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MINUTES 2019-2020
UW-GREEN BAY FACULTY SENATE MEETING NO. 4
Wednesday, December 11, 2019
1965 Room, University Union

Presiding Officer: Mark Klemp, Speaker of the Senate

Parliamentarian: Steve Meyer, Secretary of the Faculty and Staff

PRESENT: Mike Alexander (Provost, *ex-officio*), Mandeep Bakshi (ALTERNATE-NAS), Jason Cowell (PSYCH), Christin DePouw (EDUC), Janaina Fogaca (PSYCH), William Gear (ALTERNATE-HUB), Joan Groessl (SOCW), Richard Hein (NAS), Maruf Hossain (NAS), Amy Kabrhel (NAS), Mark Klemp (NAS-UC), Jim Loebel (BUA-UC), Kaoime Malloy (THEATRE), Tetyana Malysheva (RSE), Eric Morgan (DJS), Paul Mueller (HUB), Dianne Murphy (BUA), Val Murrenus-Pilmaier (HUS), Megan Olson Hunt (NAS), Sampath Ranganathan (BUA), Matthew Raunio (BUA), Stephanie Rhee (SOCW), Bill Sallak (MUSIC), Jon Shelton (DJS-UC), Courtney Sherman (MUSIC), Christine Smith (PSYCH-UC), Gail Trimberger (SOCW-UC), Katie Turkiewicz (CIS), Sheryl Van Gruensven (Interim Chancellor, *ex-officio*), Christine Vandenhouten (NURS), David Voelker (HUS), Sam Watson (AND), Aaron Weinschenk (PEA), Brian Welsch (NAS), and Julie Wondergem (NAS-UC)

NOT PRESENT: Kristy Deetz (AND), Stefan Hall (HUS), Ray Hutchison (PEA), Rebecca Nesvet (HUS), and Heidi Sherman (HUS-UC)

REPRESENTATIVES: Kim Mezger (USC), Lynn Niemi (ASC), and Abbie Wagaman (SGA)

GUESTS: Scott Ashmann (Assoc. Dean, CHESW), Ben Joniaux (Chief of Staff), and Mary Kate Ontaneda (SOFAS Asst.)

1. CALL TO ORDER.

“Baby, It’s Cold Outside” is not just a Christmas song, it was indicative of Green Bay’s temperature. With a high temperature of only 8°F, Speaker Mark Klemp banged his frozen gavel at 3:01 p.m. calling to order the fourth Faculty Senate meeting of the 2019-2020 academic year.

2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 3, November 13, 2019

As visions of sugar plums danced in senators’ heads (but only cookies and veggies available at the refreshment table), no one suggested any changes to October’s minutes and they were approved via consensus.

3. INTERIM CHANCELLOR’S REPORT

Interim Chancellor Van Gruensven thanked everyone for a great semester and conveyed her exuberance for the upcoming commencement ceremony serving as Chancellor.

At the December Board of Regents meeting it was announced that JCOER (Joint Committee on Employment Relations) will meet on 18 December 2019 to approve PayPlan. This will result in a 2% increase on 1 January 2020 and 2021. UWGB is moving quickly to hire a CEO (Campus Executive Officer) for the Sheboygan campus; expect a hire by 1 January 2020.

Interim Chancellor Van Gruensven stated the President and the Board of Regents are focusing attention on Wisconsin's changing demographics and campuses that are looking to cut their budgets. As a result, the President and the Board are expecting campuses to present 5-6 year enrollment projections and strategies to address enrollment shortfalls. Also at the Board meeting, a presentation on Enterprise Risk Management (sounds like a presentation all *Star Trek* captains should have attended) indicated that all campuses should be assessing institutional risk. Every campus should have an annual strategic plan – and a 3-5 year strategic plan – addressing risk areas such as enrollment, demographics, retention, leadership turnover, faculty and staff turnover, compliance, IT security, and behavioral health. There was also a presentation regarding how to attract and retain adult learners, including flexible teaching times, various modes of instruction, etc. According to sources, there are 400,000 people in Wisconsin looking into options to either finish their degree or receive additional training.

4. OLD BUSINESS

a. None

5. NEW BUSINESS

a. Resolution on Granting Degrees

The semiannual heated debate regarding whether we should grant degrees was renewed. In the end, **Senator Loebel moved that we grant degrees at December Commencement, seconded by Senator Ranganathan.** The cold temperatures apparently quelled much of the typical heated discussion and the senate **voted to support the resolution 32-0-0.**

b. Request for future business

Senator Sallak requested that senate receive an update on the implementation of the IBB (Incentive-Based Budget model). Senator Vandenhouten requested a future discussion on the evaluation process for Associate Lecturers.

6. PROVOST'S REPORT

Starting his report with good news, Provost Alexander announced the search for the new Associate Vice Chancellor for Enrollment Services was a success, Dr. Stephen McKellips will start 21 January 2020. Provost Alexander also excitedly announced the promotion of Jennifer Jones to Executive Director of Admissions. The Provost lauded Ms. Jones for filling two critical Student Services roles over the course of the previous 18 months.

Provost Alexander wants the record to show that he extends his congratulations to faculty regarding two recent events. Tiny Earth was an “amazing” event that took place 6 December 2019 at Lambeau Field, bringing together the community from far-and-wide to view poster presentations on the impacts of soil on our community. High school students who worked with their teachers and UWGB faculty presented these posters. Also receiving the Provost's accolades was the Common CAHSS event that took place 10 December 2019 at the Weidner Center. These two events show what is best about UWGB – engaging the community in tackling important issues and connected our students to our faculty in profound ways.

