula Ganyard, who has done an amazing job adjusting and advocating as we have gone forward on the project. The Chancellor is looking forward to being able to share with the campus a first draft of the building design. Second, was the tuition differential. UWGB is one of only two campuses in UW System that does not have a broad tuition differential; this is a problem that will take us a long time to recover from. We were aggressive in our tuition differential request, an addition of \$20/credit to support student success initiatives. Because of the size of our request, we stand out to System. Therefore, we will adjust our request to \$10/credit in Fall 2023 and another \$10/credit in Fall 2024. The Chancellor then segued to a discussion of the equalization of tuition across our four campuses. This is an equity issue; we sometimes have students taking the same class from the same professor and these students are paying two different tuition rates. This stands against everything we are trying to achieve with the Addition Locations, i.e., we have one university at four locations. To make that happen, we need to equalize tuition. System has allowed us to try to achieve this equalization over a four-year period, resulting in a modest increase of \$9/credit/year until tuition is equalized. There will be listening sessions scheduled with students in the coming two weeks and then this proposal will go before the Board of Regents at the end of March. Third, the Chancellor addressed the Direct Admission initiative. He wants to be clear that we are not changing our admission criteria. Rather, this allows us to proactively have conversations with students about their goals in higher education and, therefore, advise them of the route to take (e.g., non-credit courses, attending a technical college first, pursuing a certificate, etc.). Direct Admission is a national trend, but UWGB is the first institution in Wisconsin to employ this initiative. We only want to use this locally to empower local students who cannot to go elsewhere for higher education so that they know they have a local option. Direct Admission also provides access to an admissions advisor who can, among other things, help the student complete the FAFSA application and advise them on the financial aspect of college. Fourth, the Chancellor touched on the Governor releasing his budget. Typically, there is lots of back-and-forth with the legislature. We are trying to position ourselves at both the university-level and the System-level to be able to benefit as much as possible from the budget. One of the things to keep an eye on is whether or not there will be a tuition increase and, if so, what that would mean for allocations, PayPlan, etc. Finally, the Chancellor thanked the faculty for their discussion of mission alignment in their Units.

4. OLD BUSINESS

c. Request for Authorization to Implement a Master of Science in Supply Chain Management (second reading)

AECSOB Dean Matt Dornbush presented the second reading of the proposed new M.S. program in the School of Business, reemphasizing that the new degree would help align the college's offerings with regional needs, as supply chain management and logistics is critical in northeastern Wisconsin. He also emphasized that with the 116 undergraduate students currently

in the college's supply chain management emphasis, the graduate program's accelerated option would create an ideal pipeline for the new Master's degree. **Senator Christens moved to support the new M.S. in Supply Chain Management; senator Mueller seconded.** With no questions for Dean Dornbush, **the motion passed 33-0-0.**

5. NEW BUSINESS

a. Memorial Resolution for Associate Professor Emerita Dr. Sylvia (Mimi) Kubsch
Professor Christine Vandenhouten read the resolution honoring the memory of Associate Professor Emerita Mimi Kubsch. The tribute emphasized how much Prof. Kubsch loved interacting with students and colleagues alike. The resolution was accepted via a non-vote consensus and will be archived in the SOFAS Office.

b. Slate of Candidates for the Faculty Elective Committees

Filling in for Committee on Committees and Nominations Chair Kerry Kuenzi, SOFAS Meyer presented the slate of candidates being put forward for this year's Faculty Elective Committees ballot. There was still one SS spot on the Personnel Council ballot to be determined, but the CCN will find that nominee before the ballot is emailed to all faculty on Monday, 6 March 2023. Meyer also reiterated there is still a 10-day period when further nominations can be made by a petition of three voting faculty members. **Senator Ganyard moved approval of the slate of candidates, seconded by Senator Klemp. The motion to approve the slate of candidates was passed 33-0-1.**

c. General Education Realignment Update

General Education Realignment Working Group Chair Valerie Murrenus Pilmaier provided senate with an update. As a recap, Val reminded senate that last summer GERWG had created two new potential Gen Ed models, then listening sessions with faculty, staff, and students were held. Based on feedback from the listening sessions GERWG has been trying to configure a model; they are also in the process of revising the Gen Ed Learning Outcomes to match the Institutional Learning Outcomes and focus on Foundational Skills. Val reminded senate that the realignment is not a wholesale revision of Gen Ed. GERWG is reconsidering our existing Gen Ed categories to ensure they meet our students' Gen Ed needs, including additions that are critical to student success. However, GERWG is quite aware of the number of credit hours devoted to Gen Ed such that it is not a detriment to the students' time to degree. Two of the potential additions are an Information Literacy requirement (a UW System goal) and a Civics requirement. GERWG is also thinking of moving some Gen Ed requirements to Graduation requirements, while decreasing the number of required Gen Ed credits.

How will GERWG scale down the number of required Gen Ed credits? They will ask faculty to complete a 5-10 minute survey asking for feedback on:

- How should rank/order the domains?
- How many credits should be allocated to each domain?
- What suggestions you may have about limiting Gen Ed credits

After survey results are in, GERWG will conduct listening sessions in late spring to disseminate the feedback from the survey. Based on feedback, GERWG will propose a model and introduce the revised Gen Ed Learning Outcomes.

GERWG is still holding true to their timeline. They hope to present to senate a revised model and Gen Ed Learning Outcomes either at the end of Spring 2023 semester or the beginning of Fall 2023 semester. In Fall 2023 to Spring 2024, GERWG will consider how courses will fit into the realigned Gen Ed program. Then, the new realigned Gen Ed program will be implemented in Fall 2024.

Questions from the faculty included: Why would we need to reduce the number of Gen Ed credits required? (It is a matter of lengthening the time to degree completion. Some majors require a large number of credits within the major to complete the degree. Requiring additional Gen Ed credits to be taken would likely increase some students' stay at UWGB). When is the survey coming out? (Probably next week – the week of 27 February 2023). Once the new Learning Outcomes are approved by senate, will courses that are currently designated as Gen Ed be reevaluated as to whether they will remain Gen Ed courses? (Yes, we want to make sure that every single class is going to adhere to the approved Learning Outcomes. But, as this is a realignment, not a wide scale revision, most courses will probably naturally fall within those Learning Outcomes).

d. Future of the SOFAS Position

Provost Burns was invited to discuss administration's thoughts on the future of the Secretary of the Faculty and Staff position (SOFAS) now that SOFAS Meyer has announced his intention to retire at the end of summer 2023. The Provost first shared, in the chat box, the SOFAS position description from when the current SOFAS was hired in 2015. Whenever a position has an opening due to retirement, resignation, etc., this gives administration an opportunity to reconsider what to do with that position and what potential changes they would like to make. UWGB is relatively unique in that we are one of only four institutions in the UW System with a SOFAS position [historical note: when UWGB was first established, we adopted our shared governance model after UW-Madison, which has a SOFAS position]. Except for the four institutions that have a SOFAS, all other UW institutions have a "governance secretary" that supports shared governance. That governance secretary serves in support of shared governance across the board (faculty and staff). Administration is proposing that upon SOFAS Meyer's retirement, UWGB would eliminate the SOFAS position and move toward a "governance secretary." Someone would still provide support for faculty and staff shared governance, but that someone would be an Academic Staff member as opposed to a faculty member. Based on the current position description of SOFAS, administration does not believe the person serving in this role needs to be a faculty member. Using "administration-speak" (the Provost's words, not mine), the Provost provided the following reasons for making this change:

- 1) FTE: SOFAS currently has a faculty-line and receives a 3-course (9-credit) reassignment (and a summer stipend). There is not a separate position/line/FTE for the SOFAS role. The SOFAS has 60% assistant/support person (University Staff member Kim Mezger). We don't currently have a dedicated SOFAS-line, so administration is wondering if/how can we restructure Kim's position to make a dedicated line to support shared governance. If Kim's position were to be made a dedicated shared governance support-line, then the SOFAS's current (faculty) line could be fully dedicated to instruction. The Provost believes this would help with UWGB's dubious distinction as the institution with the

worst student-to-faculty ratio within the System in the state of Wisconsin. “This would give full instructional bandwidth back to that teaching line.”

- 2) ATP (Administrative Transformation Program): UW System is instituting new software to provide support for tracking tenure and promotion (one of the duties assigned to the SOFAS Office). System’s timeline for the software implementation is 1.5 years.
- 3) Ombudsperson Role: The Ombudsperson role used to be served by university lawyer Melissa Jackson. When Ms. Jackson departed, administration (at the request of the Faculty Senate at their 14 October 2009 senate meeting) appointed the SOFAS to fulfill the role of Ombudsperson. At the 15 February 2023 UC meeting, Provost Burns presented the idea that Christopher Paquet (a lawyer, but not the university’s lawyer) could fill the role of Ombudsperson. However, the UC expressed concern over this idea citing a potential conflict of interest, since Mr. Paquet is on the Chancellor’s Cabinet. Provost Burns understood those concerns and is open to a different solution.

SOFAS responsibilities are often tied to guidance and interpretation of policies and procedure. With the proposed elimination of the SOFAS position, whenever there are questions about Faculty Handbook policy and procedures faculty will be able to seek out that “governance secretary” for guidance and interpretation. If the governance secretary could not answer the question, they could consult others as needed.

At this time, Provost Burns opened the floor to questions and comments. I found it most efficient to simply bullet-point the responses from faculty. Provost responses are in brackets.

- This should remain a faculty position. In 19 years at UWGB, I have seen varying degrees of trust and mistrust with administration and transparency, and since this position is so tied to governance it is important to have this position remain a faculty member. It is a morale issue, as a faculty member it is important to feel that we have someone in this position who is “one of us.” This is something that would at least allow us to feel like we have an ally in this position. [**PROVOST:** I would ask why a faculty member as opposed to an Academic Staff member? Other UW campuses have structured it so that the governance secretary is an Academic Staff member.]
- There’s been swift and unanimous opposition to this proposal (108 faculty and staff have signed a petition opposing this change). With all due respect, the Provost’s argument is just not very compelling. For a three-course reassignment, it is just not worth it. It sounds like the decision has already been made, which is deeply problematic considering this person has been at the forefront of how we’ve done shared governance at UWGB. Regarding the argument that we need to be more in line with the other comprehensives, that’s not what we’re doing when we create an Open (Direct) Admissions program – we’re doing things differently. If this is a decision that the administration goes forward with over the objections of a majority of faculty (and some staff), I feel like that’s crossing a line that this administration hasn’t crossed before. This decision needs to be reconsidered, the ramifications of forcing this on faculty over the objections of so many people is going to have consequences. [**PROVOST:** I appreciate that the petition was shared beforehand. What I would quibble with is that the petition states “don’t eliminate the SOFAS Office”. We are not eliminating the SOFAS Office, just the SOFAS position in favor of a governance secretary. We will still have someone who is supporting shared governance, we’re just doing it in a different way. We pattern ourselves after UW-Madison, but Madison’s current Secretary of the Faculty is their former Secretary of the

Academic Staff, who is an Academic Staff person. We need representation across all employees when thinking about shared governance. The Academic Staff Committee has asked Provost to attend their 15 March 2023 meeting regarding their questions and concerns about this position. Also, the Provost is hearing from faculty that this position needs to be a faculty member, so tell me why, you need to articulate your reasons. A final decision has not been made, the Provost is gathering feedback.]

- The next speaker stated three points regarding why the position needs to remain a faculty member: 1) The value of the SOFAS position to Unit Chairs. As a Unit Chair, I use the SOFAS a lot to interpret the Faculty Handbook. There is a lot of room for interpretation in the Handbook and while it is important that you have somebody who has read the Handbook carefully, what you get with a SOFAS is a very experienced, long-time faculty member, who has served on a lot of committees, has experience with the Senate, and knows how things work. A faculty member will have a different, more intellectual perspective on interpreting this document. So, it's really helpful to have a colleague who is a faculty member to help Unit Chairs, especially new Unit Chairs, to navigate through the Handbook. 2) The Ombudsperson is a liaison between faculty/staff and administration when there is a conflict/grievance. For that reason, it is absolutely unacceptable to have any administrator assume the role of Ombudsperson because the potential for a conflict of interest. Further, a Staff member cannot be the Ombudsperson because they do not have tenure protection. Tenure protection is critical so that the Ombudsperson can act as a liaison without fear of being dismissed if they "do the wrong thing." 3) The SOFAS position goes all the way back to the beginning of UW-Green Bay. This university does not have many traditions, we are sort of impoverished in that way; but this is one tradition that needs to stay.
- What upside is there to making this change? This is the way we have been doing it for more than 50 years, and it's been working well. Most responsibilities in the position description refer to faculty matters, so how do we benefit by moving away from the current SOFAS model? [**PROVOST:** In our current structure, we are always thinking about workload, we are always thinking about stress. This would free up a faculty member to be able to focus entirely on their faculty role (teaching, research, service). This would give us that 100% faculty role while still having dedicated support to shared governance with an Academic Staff member. Increasing our instructional bandwidth, I think for me, is big. Also, we would still have that go-to person. You send an email to the SOFAS inbox now and we have two people (Steve and Kim); this would give us that single point of contact to be able to work shared governance and not be pulled in multiple directions. Anytime there is a person in a reassigned role, they are pulled in multiple directions, so this Academic Staff person would be able to focus on the duties of the position. We need to think about where we can best use all of our resources, whether it's time, whether it's money, whether it's expertise. This is a support position, to say that the support position needs to be located within the faculty shows a lack of appreciation for the reliance we currently have on our staff.]
- The argument that we are looking at a bad student-to-faculty ratio, which is a completely separate and very important issue that needs to be discussed, should not relate to this conversation or any other conversation in terms of course reassignments. A three-course reassignment is not going to solve our student-to-faculty ratio. Many people have already pointed out that this position is really important for faculty support and faculty morale. The Provost's argument sounds like a cost cutting issue and this is the type of decision

that would come back to bite a lot of people; probably cause more problems and cost more money. We focus a lot on access and retention and that should apply to faculty as well. Without proper faculty support and representation, faculty will leave and that will cost a lot of money. We just heard from the Chancellor about tuition differentials and putting a lot of that money into faculty lines, that's how we reduce student-to-faculty ratios. SOFA's three course reassignment is not even going to dent our current student-to-faculty ratio. [PROVOST: We have a 23:1 student-to-faculty ratio. We are using the tuition differential to increase the number of faculty positions. Even with that, we will be at the bottom, we will still have a 22:1 ratio. We are underfacultied, we are understaffed, so yes, we need to think about it in terms of resources. But we also need to think about it in terms of philosophy. This change would be a different way to thinking – it's always been a faculty member and, by virtue of the position, it's always been someone who has a ton of expertise, it's always been someone who has a ton of value to us as an institution. But that doesn't mean that's the only way to handle it. I'm thinking about how other institutions have structured this position. We need to separate out what we have lived versus what are the expectations of the position – support. We need to think about where our support should come from and what that support can look like.]

- A procedural point, the SOFAS is listed 40-some times in the Faculty Handbook. If we change the position, or even the name, don't we have to change the Handbook? And if we follow shared governance process, wouldn't this need to go through Senate? The point being, this whole process will be more complicated than just divvying up the duties and giving it a different name.
- In the past, when Cliff Abbott was SOFAS, I used him as the Ombudsperson several times for some personal issues. Had that position been held by an administrator, I would not have even considered talking to that individual; previous attempts to do so were unequivocally dismissed. The only way it felt comfortable and safe was to talk to a senior faculty member in this position who could give me advice based on their experience at UWGB. So, the idea that this position may be given to someone who is not a faculty member is, frankly, frightening.
- It's hard for us as faculty members when we hear from administration that there's going to be changes, that there's going to be reorganization. It's difficult to take all of this at one time, especially when we're not given much information. It's hard to hear that we are losing this position because the faculty line-of-thinking is "what's next?" If more power is given to administration, where does that momentum stop? It's a slippery slope.
- The Provost has been saying repeatedly that other people do this differently and we need to stop and think about this. She may see faculty as just being reactive to this proposal rather than thoughtful since we first heard the rumors. But our opposition is based on careful, thoughtful consideration. I just want to reiterate what a previous speaker mentioned, Academic Staff have no job protection. A tenured faculty is really the safest person to be in the SOFAS position as they don't have to worry about job security, particularly in times of high distrust and low transparency.
- Kate, you've been a great Provost, everything you've done so far has been transparent. For the most part, faculty feel as though they have been listened to and consulted. But this is my advice, there is unanimous opposition to this plan and to make this change over the objections of so many people for a three-course reassignment, it just doesn't make any sense. If you make this change, you're going to lose people on this campus because

this fits into the narrative of constantly having to do more with less. What we are saying to you is that this is not going to be good for the future of how faculty think about their place in this university. The administration could come out of this looking really good if you chose to say “We hear what you are saying, we hear why this is important, and let’s take the advice of the faculty and think about what is the right thing to do.”

- This is not a knee jerk reaction. If we are going to make this change, we need to see really strong compelling evidence for why it would be an improvement over the way things are working now. The Provost has asked what would be an alternative; well, the alternative is the way it currently is. If we’re going to think differently, and I’m not opposed to thinking differently about things, there needs to be compelling evidence for why it would be an improvement (more than just getting a faculty member into the classroom full time, that’s not sufficient). [PROVOST: It has been good to hear from senate about the Ombudsperson, I hear you on that, it makes sense that the Ombudsperson be a faculty member with tenure protection. Making a change is hard because we have lived with this model for so long. I don’t think people are being reactive, so I am sorry if it came across that way. I think it is more that this is our culture and sometimes it’s hard to see past how we have been affected by our culture. We’ve been immersed in our culture, which comes from the history of our institution, and sometimes it’s difficult to get past that. Something else to emphasize, this role is going to be different simply by nature of whoever next fills the role. It will continue to be different as we make technological changes (ATP, BP Logics, etc.). At its heart, this role should always be the support of shared governance.]
- Kate, you keep saying that we need to change. Why? What exactly here needs to be changed. We’re telling you this is something that’s working. This is something that we, as faculty, feel is necessary. So why does it need to change, for a three-course reassignment?
- If the ATP software will alleviate burdens, could we factor that into how we envision the future role of SOFAS and take some of that admin work off of the SOFAS plate? And then perhaps make it a six-credit reassignment instead of a nine? If we’re thinking differently, let’s consider all the options here. [PROVOST: Courtney Sherman has been the Academic Affairs liaison for ATP. But ATP is a Systemwide initiative, all the campuses are moving to this. It is a cloud-based system that will link HR, Business and Finance; promotion and tenure would be tracked with this.]

f. Request for future business

Met a wee man, a Leprechaun

Clad in a suit of green dacron

I asked “pot of gold?”

“I’m out,” I was told

“If I had some would I have this on?”

(There was no new business brought forward by the senators this month)

6. PROVOST’S REPORT

Provost Burns reported that spring enrollment is looking good, although final numbers won’t be official for a few more weeks. Student credit hours are up compared to last year. In terms of headcount, we are about 50 away from where we were last year. A First Year Experience Advisory Work Group has been formed, coordinated by Meagan Strehlow (AVC for Student

Access and Success) and Lauren Mael (First Year Seminar Faculty Coordinator). The working group will look at how we get feedback and ideas to enhance the first-year experience and how we coordinate between academic and student affairs. All faculty should have received an email today regarding Navigate and the related request for generating progress reports on students at risk of not being successful in their course.

7. OTHER REPORTS

a. Academic Affairs Report. AAC Chair David Voelker provided a written report that was included in the agenda.

b. Graduate Academic Affairs Report. No report submitted.

c. University Committee Report. UC Chair Devin Bickner reminded senate that everyone was sent the climate survey through email; although the survey is a bit lengthy, participation would be appreciated. Also, to clarify, the climate survey is completely separate from the Chancellor's mission alignment questions which he asked us to respond to. The UC is working toward having an in-person May senate meeting in the 1965 Room (senators would still have the option of attending via TEAMS). Thanks were extended to Jon Shelton for setting up the petition regarding the future of the SOFAS position. Thanks were also extended to non-senators who attended today's senate meeting to express their viewpoints on the future of the SOFAS position.

d. Faculty Rep Report. Jon Shelton mentioned that the Faculty Reps have been discussing the online task force report. Rep Shelton turned the task force report over to the UC to provide feedback if they so choose. This is a UW System report that calls for increased investment in online education, but it is geared more toward supporting individual campus efforts for online education, including funding for marketing efforts. Gov. Evert's budget proposal includes an increased amount of funding for UW System, including discussion regarding pay increases faculty and staff.

e. Academic Staff Committee Report. Virginia Englebert, filling in for ASC Chair Laura Nolan, shared that the Leadership and Involvement Committee has nearly completed their committee preference survey and Academic Staff will be holding their election fairly soon.

f. University Staff Committee Report. USC Chair Lea Truttmann reported that University Staff are discussing the climate survey and the Chancellor's Mission Alignment questions. There will be a few open seats on University Staff Committees after this year, so they too are working on a committee preference survey.

g. Student Government Association Report. SGA President Harrison Thiry reported that the Green Bay campus SGA has had a first reading regarding a resolution to dissolve the university-wide Student Government Association. Leadership between the Green Bay campus SGA and the universities SGA are trying to work out a solution to their differences in opinion. SGA is also trying to be active in talking to legislators regarding support for the UW System budget request. Finally, SGA has been discussing the proposed tuition differential. In an unofficial vote, students are generally in favor of the tuition differential, but they have questions about where that money will go. In particular, the students at the Additional Locations have questions about the plan to bring tuition into alignment across the campuses.

8. ADJOURNMENT at 4:58 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff

POSITION ANNOUNCEMENT
(Internal Posting)

Position: Secretary of the Faculty and Staff

Date Posted: April 3, 2023

Essential Job Functions: Applications are being accepted for the position of Secretary of the Faculty and Staff. The position officially begins on August 21, 2023, but training will begin during Summer 2023. The position reports to the Associate Provost and is responsible for providing support for and acting as a resource for shared governance in collaboration with X (name of Kim role/Assistant to Shared Governance?). This position will also act as the university ombudsperson (with training provided).

LEGEND

Blue = faculty

Red = staff

Purple = shared faculty/staff

Yellow = shared governance

Responsibilities (Updated from 2015 Position Description)

1. Provide clarification of content and intent of the UW-Green Bay Faculty Governance Handbook, the bylaws of the UW-Green Bay Academic Staff, the bylaws of the UW-Green Bay University Staff, and the bylaws of UW System governance as needed.
2. Participate in the preparation of agendas for the Faculty Senate.
3. Prepare and post the agendas and minutes of meetings of the Faculty Senate, the agendas and minutes of meetings of the Academic Staff Committee, and the agendas and minutes of meetings of the University Staff Committee.
4. Prepare and post rosters, committee charges, reports, proposals, and other materials and information, as needed, to members and committees of the Faculty Senate, the Academic Staff Committee, and the University Staff Committee.
5. Arrange elections for the Faculty Senate. This function includes identifying vacancies, determining district voter and candidate eligibility and the number of Senators to be elected in each district, and publicizing election results.
6. Facilitate the appointing of faculty to serve on standing Appointive Committees and identify the initial convener of each committee.
7. Facilitate elections for Faculty, Academic Staff, and University Staff Elective Committees in collaboration with name of Kim role/Assistant to Shared Governance (title?).
8. Support Faculty, Academic Staff, and University Staff Elective Committees and Faculty, Academic Staff and University Staff Appointive Standing Committees by posting rosters of committee members, informing committees of their charges, ensuring that committees post their meetings, and collecting and filing committee minutes, documents, and annual reports.
9. Oversee the SOFAS website as a resource for faculty and staff.
10. Assist departments and committees in carrying out their review and promotion activities by maintaining and publishing rosters, timelines, policies/procedures, notification schedules, etc., by posting announcements of upcoming meetings to conduct personnel reviews of faculty and academic staff, including advance announcement of meetings in closed session and for what purpose; and by retaining the minutes of executive committee meetings and full faculty meetings.

11. Serve as a resource person for faculty, staff, and administrators for policies, procedures, and perspectives pertaining to faculty and staff governance. This function includes referral to other offices at the UW-Green Bay, or within the UW System as appropriate.
12. Compile, maintain, and/or archive as appropriate the current and historical files for all faculty and staff governance activities. Such files may include governance handbooks, minutes, rosters, and records; academic policies and requirements; curriculum changes; committee rosters, actions, and reports; and other policies, actions, analyses, reports, and recommendations as appropriate.
13. The SOFAS office will solicit annual Professional Activities Reports, and other forms or information needed by the University or the Provost.
14. Maintain databases pertaining to faculty and staff governance and make reports available as needed.
15. Participate in the interviewing of appointees to major administrative positions in the university.
16. Sit on the Provost's Administrative Council and on other committees as assigned.
17. Records management (reports on disaster recovery and keeping up with records management standards of the state).
18. General governance education upon request.
19. Responsible for meeting Open Meetings law.
20. University ombudsperson responsibilities.

Secondary duties (Updated from 2010 position description):

- a. Serve as Parliamentarian for meetings of the Faculty Senate, of the Academic Staff Assembly, and the University Staff Assembly.
- b. Serve as University Marshall at Commencement and other ceremonial occasions.
- c. Serve as Master of Ceremonies at the annual fall convocation.

Qualifications:

1. A tenured faculty appointment
2. Excellent communication skills.
3. Excellent organizational skills.
4. Ability to work collaboratively with a diverse array of colleagues and students.
5. Experience engaging with shared governance

Starting Date: August 21, 2023

Conditions of Appointment: Position is a three-year renewable appointment. Compensation includes a six credit reassignment and a summer service payment of \$5,000.

To Apply: Email a letter of application, which specifically addresses qualifications for the essential job functions listed above, and a current curriculum vitae to: Kate LaCount. Email: lacountk@uwgb.edu.

Application Deadline: April 24th, 2023

POSITION ANNOUNCEMENT

(Internal Posting)

Position: Secretary of the Faculty and Staff

Date Posted: April 3, 2023

Essential Job Functions: Applications are being accepted for the position of Secretary of the Faculty and Staff. The position officially begins on August 21, 2023, but training will begin during Summer 2023. The position reports to the Associate Provost and is responsible for providing support for and acting as a resource for shared governance in collaboration with Assistant to Shared Governance/name of Kim Mezger role (still working on). This position will also act as the university ombudsperson (with training provided).

Responsibilities:

1. Provide clarification of content and intent of the UW-Green Bay Faculty Governance Handbook, the bylaws of the UW-Green Bay Academic Staff, the bylaws of the UW-Green Bay University Staff, and the bylaws of UW System governance as needed.
2. Serve as Parliamentarian for meetings of the Faculty Senate, of the Academic Staff Assembly, and the University Staff Assembly.
3. Facilitate the appointing of faculty to serve on standing Appointive Committees and identify the initial convener of each committee.
4. Facilitate elections for Faculty, Academic Staff, and University Staff Elective Committees in collaboration with Assistant to Shared Governance.
5. Serve as a resource person for faculty, staff, and administrators for policies, procedures, and perspectives pertaining to faculty and staff governance. This function includes referral to other offices at the UW-Green Bay or within the UW System as appropriate.
6. Sit on the Provost's Administrative Council and on other committees as assigned.
7. General governance education upon request.
8. University ombudsperson responsibilities (with training provided).

Qualifications:

1. A tenured faculty appointment
2. Excellent communication skills.
3. Excellent organizational skills.
4. Ability to work collaboratively with a diverse array of colleagues and students.
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Starting Date: August 21, 2023

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To Apply: Email a letter of application, which specifically addresses qualifications for the essential job functions listed above, and a current curriculum vitae to: Kate LaCount. Email: lacountk@uwgb.edu.

Application Deadline: April 24th, 2023

Faculty Senate Old Business 4a 3/29/2023

Memorial Resolution for Professor Emeritus William Laatsch

Professor William Laatsch spent 43 years at UW-Green Bay as the Professor of Geography and Department Chair, and postponed retirement to fill the position of Interim Provost and Vice Chancellor for Academic Affairs. In the nomination for emeritus status, colleagues noted “Dr. Laatsch has excelled in the classroom, field trips, and other educational activities. His dedication to teaching is evidenced by his total identification with students and their learning process which is unparalleled. His effective teaching style and communication skills made him highly popular within the classroom and outside. His field trips are legendary for their scope, substantive contents, and first-hand experience gained by the students involved.”

He also served as a consultant for the U.S. Department of Defense, Wisconsin Department of Transportation and the Wisconsin Department of Development. He was a member of the Editorial Board of the “Voyageur” Historical Review, former chairman of the State of Wisconsin Historic Preservation Review Board, Chairman of the Midwest division of the Association of American Geographers and Fellow of the American Geographical Society. He is a former President of the Heritage Hill Corporation, which operates the Heritage Hill State Historical Park for the Department of Natural Resources.

For decades, he hosted the Bill Laatsch Wine and Cheese Classic each fall, where he – dressed as six-foot-four gray mouse would welcome students back to campus with his signature warmth and good humor. Bill retired in 2009, and became the first faculty member to have a classroom named in their honor. During the course of his career, he earned numerous prestigious awards for teaching excellence, both locally and nationally. Bill inspired generations of students to pursue careers in teaching, urban planning, cartography, GIS, remote sensing, and other professions related to cultural geography’s focus on the Earth and how humans interact with it. About his students, he remarked “I don’t expect them all to become geographers. I just expect them to be better stewards of the Earth and its people.”

In addressing students at the May 2005 commencement, Bill Laatsch summed up his teaching philosophy and advice, “...the educational experience is a process, a journey, not a prescribed four- or five-year encounter—Learning is a lifelong enterprise. Be passionate about all that you do. Embrace life with enthusiasm, have intense and positive feelings for your family, job, volunteer activities and recreation... Find a career about which you can have a passion... Follow your bliss... Deal effectively with change. Understand change and be part of positive change. You have the tools.” He closed his remarks by acknowledging a debt of gratitude to the graduates, “We work to teach better, seek answers through research, and test our theories and content in service to our community. So, to you I say, thank you.”

Above all his professional accomplishments which were impressive and inspirational, I would like to give you a personal account of my remembrance of our colleague Bill most for his kindness and generosity and empathy that was real and genuine. When I arrived to UWGB coming from UCLA and the metropolis that is Los Angeles, I was a tad having second thoughts about my decision coming here. It was Bill who sensed my disorientation and took me under his wing. His genuine sincerity and honesty made me gravitate to him as a mentor in the department. His straightforward guidance helped to build my confidence that UWGB was the

right place for me. It was Bill that guided me to create a niche for myself at this institution. I think what I remember with such fondness was his sense of humour and humanity. His positive outlook when dealing with students and colleagues. We would have our geography faculty meetings at a local pub/eatery on Settlement Road that gave a human feel to our academic bureaucracy.

His love for Northeastern Wisconsin and his passion for European ethnic history in the region, gave me an appreciation of the region and I took over his course City and Its Regional Context now under geography as Urban Geography and I discovered Milwaukee through Bill. His generosity and genuine concern for me to so succeed at UWGB will always make me feel in debt to my dear colleague. His research and appreciation for European ethnic landscapes in Northeast Wisconsin, particularly on Belgian settlement patterns in Door County, really encouraged me to look at Latino ethnic enclave formations in urban Wisconsin. This at a time when Latinos started to arrive in significant numbers to Green Bay. This became another reason I stayed here was to have the unique opportunity to look at Latino urban enclave formations in Northeast Wisconsin.

The many long discussions we had on cultural geography and cultural landscapes led to this new line of research for me which has defined me in my career here at UWGB. Highlighting in my participation in the national award-winning exhibit at the Neville Museum “Estamos Aqui: a history of Latinos in Northeast Wisconsin.” Once the award was publicized, Bill reached out to me to congratulate me. I told him that if it weren’t for our long discussions and his encouragement at the beginning of my career here, I would not have found that niche. Bill was a true colleague and mentor to me and I will always remember his warm demeanor and smile. He embodied UWGB in so many ways, and through Bill that UWGB welcomed me.

My colleague Dr. Georjeanna Wilson-Doenges graciously contributed to memorial resolution by stating that: Bill was larger than life to me, not only in his stature but in the size of his heart. He inspired me by leading with compassion and teaching with genuine care for the whole student not just their test grade. He showed us all how to live an authentic and inspiring life as an academic, sharing his passion for the topics he taught and for life on this planet. He was a welcoming and gentle spirit, one who led with an ethic firmly rooted in the belief that all humans are valuable and deserve our very best every day. He served as a rudder for me in my early years at UWGB, gently guiding me toward important service that would help guide this institution for many years to come. Mostly though, his mere presence would light up any room he walked into. His smile and laugh brought joy, his passion for life sparked enthusiasm, and his strong ethical code empowered advocacy. I aspire to bring these same qualities to my work at UWGB and, in many ways, aspire to that because of Bill.

Submitted by Marcelo Cruz and Georjeanna Wilson Doenges

Faculty Senate New Business 5a 3/29/2023

Memorial Resolution for Peter T Breznay

On August 24, 2022, Associate Professor Peter T. Breznay passed away. Peter was a long-time member of Information and Computing Science and Chair of Computer Science. During his tenure here, Peter helped form partnerships with software companies, taught one of the first LOOCs with Ben Geisler and was regularly consulted by the media on topics dealing with cybersecurity and computer systems. Colleagues remember that he always insisted on a very rigorous curriculum for computer science giving it one of the highest number of required credits. While always kind and gentle, he was not afraid of being a contrarian, either in his department or in Faculty Senate, where he served several terms.

Born in Hungary, Peter studied Latin and Mathematics and worked as a programmer in his native country before becoming an instructor and then an Assistant Professor of Mathematics at the University of Economics in Budapest. Peter was unhappy and uncomfortable under the communist regime and moved to the U.S. to pursue a masters and then a PhD in Computer Science at the University of Denver and worked as a software engineer before joining the faculty at UW-Green Bay.

While Peter was a talented computer scientist, those who knew him knew that his real love was in arts, culture and the humanities. Peter was a gifted classical pianist who loved reading, traveling and discussing philosophy. He had a baby grand piano in his home and an organ in his basement, reflecting his love of music. Together with his life-partner Edith Valentine, he was a regular in the community at reading groups and dinner clubs. He loved languages, travelling, socializing and film and vacationing on Washington Island with his partner Edith.

Submitted by David Coury

Faculty Senate New Business 5b 3/29/2023

UWGB Academic Affairs Council (AAC)
Report of Curricular Actions for Faculty Senate
March 23, 2023
Prepared by Prof. David Voelker, AAC Chair

The AAC met on Feb. 9, March 2, and March 23, 2023.

In addition to considering the usual curricular proposals, the AAC invited Meaghan Strehlow (Assistant Vice Chancellor, Student Access & Success) to the March 2 meeting to learn more about our early college and dual credit programs. At the March 23 meeting, the AAC unanimously passed a motion to recommend that the University Committee consider creating a new advisory committee composed of faculty and academic advisers for the early college and dual-credit programs.

The AAC discussed and approved course and program changes, as follows:

Request Type Key: CC=Course Change, NC=New Course, D=Deactivation, PC=Program Change, PD=Program Deactivation, NP=New Program
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Course/Program	Request Type	Outcome
ACCTG 460 : Capstone: Accounting	NC	Approved
ACCTG BAR : Business Analysis and Reporting Emphasis	NP	Approved
ACCTG BAR_ACC : Accelerated Business Analysis and Reporting Emphasis	NP	Approved
ACCTG CMA : Certified Management Emphasis	NP	Approved
ACCTG CMA_ACC : Accelerated Certified Management Emphasis	NP	Approved
ACCTG TAX : Tax Compliance Emphasis	NP	Approved
ACCTG TAX_ACC : Accelerated Tax Compliance Emphasis	NP	Approved
ENGLISH 324 : Sheepshead Review Practicum	CC	Approved

EPP 351 : Water Resources Policy and Management	CC	Approved
ET 206 : Chemistry for Engineers	CC	Approved
FIN : Finance Major (PC) (minor changes based on prefix and course number changes already approved)	PC	Approved
FNS : First Nations Studies Major	PC	Approved
HRM 470 : Human Resource Management	CC	Approved
HRM 470 : Human Resource Management Analytics	CC	Approved
SPANISH SPANISH : Spanish and Latin American Studies Emphasis	PC	Approved
SPANISH SPANISH-ED : Spanish and Latin American Studies Emphasis for Students Seeking Teaching Certification	PC	Approved
SPANISH-I EDUC LICEN : Spanish and Latin American Studies Emphasis for Students Seeking Teaching Certification	D	Approved. Program was obsolete.
SPANISH-I GENERAL : Spanish and Latin American Studies Emphasis	PC	Approved
THEATER DESIGN-TEC : Design/Technical Theatre Emphasis	PC	Approved
THEATER PERFORM: Performance Emphasis	PC	Approved
THEATER STUDIES: Theatre Studies Emphasis	PC	Approved
THEATER-I THEATRE : Theatre Studies Minor	PC	Approved

Graduate Academic Affairs Committee Report to the Senate
March 23, 2023

The Graduate Academic Affairs Council has met 4 times since our last report in November, most recently on February 1, 2023, and accomplished the following tasks:

- Approved the following Courseleaf proposals:
 - A. Course Changes
 1. ENV S&P 704: Discrete Multivariate Analysis
 2. ENV S&P 750: Fish and Wildlife Law and Policy
 3. ENV S&P 760: Social Research Methods
 4. PUB ADM 700: Foundations of Public Administration
 5. PUB ADM 740: Applied Concepts for Practitioners
 6. REG ANAL 601: REGIONAL ECONOMIC ANALYSIS
 7. DS 700: Foundations of Data Science
 8. DS 705: Statistical Methods
 9. DS 710: Programming for Data Science
 10. DS 715: Data Warehousing
 11. DS 730: Big Data: High-Performance Computing
 12. DS 735: Communicating About Data
 13. DS 740: Data Mining
 14. DS 745: Visualization and Unstructured Data Analysis
 15. DS 760: Ethics of Data Science
 16. DS 775: Prescriptive Analytics
 17. DS 780: Data Science and Strategic Decision Making
 18. DS 785: Capstone
 19. PU EN AF 551: Water Resources Policy and Management
 20. MATH 506: Statistical Programming
 21. AT 551: Clinical Kinesiology
 22. AT 651: Clinical Biomechanics
 23. AT 705: Therapeutic Interventions I
 24. AT 706: Therapeutic Interventions II
 25. AT 750: Athletic Training Administration
 26. Motion to Bundle all AT courses made by Intemann, second by Holstead, Approved Unanimously
 27. Motion to approve by Intemann, second by Holstead, Approved Unanimously
 28. BCM 700: Conservation Ecology
 29. BCM 705: Conservation Research and Monitoring
 30. BCM 710: Conservation Design and Management
 31. BCM 720: Human Dimensions of Conservation
 32. BCM 725: Evolution, Biodiversity, and Conservation
 33. BCM 730: Data Analytics and Visualization
 34. BCM 740: Conservation Leadership and Community Engagement

35. BCM 745: Emerging Conservation Concepts and Technologies
36. BCM 750: Spatial Analysis and Mapping
37. BCM 790: Biodiversity Conservation and Management Capstone Prep
38. BCM 795: Biodiversity Conservation and Management Capstone
39. BIOLOGY 650: Ecological Restoration
40. HRM 670: Human Resources Management Analytics
41. HRM 669: Performance Management and Job Analysis
42. HWM 700: Contemporary Health and Wellness Perspectives.
43. HWM 705: Strategic Management for Wellness Managers.
44. HWM 710: Research Methods for Wellness Programs
45. HWM 715: Persuasion Skills for Wellness Managers.
46. HWM 720: Exercise and Nutrition in Health and Disease
47. HWM 730: Biopsychosocial Aspects of Health.
48. HWM 740: Health Systems and Policy for Wellness Managers
49. HWM 750: Planning and Evaluation for Wellness Managers
50. HWM 760: Wellness Law.
51. HWM 770: Behavior and Development in Organizations.
52. HWM 780: Best Practices and Emerging Issues in Wellness
53. HWM 787: Capstone Preparation Course
54. HWM 790: Health and Wellness Management Capstone Course
55. NURSING 741: Theories of Organizational Behavior and Nursing Leadership.
56. NURSING 745: Health Economics and Policy
57. NURSING 760: Informatics for Nursing Leaders.
58. NURSING 770: Practicum I: Leadership and Management Practices - Quality and Safety.
59. NURSING 772: Practicum II: Leadership and Management Practices - Change, Culture, and Communication
60. NURSING 780: Financial Management for Nurses.
61. NURSING 774: Practicum III: Transition to Leadership and Management Roles
62. NUT SCI 612: Supervised Experiential Learning Practicum I - Food Service & Systems
63. NUT SCI 614: Supervised Experiential Learning Practicum II - Food Service & Systems
64. POL SCI 606: State and Local Government
65. PUB ADM 545: Human Resource and Risk Management.
66. PUB ADM 706: Capstone Seminar
67. PUB ADM 715: Community Development.
68. PUB ADM 720: Nonprofit Administration and Theory.
69. PUB ADM 725: Fund Development and Grant Writing.
70. PUB ADM 735: Strategic Planning .
71. PUB ADM 797: Internship in Public Service
72. PSYCH 605: Applied Psychological Statistics and Methods.
73. PSYCH 610: Counseling Microskills.

74. PSYCH 700: Applied Psychological Research Methods.
75. PSYCH 786: Pre-Practicum.
76. PSYCH 787: Practicum I.
77. PSYCH 788: Practicum II.
78. SOC WORK 714: Field II.
79. SOC WORK 718: Field IV
80. SOC WORK 727: Psychopathology in for Clinical Social Work
81. BUS ADM 635: Foundations of Strategic Information Management Motion
82. BUS ADM 636: Analysis & Design of Business Information Systems
83. ECON 602: Environmental Economics
84. ECON 653: Cost Benefit Analysis
85. ECON 713: Environmental Economics and Sustainability
86. ENTRP 685: New Venture Acceleration
87. FNED 898: Dissertation Project Seminar: Relational Knowledge and Praxis
88. FNED 899: Dissertation Project
89. HRM 700: Strategic Human Resource Management
90. MBA 707: Financial Management
91. MGMT 570: Data Science for Managers
92. MKTG 745: Business and Marketing Strategy
93. SCM 780: Advanced Project Management
94. EDUC 552 : Social and Family Influences on Development and Learning
95. EDUC 616 : Principles of Coaching
96. EDUC 617 : Philosophy of Athletics and Coaching
97. EDUC 618 : ORGANIZATION AND ADMINISTRATION OF ATHLETICS
98. EDUC 619 : Field Experience in Coaching

B. Program Changes

1. MS ENV SCI ECOSYS: Ecosystem Studies Emphasis
2. MS ENV SCI ENVTECH: Environmental Technology and Analysis Emphasis
3. MS ENV SCI PERSONAL: Personal Program of Study
4. MS ENV SCI POL ADM: Environmental Policy and Administration Emphasis
5. MS Supply Chain Management (SCM)
6. MPA NONPROFIT: Master of Public Administration - Nonprofit Management Emphasis
7. MPA PUBLIC: Master of Public Administration - Public Management Emphasis
8. BCM: Biodiversity Conservation and Management
9. MAT: Athletic Training
10. MS_SEPP APPLIED: Applied track
11. MS_SEPP COURSE: Course-based Track.
12. MS_SEPP THESIS: Thesis track.
13. MS HWM: Master of Science Health and Wellness Management
14. EMER_CERT: Emergency Management Certificate
15. NIH_CERT : Nutrition and Integrated Health Certificate

Respectfully submitted,

Jeremy Intemann
GAAC Chair

**ASC Report for Faculty Senate Meeting
March 29, 2023**

- Provost Kate Burns and SOFAS Steve Meyer came to the March 15, 2023, Academic Staff Committee Meeting to discuss the SOFAS position in relation to Steve retiring on August 23. All Academic staff was invited to attend.
- ASC is working with our Programing Committee to discuss changes to funding and how the funds can be used at our next meeting.
- Discussion was held with HR about benefits management going to system. ASC voiced concern about the level of customer service to assist staff that would be available with the change.

Respectfully submitted,

Laura Nolan, Chair
Academic Staff Committee

**USC Report for Faculty Senate Meeting
March 29, 2023**

- Provost Kate Burns and SOFAS Steve Meyer came to the March 16, 2023 University Staff meeting to discuss the SOFAS position in relation to Steve retiring in August 23.
- Climate Survey closed on March 9. Staff response was 56.4% while faculty response was 30.3%.
- Annual evaluations are due March 24.
- The next University Staff Committee monthly meeting, which will also be our assembly, will be Thursday, April 20, 2023 at 10:00am virtually via Microsoft Teams. Please email truttmal@uwgb.edu for the meeting link. The decision was made to continue meeting via TEAMS as a means of inclusion and equity across all groups and locations.

Respectfully submitted,

Lea Truttmann, Chair
University Staff Committee