

University of Wisconsin – Green Bay Center Annual Reports 2019-2020

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UW Green Bay Education Center for First Nations Studies

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The Professional Program in Education's Center for First Nations Studies is an Act 31 resource dedicated to improving and supporting First Nations education and teacher education programs. Our goal is to help educators do a more comprehensive job of teaching youth about the history, culture, sovereignty, and contemporary status of First Nations in Wisconsin.

The Center houses oral traditional Elder scholars in residence who assist in teacher education and prepare K-12 teachers and University faculty to deliver accurate, culturally competent instruction Wisconsin American Indian Nations. The key to the center is the development of relationships with tribal elders and students in the Education program. Students and practicing teachers will have the opportunity to gain a deeper knowledge of American Indian history and culture by spending time in the Center with Elders, and in turn, be better prepared to teach students. Elder knowledge and expertise highlight the center's emphasis on the time-honored oral tradition of First Nations teaching and learning.

The center is a curriculum and instructional resources clearinghouse that represents the best practices in the design and delivery of classroom instruction. Included in this clearinghouse is a website with electronic resources available. In addition, the Center offers a physical resource library with books and materials in First Nations history, culture, sovereignty, law, worldview, philosophy and classroom curricular materials for k-12.

Through the center, the resident elders, UW-Green Bay Education students and faculty offer consultation and services to teachers and school districts regarding curriculum, teaching materials and instructional methodology in First Nations Studies.

Goals/Objectives of the Center:

- Facilitate the improvement of teacher education programs to prepare K-12 teachers and university faculty to deliver accurate, culturally competent instruction about the history, culture and tribal sovereignty of American Indians.
- Support systemic, transformational curricular change through the creation and fusion of curriculum and instruction that is built upon the holistic epistemology of indigenous people and Elder traditional teachers.

Major Activities of the Center in 2018-2020:

Oral Traditional Scholars in Residence Program: During this period, the Education Center for First Nations Studies continued to host the Oral Traditional Scholars in Residence Program. During these two academic years, the following oral scholars were in residence in the Center: Judge Richard Ackley (Ojibwe), Bernadine Vigue (Menominee), Dr. Carole Cornelius (Oneida/Mohican), David Turney, Molly Miller (Mohican), Sr./Napos (Menominee), Georgia Burr (Menominee), the late Chaz Wheelock (Oneida), and the late Susan Daniels (Oneida). Faculty from across campus are encouraged to create opportunities for students to meet with the Elders and to relate their visits to the course content. Faculty from across campus in the following disciplines continue to consistently send their students to the Center to meet with the Elders: Psychology, Education, History, Social Work, Social Change and Development, and English. In addition, GPS faculty sent GPS students to meet with the Elders. In May 2019, all the tribal elders who have served as oral scholars in residence at UWGB came together and held a discussion and feedback session about the Center mission and areas of future development.

Seven Generations of Native Voices Project: In 2018-2020, Milwaukee Public Schools (MPS) Title VI First Nations Studies program partnered with the Ed Center for First Nations Studies and sent First Nations high school students from MPS to the UWGB campus to take part in the Seven Generations of Native Voices Youth Program. In this program, First Nations high school students come to the UW Green Bay campus for 4 day long campus visits. The primary goal of this experience is to engage four generations of First Nations people in an indigenous educational experience that reflects Tribal World teaching and learning. The 4 generations of First Nations people are: high school students, college undergraduates and recent alumni, academic scholars, and oral traditional Elder scholars from the local communities.

In the project, high school students learn First Nations Studies history and culture (content) by engaging in an oral traditional educational setting with an emphasis on the oral tradition (context). The students learn from oral traditional Elder scholars and academic scholars and take part in a First Nations Studies undergraduate class (Poupart's FNS/WOST 360: Women and Gender in First Nations Communities).

Seven Generations of Native Voices Project Outcomes:

Youth will learn First Nations Studies content (values, traditional knowledge) from tribal Elders and teachers in a college setting.

Youth will take part in oral traditional teaching and learning methods in a college setting.

Youth will develop relationships with First Nations undergraduates and professors in a college setting.

Youth will develop relationships with First Nations undergraduates in their schools with the undergraduates serving as mentors and tutors.

Youth will engage in community building and leadership exercises that reflect tribal world values with an emphasis on oration.

Youth will take part in a FNS college classroom learning experience (content and context) with undergraduates.

Youth will practice Tribal World values including respect, relationship, and reciprocity interdependence, and noninterference.

Indigenous Education for the UWGB Campus Community: The Ed Center for FNS

continues to host educational events for the campus community. During the review period, these included presentations on the following topics by community guest speakers: Indigenous plant medicines, traditional First Nations doula and child birth, First Nations de-stress and wellness, missing and murdered Indigenous women's movement, and Indigenous food sovereignty, traditional arts workshops, and Indigenous hemp agriculture.

Oneida Nation Tribal Leaders Meeting and New Positions: In May 2019, the Center hosted a meeting with Oneida Nation of WI tribal leadership including Chairman, Tahasi Hill and tribal council members. The purpose of this meeting was to provide tribal leadership input into the proper use of state gaming reallocation. From this meeting two directives were implemented: create and hire a First Nations Studies Success Coordinator and hire a tenure track faculty member with research expertise in Haudenosaunee (Oneida) history, language, culture, and contemporary status. In the spring of 2020, search and screen processes took place and Crystal Lepscier was hired as the University's first First Nations Student Success Coordinator. Professor Lois Stevens was hired in a new tenure track position in FNS/FNED with expertise in Indigenous geography and food sovereignty with a focus on Oneida Nation of WI.

Title VI Indian Education Collaboration: The Education Center for First Nations Studies continues to collaborate with and support the local school districts Indian Education Programs in Ashwaubenon School District, Green Bay Public Schools, and the West De Pere School District. Poupart works with each of the Title VI Indian Education staff from these districts to provide UWGB student mentors and tutors for First Nations K-12 students. In the review period, over 100 UWGB students worked as tutors and mentors to First Nations youth.

First Nations Student Recruitment: The Education Center for First Nations Studies continues to be involved in the recruitment and retention of First Nations students. Ed Center staff are regularly contacted by Admissions to take part in campus recruitment visits. Poupart hosts students and families in the Ed Center for FNS. The Center is often one of the only stops that First Nations recruits make during a campus visit. In addition, Poupart arranges and facilitates visits to campus by large groups of First Nations students from local schools and as far as MPS.

First Nations Student Retention: It is important for institutions of higher education to offer spaces for members of non-dominant identity groups to gather and meet. Such spaces have an impact on student retention. The Ed Center for FNS and the Oral Scholars in Residence program is increasingly becoming a resource and meeting place for First Nations students on campus. In the review period, the Ed Center for FNS offered a space for students to meet, socialize, hold student meetings, eat meals, and study. The UWGB Inter-tribal Student Council holds their student council meetings in the Center and co-plans and co-sponsors many events with the Ed Center for FNS.

Center for Food in Community and Culture

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No report submitted

UWGB Center for History and Social Change

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- Harvey J Kaye, Director

This past year, we had big plans for the Center's Historical Perspectives Lecture Series – especially for the Spring semester. But... the shutting down of the campus and move to on-line instruction put an end to those plans....

We did host a major speaker in the Fall, however.

On October 22, Joe Sanberg from Los Angeles, a progressive entrepreneur, anti-poverty activist, and founder-organizer of *WorkingHero.org*, spoke in the Christie Theater to a full house of faculty and students on *Fighting Poverty Today*. Notably, Sanberg was interested in meeting, and conferring, with me, so he both turned down an honorarium and, to maximize conversation time, said he would gladly stay at my wife's and my home – which most visiting speakers have done. SO, the event essentially cost the University nothing! (Note: As ever my wife and I covered the costs of food etc for our houseguest.)

Unfortunately, the Dean of CAHSS decided around mid-semester to eliminate the reassignment from the Center's Director... Which does not augur well for the Center's future in the years ahead.

Center for Middle East Studies and Partnerships

Annual Report 2019-20

The goals of the Center are as follows:

1. Support courses that contain content related to the Middle East, Arab or Islamic World
2. Organize and/or support lectures, film screenings, roundtable discussions related to pertinent topics from the region
3. Support students on campus from the region
4. Collaborate with other UW-System campuses or initiatives, as well as St Norbert College and NWTC
5. Serve as a resource for the community regarding issues related to the Middle East and North Africa

Summary Report 2019-2020

1. Supported the following courses:
 - Arabic 101/102
2. Organized/supported the following events:
 - Panelist for lecture and book discussion: *The Levant Express*, by Micheline Ishay, St Norbert College 10 October 2019. *Micheline Ishay* is Distinguished Professor of International Studies and Human Rights at the Josef Korbel School of International Studies and University of Denver Distinguished Scholar. She is Director of the Human Rights Program and Co-Director of the Political Theory Program. Prof. Ishay first presented her book then Prof. Dan Stoll, Assoc Dean Global Affairs (St Norbert) and Prof. David Coury were respondents.
3. Supported the following students/student groups
 - At request of a former student doing his teaching placement, Coury met on January 10 with at student at Phantom Knight Charter School (DePere, WI) to discuss a self-directed paper/project on politics in the Middle East
 - As part of a project through the Diversity Taskforce, Jemma Lund from the Office of International Education developed materials, with the assistance of Coury for students, faculty and staff as part of Ramadan Awareness Month (*cancelled due to COVID*)
4. Collaboration with other campuses:
 - UWGB-SNC Middle East Initiative; continued discussions and collaboration with Robert Pyne, Prof. Robert Kramer and Dr. Dan Stoll (St Norbert College) about ways to promote understanding of North Africa and Middle East.
 - With Dr. Stoll, we began planning for Great Discussions, including one topic on the Middle East (Red Sea Security). However the remainder of the series was cancelled due to COVID-19.
 - Coury was invited to take part in a educational trip to the Middle East (Israel and Palestine) with St Norbert faculty and staff (scheduled for the summer of 2020) in part through a grant obtained by the Normal Miller Center for Peace, Justice and Public Understanding. (postponed to December 2020).
5. Community Outreach/Engagement
 - Middle Eastern Festival and *The Band's Visit*, Fox Cities PAC, May 2020 (*cancelled*)

- i. In preparation for a week-long run of the Broadway musical, Coury was invited to be part of a working group, that met from October 2019-March 2020.
 - ii. Coury helped selected and helped coordinate a community read of Sandy Tolan's *The Lemon Tree*, scheduled for April 15, 2020.
 - iii. A screening of the original film was planned for April 23, 2020 and Coury was to give and introduction and be a discussant.
1. Coury was also to be a panelist for a discussion about the Middle East, its history and conflicts, scheduled for May 2, 2020.

Center for Public Affairs

Annual Report 2019-20

This report summarizes the activities of the Center for Public Affairs for 2019-2020.

In Fall, 2019 PEA discussed the future of the Center and agreed that there is a need to maintain and strengthen the Center and expressed concern that the CFPA is not currently connected to a faculty release. Dr. Lora Warner was re-appointed as Director of the Center by the PEA Department. Ashley Heath, as part of her .25 appointment to PEA Department, provided limited assistance for the Center activities. The PEA department voted to keep the Center for Public Affairs, currently located under the Department of Public and Environmental Affairs, as a separate but collaborative entity that works with the Center for Civic Engagement, but not under its authority nor direction. She proposed a name change for the CFPA, to the Center for Public & Nonprofit Affairs, which was tabled by PEA in the fall. *In her role of Director, Dr. Warner has attempted to maintain viability of the CFPA throughout this year.* Dr. Warner prepared a strategic plan (shown in Appendix) for the Center which was discussed by the PEA unit in the fall of 2019. The plan proposes specific strategies for better branding of our Center, including nonprofit capacity building services. However, with no dedicated release for the Director, little action has been taken by PEA to enact most of the proposed goals which were endorsed by PEA.

Dr. Warner was granted a separate release by CAHSS to develop a nonprofit continuing education program, and she has begun promoting these new endeavors under the CFPA umbrella of activities. As the nonprofit activities developed, Dr. Warner (acting as Center Director) developed a collaborative partnership with the UW-Madison Extension Brown County office (which is housed in the new STEM building). UWEX now offers inexpensive support for nonprofit organizations and has hired a new staff person, Patrick Nehring, who has expertise in nonprofit management. UWEX and UW-Green Bay will co-market their services and programs.

Dr. Lora Warner developed a continuing education certificate program entitled “Certificate of Excellence in Nonprofit Leadership” to begin in the Fall, 2020. This is a five-part series of half-day trainings for nonprofit managers. A series of top-tier presenters was recruited and the CAHSS agreed to cover their speaking fees. The Certificate was developed in partnership with UWGB Division of Continuing Education and Community Engagement and can be viewed at <https://www.uwgb.edu/continuing-professional-education/certificate-programs/excellence-in-nonprofit-leadership/> If required, the program will be offered online rather than in person. UWEX is promoting this Certificate as well.

When the coronavirus pandemic caused campuses and other organizations to close in March, the CFPA/Dr. Warner proposed running free, virtual “Leader Conversations” for nonprofit leaders attended by our speakers/trainers for the fall Certificate program. UW-Extension managed the registration and hosted these virtual calls between April and June, 2020. Both entities publicized and promoted these small group discussions. The sessions were overwhelmingly successful, reaching over 90 nonprofit organizations and over one-hundred unique participants. As time went on, we had participants from all over the state. Numerous participants attended more than 5 sessions. All but two of the sessions were filled to capacity with a waiting list. We believe this spontaneous service generated a great deal of visibility for the CFPA and new nonprofit resources. The topics included financial sustainability, communication, boards of directors, fundraising, opening up, and ethics. Some were repeated.

Another opportunity arose due to the pandemic. Dr. Warner and Dr. Kuenzi both participated in a

statewide survey of nonprofit responses to the pandemic in collaboration with 10 other UW-System faculty. The survey is an ongoing panel study of nonprofit responses over the coming year, with Phase 1 reaching 139 nonprofits from Northeast Wisconsin. Dr. Warner and Dr. Michael Ford of UW-Oshkosh produced a report of Phase 1 Northeast Wisconsin results which was well received by area funders, nonprofit organizations, and area media. Dr. Warner made five media appearances when the report was released in June. The Snapshot Report (which has been a regular CFPA product) is available on the website <http://www.uwgb.edu/cfpa>.

Finally, Dr. Warner has continued to meet with leaders of both major community foundations in Northeast Wisconsin to alert them to the activities of the Center and the opportunities for partnerships.

2020-21 Goals

As long as no additional course releases are offered for a Director, the CFPA goals will relate to development of the nonprofit activities.

1. Continue to develop nonprofit capacity-building programs (new).
2. Issue at least one more Snapshot report.

The following goals are intended for subsequent years after we have come through this unique pandemic time, when budgets are tight and faculty are facing numerous other pressures.

1. Strengthen involvement by faculty (PEA and others) in CFPA activities such as forums, speakers, or research.
2. Establish annual plans for CFPA activities, earmarking how each faculty member will participate, whether small or large. Aim for 100% participation.
3. Re-brand CFPA; Approve name change to Center for Public and Nonprofit Affairs (CPNA)
 - a. Develop visual identity materials, website and brochures
 - b. Identify appropriate PEA projects and courses for branding under Center's logo – high impact community based if possible. Use this to promote to students across campus.
4. Increase CFPA operational/administrative funding.
 - a. Develop case statement and work with Advancement to raise “start up” funding
 - b. Seek 2 years of financial support for development of nonprofit capacity building

Center for Public Affairs Staff

Lora H. Warner, Director
Associate Professor

Ashley Heath, Associate Director

Summary and Highlights

The CFPA proposes to solidify the role and activities of the organization and then re-launch with a new name, Center for Public and Nonprofit Affairs. Visual identity will be updated with revised web page, literature and logo. Its core activities will remain the same but seek stronger support by the University and faculty. Its core activities will remain largely the same with the addition of a nonprofit-capacity building initiative. The following core activities are planned:

- Conducting scholarly and applied research
- Sponsoring educational community presentations, programs and gatherings
- Providing students with the opportunity for high-impact, community-based learning experiences
- Offering nonprofit capacity-building activities

Funding and partnerships with community organizations will be sought to invest in development of the CFPA. Most activities will begin in the 2020-2021 academic year.

Description of the Center for Public Affairs

History

The CFPA was founded in the 1990s. During that time, it provided significant applied research for the community. The CFPA administered several research grants for scholarly studies by faculty. Over the past 10 years, the CFPA has obtained over \$1 million in grants for applied community research and student internships. The Center completed eight contracted research projects and released three Policy Snapshot reports for the community. It has offered six community training sessions for nonprofit organizations, sponsored a number of speaker events and supported the IPat movie series.

Position of CFPA Within UW-Green Bay

While the Center draws on faculty throughout the university and its campuses, it is housed in the Department of Public and Environmental Affairs (PEA), an interdisciplinary unit concerned with public policy, public and nonprofit administration, political science, environmental policy and planning, Urban Studies, Organizational Leadership and Emergency Management. The Public and Environmental Affairs Department has continued to have one .25 FTE staff position and provides faculty one course release per year to serve as the Director of the Center. The current duties of the Director include:

- Conducting outreach to raise the visibility of the Center
- Writing proposals and contracts to secure contracts and grants
- Arranging public programs and events; providing guidance to faculty developing public programs
- Maintaining the budget, staff and student Research Scholars.

- Preparing reports and documentation per UW-Green Bay requirements

The Center is affiliated with the UW-Green Bay's Center for Civic Engagement as a collaborating entity. The CFPA collaborates with other faculty, colleges and departments within the University on projects. Students may be selected to serve as a Research Scholar with the Center. Research Scholars work on applied research projects under the supervision of the lead faculty.

Audiences

Aligned with the geographic service area of the University, the Center serves students, the general public, and community organizations within the region.

Mission

The Center for Public Affairs enhances quality of life in Northeast Wisconsin by conducting research, educating community members and engaging students on important challenges facing the community.

Vision

- The Center for Public Affairs partners with community organizations on a wide range of activities.
- Leaders of NEW call the CFPA for access to technical expertise, policy analysis, quality research. They have a resource to go to for help with intractable problems.
- Students are mobilized and equipped to work in the community as effective leaders solving problems and building quality of life.
- Local funders recognize the value of the CFPA and provide an ongoing base of support.
- Students seek out the CFPA-branded projects, internships and courses because they recognize quality.

Core Activities

Scholarly & Applied Research

Scholarly research may be funded by grants administered by the Center, providing overhead dollars to support the Center as well as extramural funding for faculty. Applied research can take many forms including brief community reports, contracts with local government or nonprofit organizations, compilation of secondary data, and more. There is expressed demand for the Center to conduct applied research for nonprofit and government agencies evidenced by regular requests for assistance. Students can participate in this research and it can generate revenue for faculty and overhead dollars for the Center.

Community Presentations, Programs and Gatherings

Either in conjunction with applied research or as a separate endeavor, the CFPA can sponsor speakers, panels, film presentations, networking events or other gatherings. These presentations can include an informal talk on the faculty member's area of expertise, a paid speaker, a panel, or a social/networking event (for example, for nonprofit organizations).

Community-based High Impact Student Learning Experiences

The CFPA can build visibility for the high-impact experiences in which students participate, and more opportunities can

be developed under the umbrella of CFPA opportunities. Existing courses, ongoing internships or Honors Projects can be branded as “CFPA High Impact.” Eventually, the CFPA can fund these opportunities. Additional hands-on courses, similar to the Political Science Lab, might be offered to small groups of students to complete community projects such as grant-writing or program evaluations.

Nonprofit Capacity Building Services (new)

The CFPA can house the Nonprofit Capacity building umbrella of services for nonprofit organizations in UW-Green Bay’s geographic area. To start, this will include a non-credit, community-based hybrid Nonprofit Management Certificate (catchy name needed). Students will complete 4 or 5 one-day trainings followed by online learning activities. Another series of workshops for existing and potential NP Board members will be offered. Finally, brief workshops will be offered on timely topics. Future possible programs include: a job posting internet board for Green Bay and surrounding areas, a “Tech” group (leader support cohort) for NP Executives, NP Executive Summer Camp (Packer Experience), or other capacity-building initiatives.

Benefits of Vibrant Center for Public Affairs

- **Students** will have greater opportunities for internships and applied projects such as grant-writing, regional planning, fund raising, and program evaluation. While many internship opportunities currently exist for individual students, there are many needs expressed by local organizations for advanced projects that cannot be done by one student working alone with minimal supervision. If larger or more specialized projects can be developed, students can complete more advanced management projects in small groups under closer supervision by faculty.
- **Nonprofits and local governments** can build capacity to overcome obstacles that they currently experience. The CFPA can assist with analytical projects that help local organizations implement effective programs. There is great unmet need locally for expertise and technical support. We receive many requests for help every year. The policy capacity of local governments can increase with resources available at the Center.
- **The University** will benefit by having a vibrant, community-focused resource on campus. Faculty can connect more easily with community agencies. The goodwill generated locally will enhance the image of the University in the region.

Strategic Goals

The CFPA has not been active for the past year due to loss of the Director’s release and reduction of staff. We propose to re-launch the CFPA in order to realize its potential. The following goals are proposed:

1. Strengthen involvement by faculty (PEA and others) in CFPA activities such as forums, speakers, or research.
 - a. Create incentives for faculty to participate in CFPA activities. Consider course release as an option depending on project. Ensure that PEA tenure/promotion and merit standards reward faculty for participation
 - b. Establish annual plans for CFPA activities, earmarking how each faculty member will participate, whether small or large. Aim for 100% participation.
 - c. Develop research projects with collaborating faculty from other units.

2. Develop NonprofitELEVATE capacity-building programs (new). Starting with two sets of trainings:
 - a. Non-credit Community Nonprofit Management Certificate made up of 5 hybrid courses.
 - i. Program features: Must enroll in a package, not one by one. Courses are 1 day onsite (live streaming) with 2 weeks of required discussions/assignments to follow, badging, distance-learning technology
 - ii. Topics: Nonprofit Management, Fund Development, Board Development, HR/Compliance, Program Planning & Evaluation, Leadership/Supervision, Finance/Budgeting
 - b. Better Boards programs
 - i. “Elevate” diverse board members. Seek a grant to provide a series of monthly board development activities to train and support diverse board members
 - ii. Board Boot Camp- two-hour basic trainings for new board members
 - iii. Board recruitment events – brief presentations on community issues (e.g., housing/homelessness, veterans issues, addiction, etc) with related nonprofit organizations in attendance to attract board members
 - c. Future activities will be developed in subsequent years
3. Re-brand CFPA
 - a. Approve name change to Center for Public and Nonprofit Affairs (CPNA)
 - b. Develop visual identity materials, website and brochures
 - c. Identify appropriate projects and courses for branding under Center’s logo – high impact community based if possible. Use this to promote to students across campus.
 - d. Release to community and campus, including students
 - e. Hold an event to announce
4. Increase CFPA operational/administrative funding.
 - a. Develop case statement and work with Advancement to raise “start up” funding
 - b. Seek 2 years of financial support for development of NonprofitElevate initiative
 - c. The Center can leverage its work to obtain additional grants, contracts and fees.

Center for the Advancement of Teaching and Learning

Annual Report 2019-20

No report submitted

Cofrin Center for Biodiversity

Annual Report 2019-20

Background

The Cofrin Center for Biodiversity (CCB) was established in 1999 to consolidate several successful University of Wisconsin-Green Bay (UWGB) enterprises associated with natural history, field biology, and biological conservation. Today, the CCB is affiliated with the Department of Natural and Applied Sciences in the College of Science, Engineering, and Technology (CSET). Elements of the program include 1) management of five natural areas, including the Cofrin Memorial Arboretum on the UWGB campus, 2) the Richter Museum of Natural History, 3) the Gary A. Fewless Herbarium, and 4) an array of educational opportunities for UWGB undergraduate and graduate students, including graduate assistantships, student research grants, conservation-related work experiences, and maintenance of outdoor laboratories. These opportunities have become integral features of the UWGB academic curriculum, and they have established a strong track record in guiding students toward successful professional careers. The CCB also partners with other academic researchers, government agencies, non-profit conservation organizations, private companies, K-12 educators, and community scientists to promote awareness and conservation of the western Great Lakes flora and fauna. CCB operations are overseen by a seven-member Faculty-Staff Advisory Committee appointed by the CSET Dean.

Summary of Activities

The 2019-2020 academic year marked the 20th anniversary of the Cofrin Center for Biodiversity. This landmark was celebrated by several events, including a campus reception and presentation of the Florida Museum's *One Tree One Planet* exhibit on February 4th in UWGB's Weidner Center for the Performing Arts. During September and October, another collaboration of artists and scientists was held in the UWGB Lawton Gallery. The exhibit, *Museum of Natural Inspiration: Artists Explore the Richter Collection*, displayed a wide variety of artistic creations inspired by specimens in the Richter Museum. Curator and Associate Professor Dan Meinhardt led the exhibit in collaboration with UWGB faculty artists, CCB Associate Director Vicki Medland, and others from the community. The exhibit was immensely popular, warranting an extra showing at the Donna and Carol Kress Pavilion in Egg Harbor from November through February. Another uniquely creative exhibit, the first Cofrin Arboretum "[yarn bomb](#)" was organized by Medland and UWGB Art Professor Alison Gates as part of "Prairie Week" in late September. CCB staff Bobbie Webster and Erin Giese led public field trips associated with this 20th Anniversary event.

In addition to their importance for UW-Green Bay science curriculum, the Cofrin Center for Biodiversity's scientific collections are providing valuable opportunities for students to gain work and independent research experience. Dr. Meinhardt supervised 7 students in the Richter Museum during 2019-20, including Michael Pietraszek, one of the first students to receive a Master's Degree through the internship option in the UW-Green Bay Environmental Science and Policy Graduate Program. A new faculty position to curate the Gary Fewless Herbarium was filled in 2019 by Dr. Keir Wefferling, who will be starting in August 2020 after completion of his postdoctoral appointment at the Jepson Herbarium at the University of California-Berkeley. Long-time CCB colleague Kathryn Corio served as interim curator of the herbarium during the past year, achieving many significant accomplishments. She and student assistants processed 3,500 new specimens for the permanent collection, largely from a donation of wetland plants collected by UW-Green Bay alum Brenton Butterfield, an environmental consultant for Onterra, LLC. Corio and students prepared 400 new teaching specimens for courses such as Wetland Ecology and Field Botany, and approximately 1,000 tissue samples for future molecular analyses.

For the 13th year Cofrin Center for Biodiversity staff and faculty led a successful study course to the Smithsonian Tropical Research Institute (STRI)'s facilities in Panama. This year three instructors traveled with

11 students, including nine undergraduates and one graduate student from UW-Green Bay, one undergraduate from Saint Norbert College, and one undergraduate from the International Maritime University of Panama. The 2020 crew included Dr. Vicki Medland and two new instructors, Dr. Lisa Grubisha and Dr. Adam Brandt. Lisa is a mycologist from UW-Green Bay, who is interested in mycorrhizae and their relationships with orchids. She led several hikes in search of orchids in different rain forest habitats and organized a visit to a native orchid refuge and breeding facility associated with a native butterfly breeding refuge. Adam is a molecular ecologist from St. Norbert College. He led a study of wild mammals with motion-sensitive “camera traps” using different types of bait. Both of these instructors will be leading groups to Panama in the future. Dr. Medland directed a behavioral experience where students observed hummingbirds at feeders at the Rainforest Discovery Center. This year was the final collecting season for our coral research project in collaboration with Erin Dillon and Dr. Aaron O’Dea at STRI. Dr. Jessica Lueders-Dumont, a new post-doctoral fellow with the O’Dea lab, also joined the group in Bocas, leading field trips and laboratory investigations. UWGB graduate student Demetri Lafkas took the class on birding hikes near Gamboa, and Panamanian student Ximena Shaw graciously led the group on an adventure in the Casco Viejo area of Panama City and helped us to arrange an impromptu boat tour to see monkeys on some of the uninhabited islands in Lake Gatun.

In several ways, this was a transition year for CCB grant-funded projects. The five-year effort to guide the removal of two wildlife-related beneficial use impairments (BUIs) in the Lower Green Bay and Fox River Area of Concern (AOC) ended in April. We will continue to contribute to the AOC delisting process, but the initial strategic planning phase, funded by the Great Lakes Restoration Initiative, ended with the publication of a peer-reviewed paper ([Howe, Wolf, and Giese 2018](#)) and two major documents: [Lower Green Bay and Fox River Area of Concern Habitat Restoration Plan and Path Toward Delisting Project](#) and [Evaluating Progress Toward Removing Fish and Wildlife Habitat and Populations Beneficial Use Impairments in the Lower Green Bay and Fox River Area of Concern](#). Information from these reports, authored by CCB Senior Research Specialist Erin Giese, CCB Director Robert Howe, Fewless Herbarium Curator James Horn, UWGB Professor Amy Wolf, and collaborators from the Wisconsin DNR (Brianna Kupsky and others), US Fish and Wildlife Service (Andrew Stevens and others), and The Nature Conservancy (Mike Grimm and Nicole Van Helden), have been incorporated into a [website](#) developed by Giese, Howe, and Wolf with assistance from several UWGB students.

Two projects led by CCB Natural Areas Ecologist Bobbie Webster also ended in 2020. The first, *Facilitating Adaptive Management of Non-native Phragmites australis in Wisconsin*, produced an [online resource](#) and original research on managing *Phragmites*, one of the most troublesome invasive plants in the Great Lakes coastal zone. Collaborators on the project, funded by the Wisconsin DNR’s Aquatic Invasive Species Program, were Howe and UWGB Associate Professor Lisa Grubisha. The second project, *Watershed Planning for East Shore Tributaries and Coastal Wetlands in Lower Green Bay*, was funded by the National Oceanic and Atmospheric Administration (NOAA) through the Wisconsin Coastal Management Program. Led by Webster, Howe, Wolf, UWGB Research Specialist Paul Baumgart, and UW Sea Grant Outreach Specialist Julia Noordyk, this project is developing an EPA-approved [Nine Key Element Plan](#) for Mahon Creek, Wequiock Creek, and smaller tributaries along the east shore of lower Green Bay. Like all projects mentioned previously, this work has engaged numerous UWGB students, including graduate student Megan Hoff, who used the work as the basis of her MS degree.

Ongoing CCB projects continue UWGB’s historical legacy of avian research and conservation. Giese, Howe, and others contributed at several levels to the Wisconsin Breeding Bird Atlas II; the field portion of this ambitious statewide project ended in 2019. Giese was a coordinator for three counties and member of the point count subcommittee, and Howe is a member of the project’s science and publication committees. Giese served as President of the Northeastern Wisconsin Audubon Society, and several current and past CCB student researchers (Kari Hagenow, Noah Nei, Tom Prestby, and Jacob Woulf) are members of the Board of Directors. In August 2019, the UW-Green Bay student chapter of the Audubon Society (Green Bay Audubon), led by students Tara Hohman, Emily Weber, Jacob Woulf, Noah Nei, and Brandon Byrne (and staff advisor Giese) received [national recognition](#) as the first ever Audubon Student Campus Chapter in the country. The CCB, under Giese’s leadership, also has coordinated the Audubon Society’s Dyckesville/New Franken Christmas

Bird Count for the fifth consecutive year.

Howe, Giese, and UWGB student researchers continue to be a part of the multi-institutional, EPA-funded Great Lakes Coastal Wetland Monitoring Program. The program, now in its 10th year, has become a cornerstone of Great Lakes environmental assessment. UWGB's contributions include bird and anuran (frog and toad) surveys in western Lake Michigan and northern Lake Huron, and Howe and Giese have been leaders in the development of quantitative ecological indicators. A [PBS documentary](#) describing the program recently earned a regional Emmy Award in June 2020.

CCB researchers and UWGB Biology Professor Amy Wolf continued to study the federally endangered Piping Plover at the Cat Island Restoration Site in lower Green Bay. A study of species interactions and Piping Plover nesting dynamics, funded by the US Fish and Wildlife Service, will be part of the Master's thesis project of CCB graduate assistant Demetri Lafkas. A new ornithological research project led by Howe and Wolf has been funded by UW Sea Grant. This project, entitled *The ecological impact of piscivorous birds in the lower Green Bay ecosystem*, will use radio telemetry and other technological tools to study foraging behavior and diet of fish-eating colonial birds (especially American White Pelican and Double-crested Cormorant) beginning in February 2021. Other participants in the project include Erin Giese, CCB graduate assistants (Jacob Woulf and Brandon Byrne), and scientists from the US Fish and Wildlife Service, Wisconsin DNR, and Canadian Wildlife Service.

Another major new CCB initiative involves a property adjoining UWGB's Point au Sable Nature Preserve. Howe, Wolf, and Webster worked with partners from the Northeast Wisconsin Land Trust, Wisconsin DNR, US Fish and Wildlife Service, the Town of Scott, and The 1923 Fund to obtain more than \$1.4 million to acquire 76.5 acres of riparian floodplain and adjacent uplands along Wequiock Creek. The Land Trust and Town of Scott closed on two purchases during 2019, creating the Wequiock Creek Natural Area. Eventually, 74.3 acres of the property will be transferred to the UWGB Foundation and managed by the Cofrin Center for Biodiversity. During 2019-2020 Howe, Wolf, Webster, and UWGB Biology Professor Karen Stahlheber submitted two large grant proposals to fund ecological restoration at the Wequiock Creek property. One of these proposals has been funded by the Fox River Trustee Council (NRDA), providing \$183,511 for wetland and floodplain restoration at the site. A second proposal for \$255,238 was submitted to the National Fish and Wildlife Foundation's Save Our Great Lakes Program; results will be announced in August 2020. The project aims to convert 35 acres of former cropland into Midwestern oak savanna, a critically endangered habitat type in North America. These two projects will provide funding for 10-20 UWGB students during 2021-2022. The resulting natural area will be used extensively for UWGB classes and independent student research projects. In addition, the restored oak savanna and floodplain forest will be a resource for K-12 educators and their students (especially from the nearby Wequiock Elementary School), birdwatchers, photographers, volunteer scientists, and the general public.

Significant changes are occurring at the UWGB-managed Kingfisher Farm Natural Area in Manitowoc County. In December, UW System terminated the contract of our renters due to lack of rent payment. The Faculty-Staff Advisory Committee and others have discussed options for future use of the buildings and disposition of the property itself. CCB staff met with many stakeholders and potential collaborators during spring 2020. Removing the buildings was considered to be the most viable option (and was recommended by vote of the Advisory Committee) until May 2020, but a new possibility now is gaining support. Discussions are ongoing with representatives from UW System and UW-Milwaukee about establishing the site as a field station for the UW System's Freshwater Collaborative. A plan was proposed by CCB director Howe in July 2020 and will be discussed during subsequent weeks by leaders of the UW Freshwater Collaborative and other UW System representatives.

Although we obtained \$184,482 in external grant support during the 2019-2020 fiscal year in addition to the annual gift from The 1923/1883 Funds, this was not enough to cover funding of staff positions and other expenses, leading to a budget deficit of \$44,801. Some of this amount has been covered by reserve funds, and the remaining deficit will be carried over into 2020-2021. In order to address the CCB's longer term sustainability, several changes are being made to the funding model. In September 2019, The 1923 Fund increased its gift by \$25,000, and other changes to staff positions are being implemented in 2020. Associate

Director Vicki Medland has announced her resignation as of September 30, 2020, and the Program Associate position is scheduled to be eliminated in December 2020. These changes will better enable the program to sustain the Natural Areas Ecologist and Senior Research Specialist staff positions and reduce the need for external grants to fund these FTE positions. External grants will still be important for funding additional student employees and research or conservation projects, but the program will be on a much more solid budgetary foundation. Medland and Program Associate, Kimberlee McKeefry, have worked for the Center for many years and will be greatly missed.

The CCB staff are extremely grateful for support from many partners, beginning with the generous financial support from The 1923/1883 Funds and the family of Dr. David A. and Mary Ann Cofrin. We thank the Board of Advisors of The 1923 Fund and the Chief Advisor Steve Dhein, who has maintained a close connection with operations of the Center since its beginning. We also thank and acknowledge strong support from the UWGB administration, faculty, and staff (including former Chancellor Gary Miller, Chancellor Michael Alexander, and Interim Chancellor Cheryl Van Gruensven, Acting Provost Kate Burns, CSET Dean John Katers, NAS Chair Michael Draney, Associate Provost [2019] Matt Dornbush, and many others). We acknowledge the important contributions by colleagues in UWGB’s Departments or Offices of Facilities Management, University Advancement, Grants and Research, Controller/Business and Finance, Housekeeping, Human Resources, International Education, Information Technology, University Police, Multi-Ethnic Student Affairs, Pride Center, University Archives, Dining Services, Financial Aid, and the Environmental Management and Business Institute. We are particularly grateful for the valuable contributions by Tony Werner, Jacob Depas, and University Advancement staff; Paul Pinkston, Mike Vanlanen, Brad Gajeski, and Facilities Management Staff; Jeffrey Selner and Roger Wareham from the Office of Grants and Research; Tammy Papineau, Janet Bonkowski, Daniel Moore and Kimberly Vlies in Marketing and University Communications, Jemma Lund and Brent Blahnik from the Office of International Education; Amy Ibuaka from CSET; Janet Ludke, Jenny Zeitler, and Jane Lauren from the Department on Natural and Applied Sciences; members of the CCB Faculty-Staff Advisory Committee (Table 1); and UWGB faculty collaborators, especially Amy Wolf, Michael Draney, Lisa Grubisha, Patrick Forsythe, and Karen Stahlheber. We also are very grateful for support from many partners in government agencies and conservation organizations, including Julia Noordyk (UW Sea Grant); Amy Carrozzino-Lyon (Green Bay Wild Rice Restoration Coordinator); Gary VanVreede, Betsy Galbraith, Reena Bowman, Trina Soyk, and Andrew Stevens (US Fish and Wildlife Service), Brianna Kupsky, Joshua Martinez, Andrew Hudak, and other Wisconsin DNR staff; Julie Hawkins-Tyriver and Deborah Nett (Northeast Wisconsin Land Trust); Mike Grimm, Kari Hagenow, and Nicole Van Helden (The Nature Conservancy); Dave Cerny (Town of Scott); Mike Mushinski, Whitney Prestby, and Brent Peterson (Brown County); and Todd Breiby (Wisconsin Coastal Management Program). Finally, we are particularly grateful for the dedicated contributions to natural areas management by The Friends of Toft Point (especially Charlotte Lukes, Nick Anderson, and Mitch Levitt) and volunteer maintenance helpers in the Cofrin Arboretum (John Killinger and Milt VanLanen). Volunteer Mike Stiefvater has donated significant amount of time establishing mapping schemas in ArcGIS in support of several of our projects.

Table 1. Faculty-Staff Advisory Committee

Name	Start Term	End Term	Representing
Paul Pinkston (<i>ex officio</i>)	-	-	Facilities Management
Karen Stahlheber (Chair)	2017	2020	ES&P
Michael Draney	2017	2020	NAS
Jeff Benzow	2018	2021	At-large
Patrick Forsythe	2018	2021	NAS
Dan Moore	2019	2021	At-large
David Helpap	2020	2022	At-Large

Table 2. Expenses – CCB accounts

Source	Expenditures	Notes
Cofrin Arboretum (K756)	\$22,845	Annual endowment interest: \$23,690
General Operations (DE11)	\$107,970	
CCB Research (PRJ48RT)	\$174,336	Annual 1923/1883 Fund gift: \$234,000
Panama Travel Course	\$25,000	Annual 1923 Fund gift: \$25,000
Point au Sable (CS11)	\$1,458	Annual endowment interest: \$4,118
Total	\$331,609	Balance: -\$44,801

Table 3. Expenses – external grant accounts

Grant Account	Expenditures	Notes
Coastal Wetland Monitoring Project (144-AAA9693)	\$40,436	EPA/GLRI
East Shore Watershed Planning (144-AAD7286)	\$50,110	NOAA/WCMP
Ecology & Demography of Piping Plover (144-AAD7286)	\$32,784	USFWS
Cover Crop and Beneficial Insect Monitoring	\$5,457	Brown County
Facilitating Adaptive Management of <i>Phragmites australis</i> in WI	\$23,738	Wisconsin DNR
Development of Projects and Management Actions Necessary for Habitat and Populations BUI Removal in the Lower Green Bay and Fox River Area of Concern	\$31,957	Wisconsin DNR/GLRI
Total	\$184,482	

Table 4. Expenses – College of Science, Engineering and Technology

Robert Howe, CCB Director	(9 month appointment, 71% FTE)
Daniel Meinhardt, Richter Museum Curator	(9 month appointment, 50% FTE + 1 month summer)
Kathryn Corio, Interim Fewless Herbarium Curator	(\$5,000)

Table 5. Student Employees and Grant Recipients (27)

Name	Project(s)
Bethalynn Bontrager	Richter Museum, Beneficial Insects
Andrew Bowker	East Shore Watershed Planning, Cofrin Arboretum
Nicholas Boulanger	East Shore Watershed Planning, Cofrin Research Grant
Patrick Brodhagen	Beneficial Insects
Brandon Byrne	Great Lakes Coastal Wetland Monitoring, Piping Plover, Green Bay AOC
Azizeh Egerer	Richter Museum
Britney Hirsch	Great Lakes Coastal Wetland Monitoring, Cofrin Arboretum
Megan Hoff	East Shore Watershed Planning
Sam Hoffman	Cofrin Arboretum
Tara Hohman	Great Lakes Coastal Wetland Monitoring
Oday Jeewan	Phragmites Adaptive Management, East Shore Watershed Planning
Jessica Kessler	Beneficial Insects, Richter Museum, Cofrin Research Grant
Christopher Koch	Richter Museum, Beneficial Insects
Demetri Lafkas	Great Lakes Coastal Wetland Monitoring, Piping Plover
Jason Miller	Cofrin Research Grant
Mari Mitchell	Richter Museum, Cofrin Research Grant
Amanda Mittlestadt	Richter Museum
Noah Nei	Great Lakes Coastal Wetland Monitoring, Cofrin Research Grant, Piping Plover, AOC
Jacob Pelegrin	Cofrin Research Grant
Olivia Salm	East Shore Watershed Planning, Cofrin Research Grant, Cofrin Arboretum
Jarod Siekman-VerBoort	East Shore Watershed Planning, Cofrin Research Grant, Fewless Herbarium
Jacob Smither	Great Lakes Coastal Wetland Monitoring, Cofrin Arboretum
Katie Stephenson	Cofrin Center for Biodiversity Exhibits and Displays
Claire Stuart	Cofrin Arboretum
Norah Swenson	Cofrin Research Grant, Richter Museum
Emily Weber	Green Bay AOC
Jacob Woulf	Great Lakes Coastal Wetland Monitoring, Piping Plover, Richter Museum

Table 6. Cofrin Center for Biodiversity Staff (2019-2020)

Name	Position
Robert Howe	Director
Vicki Medland	Associate Director; Social Media and Web Specialist
Dan Meinhardt	Richter Museum Curator
Erin Giese	Senior Research Specialist
Bobbie Webster	Natural Areas Ecologist
Kimberlee McKeefry	University Service Program Associate
Kathryn Corio	Interim Curator, Gary A. Fewless Herbarium
Jacob Woulf	Graduate Assistant
Demetri Lafkas	Graduate Assistant

Environmental Management and Business Institute (EMBI)

Annual Report 2019-20

Introduction

This document summarizes the activities of the Environmental Management and Business Institute (EMBI) during FY 2020. It should be noted that FY 2020 has been marked by continued focus on certificate enrollment, student internships, and grant funded projects. In addition, as with the rest of the campus, there have been challenges adapting to the restrictions placed on the institute by implementing the COVID-19 stay at home order.

Accomplishments / Activities

In pursuit of achieving EMBI's key goals of seeking practical, cost-effective solutions to environmental problems, providing business outreach services, promoting research on environmental problems, and driving campus sustainability initiatives, the following accomplishments were achieved during FY 2020:

- Co-sponsored along with the Tommy Thompson Center on Public leadership, "The Future Of Manure Digesters In Wisconsin" conference
- Co-led the campus workgroup that developed the "virtual " Earth Day 50 campus event
- 8 new Certificate in Sustainability enrollments since July 1, 2019
- Hired and trained our 13th intern for the ABMC grant
- Assumed the campus director role for the newly formed UW-Green Bay Sustainability Office
- Elected as a commissioner to the City of Green Bay Sustainability Commission
- Co-created the Green Bay Sustainability Commission monthly "Sustainability Coffee Talk" community series
- Two grant proposals were developed and submitted to support regional sustainability in the areas of state-wide natural areas internships and a recycling materials database for the state of Wisconsin. All grants sought were renewals of existing projects.
- Grants received included: the Wisconsin Recycling Markets Database (WRMD), and the WDNR Cooperative Internship Agreement, with a total of \$ 20,942 awarded.
- 16 student internships were completed in conjunction with the Certificate in Sustainability. The internships / projects were completed at the following organizations:

Bellin Run Team	NEW Water
City of Green Bay	Riverview Gardens
Clean Water Action Council (2)	Sierra Club
Farmory	USGS
Giveadaam Ventures	UWGB Project Based (3)
New Leaf Foods (2)	WearEver Recycling

- Brought students to two conferences (WSBC & WIRMC)
- Creation of the new Sustainability Minor
- Presented in faculty classes about the Sustainability Certificate and campus sustainability efforts

- Served on the resources committee for the HLC reaccreditation for 2021
- Served as a judge for the SEOTY awards and for Foxconn Smart Cities – Smart Futures state-wide contest.
- Served as a committee member on the search for the CIT Project Manager position
- Co-author to an accepted paper “Packaging, business, and society” <https://doi.org/10.1002/nvsm.1670>
- As a STEAM Engine board member – helped bring 3 events supporting STEAM to the local community
- EMBI either sponsored or participated in the following events:
 - Brown County Lead Abatement Coalition – Quarterly Meetings. In October 2019, was interviewed by Wisconsin Public Radio on the new lead rule proposal
 - Brown County Phosphorus Reduction Committee – Bi-annual Meetings
 - Aurora BayCare Energy Team – Monthly Meetings
 - City of Green Bay Sustainability Commission – Monthly Meetings
 - Sustainability Coffee Talk series – Monthly Meetings
 - UW-Green Bay Sustainability Committee – Monthly Meetings
 - UW-System Sustainability Directors Meeting – Monthly Meetings
 - UW-System STARS Working Group – Monthly Meetings
 - Brown County Smart Mobility Conference – July, 2019
 - Science Open House – November, 2019
 - WI Sustainable Business Council Conference – December , 2019 **(8 students participated)**
 - The Future of Dairy Digesters in Wisconsin conference – Co-hosted February, 2020
 - WIRMC Conference – March, 2020 **(3 students participated)**
 - Judging for the Student Employee of the Year Award – April, 2019
 - Earth Day 50 Campus Virtual Event – April, 2020
 - Earth Caretaker Award winner selected – April ceremony postponed due to COVID-19

Budget Analysis

EMBI actively managed four funds for a combined total budget of **\$92,649**, administered the Sustainability Committee budget of **\$17,500**, and had financial oversight of **\$1,490,649** across nine grants including:

Description	Sponsor	Grant Amount
Improving Water Quality through	Alliance for the Great Lakes	\$ 48,191
Aurora BayCare Healthcare Internship	Aurora Health Care, Inc (ABMC)	\$ 102,864
Targeting Sediment Reduction	Environmental Protection Agency	\$ 627,141
Managed Grazing - Paired Field Assess.	Environmental Protection agency	\$ 159,827
Transitioning Science to Management	COMM, NOAA	\$ 61,112
Linking Soil Health Assessment	USDA, NRCS	\$ 419,843
Ag Treatment Wetland Monitoring	Nature Conservancy	\$ 47,387
Lower Fox Perennial Forage Program	Alliance for the Great Lakes	\$ 3,342
State Natural Area Restore Internships	WDNR	\$ 18,082
Wisconsin Recycling Markets Directory	WDNR	\$ 2,860

Operating funds managed by EMBI include 102-243000, 131-243000, 136-243000, and 150-243000. Fund 102-243000, with an annual budget of \$55,615, serves as EMBI’s main fund for the annual computer upgrades and

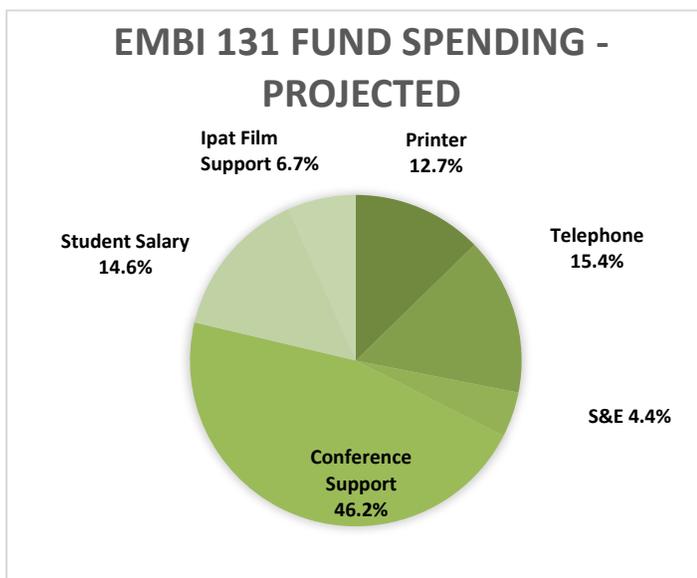
the director salary. Fund 131-243000, with a budget of \$7,470, is used to support the office operating expenses. Additional funds include 136-243000, which contains revenue from service and 150-243000, which varies dependent on revenue received through indirect cost reimbursement.

Office fund allocations by major spending category projected through the end of FY20 are listed below:

131-243000

- Telephone \$ 1,152
- Printer \$ 952
- Supplies & Expenses \$ 329
- Student Conferences \$ 3,452
- Student Salaries \$ 646
- Ipat Film Support \$ 1,085
- \$ 7,470**

The largest budget expenditure for the 131 funding was to support bringing the director, faculty, and eleven students to two Wisconsin conferences.



Development of Revenue Sources / Internship Opportunities

During FY 2020, two proposals aimed at increasing internship opportunities for UW-Green Bay students (both EMBI Certificate enrollees and environmental students) were submitted and received. The proposals received during FY 2020 that include a salary component for EMBI are summarized below:

- Wisconsin Recycling Markets Directory \$ 2,860 (1 Student)
- Wisconsin Department of Natural Resources \$ 18,082 (3 Students)
- \$ 20,942**

Looking forward, the first six months of FY 2021 should have a minimum of **14%** of salary and fringe benefits

for the EMBI Director offset by outside grant funding barring any obstacles from COVID-19 and an additional 11% offset by 150 funding.

EMBI – Strategic Plan for 2020 FY

Opportunities

- Work closer with enrollment services
- Bring together more university partners
- Potentially more internships through EMBI alumni (one gained this year)
- Market more of EMBI through the campus partners and CECE

Challenges

- Staff size
- Restrictions due to COVID-19
- Travel time/costs to coastal partners
- Seeking organizations willing to make a longer term commitment

Goals for 2021 FY

- Establish an Advisory Board (*underway*)
- Establish a Student and Alumni Advisory Board
- Integrate and promote the EMBI Certificate in Sustainability and the new minor in Sustainability within the three new campuses
- Seek 2020-2021 salary support through targeted grants (similar to ABMC)
- Continue to increase exposure of EMBI to the region via targeted speaking engagements as well as outreach opportunities through Continuing Education & Community Engagement
- Get the *Sound Tracker* software accessible in some form to the campus
- Revamp the campus Sustainability Committee and assume more responsibility for EMBI
- Complete the next STARS report for the campus (due November 2020)
- Develop a new venue idea for the postponed 2020 Earth Caretaker Award recipient
- Work with the EMBI Executive Committee to develop a formal strategic plan for EMBI

Conclusion

Since hiring an Associate Director in 2012, EMBI has been able to create a more stable foundation for future growth. John Arendt was promoted to Director in July 2016, has continued to be a solid resource for students, faculty and the community. As EMBI continues forward into FY 2021, it is expected that opportunities for both internships and grants will continue to increase, allowing more students to complete the Certificate in Sustainability or a minor in Sustainability, and increasing external funding to support the EMBI Director.

Gerontology Center

Annual Report 2019-20

The Gerontology Center brings together faculty and students from Business, Humanistic Studies, Human Development, Psychology, Nursing, and Social Work to work toward the common goal of promoting education and knowledge of continuing adult development and aging processes.

This past academic year, an Intergenerational Discussion moderated by Dean VonDras that involved UWGB students, members of the Life-Long Learning Institute, and other individuals from the broader community was offered in the Fall 2019 and Spring 2020 semesters.

Also, this past academic year, the Innovation in Aging: Idea Competition, co-sponsored by the WISYS Technology Institute, the College of Health, Education, and Social Welfare, and The Gerontology Center (with support from the College of Arts, Humanities and Social Sciences, Business, and Science and Technology) was planned through-out the year. A kick-off event took place in November 2019, and a culminating idea-competition in February 2020. The Gerontology Center members involved in the Innovation in Aging Planning Committee and as Faculty-Consultants for students included Susan Gallagher-Lepak, Doreen Higgins, and Dean VonDras.

The culminating Innovation in Aging: Idea Competition attracted student-teams from across the four UWGB campuses, programs and disciplines, and included the support of Judges from each of the four colleges and from businesses and agencies from outside the University. We plan to continue to offer this event in the future, and involve and attract students and faculty from our four campuses, as well as community businesses and agencies from throughout our region.

Also, this past year, one of our members, Stacie Christian, coordinated the "Inclusive Excellence Event - Caregiving for Alzheimer's," which was planned for the Spring 2020 semester, however, due to the CoVid19 crisis that caused the campus to close, has been postponed to a later date. This program is a professional development opportunity for UWGB personnel, but also a program that is intended to attract an audience of students and others from our community.

The Center continues to sponsor a web-site with the support of Susan Gallagher-Lepak, Dean of the College of Health, Education, and Social Welfare. The web-site contains the Center's listing of Executive Committee and Faculty Affiliates, as well as the Mission Statement and other information about the Center is found at the following web-page: <http://uwgb.edu/gerontology>.

Respectfully submitted,

Dean D. VonDras, Director
UW-Green Bay Gerontology Center

Hmong Center

Annual Report 2019-20

No report submitted

Institute for Learning Partnership

Annual Report 2019-20

No report submitted

Language Learning Lab

Annual Report 2019-20

No report submitted

Lower Fox River Watershed

Annual Report 2019-20

No report submitted

NEW Partnership

Annual Report 2019-20

No report submitted