Provost Alexander next responded to a request to address Academic Affairs strategies going forward. Prior to Thanksgiving, the Provost met with the UC for two hours to discuss issues that are frustrating to both faculty and administration and to, hopefully, find solutions that work for the campus as a whole. Part of that conversation dealt with where we are trying to move as a university. Higher education is going through a time of profound change. The Provost said we have two options, we can ignore that change, or, we can accept the change is happening and decide how we are going to thrive within it. The question is now “How do we make sure we are serving our region and our community to make sure we have an educated populace, an informed population, that is able to be productive citizens?” When we became an access university, we need to keep defining what that means – what it means to bring people in as an access university, what it means to retain them, and what it means to responsibly graduate them within a certain amount of time. The reality is that in the future there are not going to be enough traditional students and there will be enormous competition to get them to enroll in our institution; we don’t have the resources to compete for very long. We need to start thinking differently about how higher education is going to work at UWGB. There are currently 36M Americans who have started college, but did not finish; this includes 21% of all Wisconsin citizens over 25 years of age. If those individuals come back to school, they are most likely going to come back to the institution where they originally started or where they currently live to finish their degree. We need to choose to fund this university differently through two tracks: aggressively pursuing our continuing education piece [e.g., College Credit in High School (CCIHS) and businesses outsourcing their business training to us] and maintain (or grow) our 4,000 or so in-residence students. But, we must grow responsibly in a certain order or we will collapse in our own growth. As we grow, we need to grow in a way that honors where our growth is occurring and continually reinvest there so we can do the other things we know are also the right things to do (e.g., grow Nursing). How has UWGB been the only UW, besides Madison, to grow recently? Our traditional undergraduate numbers have grown, but only very slightly; where our gains have primarily occurred are in graduate students through online and collaborative programs, CCIHS, and adult learning. The Provost asked that we worked together on this in a way that allows us to grow in a healthy way. This includes the retention of our current students. It is incumbent that we get students the help they need when they need it.

In taking questions, faculty asked about where students should go for financial help. UWGB has put \$45K into an emergency fund to help students who are in financial trouble to stay in school. This information was not communicated to faculty because administration is “trying to figure this out as we go.” This funding was hurriedly created in response to a list of students who were in danger of dropping out due financial holds on their record.

In response to an earlier comment by the Provost (65 chairs for about 180 faculty – too many chairs or too few faculty?), faculty wanted to know if some group was looking into that. The Provost discussed this at a joint chairs meeting and that discussion will continue going forward regarding how to best use our resources. In relation to using our resources wisely, faculty wanted to know if is there a best practice for using associate lecturers (i.e., ad hocs). Also, faculty wanted to know if the plan to navigate future growth meant using more full-time lecturers. This discussion briefly veered down the path of treating lecturers (and associate lecturers) more equitably.

Finally, in response to a senator's question, the Provost provided a primer on Incentive-Based Budget (IBB) Models. Greater detail on IBB Models will be provided next semester based on Senator Sallak's request for future business earlier in the senate meeting.

7. OTHER REPORTS

a. Academic Affairs Council Report. Their report is found on page 8 of the agenda.

b. Graduate Academic Affairs Council Report. Their report is found on page 9 of the agenda.

c. University Committee Report. UC Chair Loebel reiterated that the UC met with the Provost for two hours on 20 November 2019 to discuss tenured faculty evaluations. More specifically, the discussion centered on streamlining the process for merit reviews, annual reviews, post-tenure reviews, and determination of scholarship and service active faculty. The UC subsequently developed a proposal, presented it to the Provost, who then presented it to the Administrative Council. The AC seemed receptive to the proposal. The UC will bring that proposal to the senate in January. UC discussion with the Provost also included giving lecturers status that more closely resembles faculty.

d. Faculty Rep Report. The next Faculty Rep meeting is Friday, but UWGB Faculty Representative Jon Shelton informed senate that the Regents declined to add any members to the UW President search and screen committee. The Vice Chair of the committee will come to the Faculty Reps meeting on Friday so the Reps hope to be able to provide some input at that point and get clarification on the search timeline.

A relatively new System Policy states that everybody on campus must be reviewed and categorized as "satisfactory" every year. This is problematic for faculty as that is the categorization for post-tenure review (which takes place every five years). So there is concern for what this means for faculty long term. Some universities' HR units are pushing faculty to put this policy in their Handbooks.

e. Academic Staff Committee Report. ASC Chair Lynn Niemi mentioned that the Academic Staff held their Fall/Winter Assembly on Tuesday, December 3, 3:00-4:30 in the Christie Theatre where Staff received updates from the leadership. Lynn had the inclement weather emergency conditions and cellular phone policies emailed to all Academic Staff. The ASC will cancel their meeting scheduled for 18 December 2019 and reconvene on 15 January 2020.

f. University Staff Committee Report. The University Staff Assembly will meet at the end of January.

g. Student Government Association Report. SGA President Abbie Wagaman informed senate that the SGA President, Vice President, and Speaker attended the Student-wide Representative Body meeting in Madison. Agenda items included an MOU being sent to System regarding communication between System and Student Reps and a dialog with state representatives and Student Regents about the UW President search and screen committee, particularly involving a student-based open forum session so students could ask questions of candidates. On campus, SGA is trying to develop a partnership to assist off-campus students with legal advice. The

composting project continues to move forward – SGA hopes to have an RFP out by the end of January. Student organization budget hearings have nearly concluded. Over winter break SGA is hoping to draft a Student Bill of Rights. The next Senate meeting is 27 January 2020.

8. ADJOURNMENT at 4:01 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff