AGENDA

UW-GREEN BAY FACULTY SENATE MEETING NO. 1
Wednesday, September 11, 2019
1965 Room, 3:00 p.m.
Presiding Officer: Mark Klemp, Speaker
Parliamentarian: Steve Meyer

1. **CALL TO ORDER**

2. **APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 8**
   May 1, 2019 [page 2]

3. **SENATOR INTRODUCTIONS**

4. **CHANCELLOR'S REPORT**

5. **OLD BUSINESS**
   a. None

6. **NEW BUSINESS**
   a. Election of a Deputy Speaker
   b. Call for self-nominations to serve on the Campus Master Plan Work Group
       Presented by SOFAS Steve Meyer
   c. Learning Outcomes for Writing Emphasis courses [page 8]
       Presented by Clif Ganyard and Jennie Young
   d. Reorganization of the Austin E. Cofrin School of Business (first reading) [page 10]
       Presented by Dean Matt Dornbush
   e. Introduction to the Academic Affairs Strategic Priorities Document [please view the
      document at https://www.uwgb.edu/academic-affairs-strategic-priorities/ ; this
      document is just a start, the Provost will be seeking faculty/staff input to "bring it to
      life"]
       Presented by Provost Mike Alexander
   f. Request for Future Business

7. **PROVOST'S REPORT**

8. **OTHER REPORTS**
   a. University Committee Report – Presented by UC Chair Jim Loebl
   b. Academic Staff Report – Presented by Lynn Niemi [page 16]
   c. University Staff Report – Presented by Kim Mezger [page 16]
   d. Student Government Report – Presented by Abbie Wagaman

9. **ADJOURNMENT**

[draft]

Presiding Officer: Gail Trimberger, Speaker of the Senate
Parliamentarian: Steve Meyer, Secretary of the Faculty and Staff

PRESENT: Jason Cowell (HUD), Greg Davis (Provost, ex-officio), Christin DePouw (EDUC), Mike Draney (NAS), Alison Gates (AND-Alternate), Joan Groessl (SOCW), Amulya Gurtu (BUA-Alternate), Stefan Hall (HUS), Richard Hein (Manitowoc-NAS), Maruf Hossain (NAS), Ray Hutchison (PEA-UC), Mark Klemp (Marinette-NAS-UC), Jim Loebl (BUA-UC), Kaoime Malloy (THEATRE), Paul Mueller (HUB), Rebecca Nesvet (HUS), Megan Olson Hunt (NAS), Uwe Pott (HUB), Sampath Ranganathan (BUA), Matthew Raunio (Sheboygan-BUA), Stephanie Rhee (SOCW-Alternate), William Sallak (MUSIC), Sawa Senzaki (HUD), Jon Shelton (DJS), Courtney Sherman (MUSIC-UC), Gail Trimberger (SOCW-UC), Katie Turkiewicz (CIS), Brenda Tyczkowski (NUR), Kristin Vespia (HUD-UC), Aaron Weinschenk (PEA), Brian Welsch (NAS), and Julie Wondergem (NAS-UC)

NOT PRESENT: Hernan Fernandez-Meardi (HUS) and Gary Miller (Chancellor, ex-officio)

REPRESENTATIVES: Sherri Arendt (ASC), Tracy Van Erem (USC), and Abbie Wagaman (SGA)

GUESTS: Scott Ashmann (Assoc. Dean, CHESW), Mike Cogan (Huron Consulting), Matt Dornbush (Assoc. Vice Chancellor and Interim Dean of the School of Business), Susan Gallagher-Lepak (Dean, CHESW), Clif Ganyard (Assoc. Provost), Paula Ganyard (Assistant Vice Chancellor for IT), Ben Joniaux (Chief of Staff), John Katers (Dean, CSET), Holly Keener (Provost and SOFAS Assistant), Mike Morgan (Prof. Emeritus), Amanda Nelson (Associate Dean, CSET), Cristina Ortiz (Professor, HUS), Jan Snyder, Ron Stieglitz (Professor Emeritus), Patricia Terry (Chair, Resch School of Engineering), Sheryl Van Gruensven (Vice Chancellor, Business and Finance), Christine Vandenhouten (UWGB Faculty Representative), Jim Wiersma (Professor Emeritus), Mike Zorn (Associate Dean, CSET)

1. CALL TO ORDER
With a standing-room only agenda, Speaker Gail Trimberger did not waste any time throwing out the first pitch of the eighth, and final, Faculty Senate meeting of the 2018-19 academic year, getting us started right at 3:00 p.m.

2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 7, March 27, 2019
Noting there were no runs, no hits, and no errors, the minutes from the 27 March 2019 Faculty Senate meeting were approved via consensus.

3. CHANCELLOR'S REPORT

With Chancellor Miller out of the office, Provost Davis was called upon to pinch hit. Provost Davis began by informing senate that the Board of Regents approved UW-Green Bay's new Select Mission at their April meeting; it has now been sent to HLC for a final blessing. Also at the Regents meeting, the collaborative M.S. in Applied Biotechnology was approved; we will be launching that program in the fall. Looking ahead to the June Regents meeting, our tenure and promotion decisions will be on the agenda.

The Provost search has concluded with the acceptance of an offer. An announcement is forthcoming. The search process for a new Dean of the Austin E. Cofrin School of Business continues as on-campus interviews begin soon. Aaron Kennedy, founder of Noodles and Company, was recently announced as the Titletown Tech Entrepreneur-in-Residence.

The campus has figured prominently in the community lately as we have provided the home field advantage for several very successful events, including Destination Imagination (DI) and the URSCA Academic Competition. Provost Davis noted that when DI gathered here "we had more people on campus on that Saturday than I had ever seen in my life, it was truly amazing." DI is contracted to meet on the UWGB campus for another four years. Also, our students who presented at Research in Rotunda did a fabulous job, they represented UWGB magnificently.

Getting a little emotional, Provost Davis thanked the Faculty Senate for their support over the previous five years as he bid farewell to Faculty Senate in his final address as UWGB's Provost. In fact, several of us could swear we heard him state, "Today I consider myself the luckiest man on the face of the earth" (okay, I admit I made that up; I simply got caught up in the baseball themed faculty senate minutes).

Completing his pinch hit duties, Provost Davis presented lavish gifts of thanks to our outgoing UC Chair (Courtney Sherman) and Speaker of the Senate (Gail Trimberger). These two perennial all-stars were then given a standing ovation (okay, maybe not a standing ovation, but thunderous applause ensued).

4. OLD BUSINESS (none)

5. NEW BUSINESS
a. Resolution on the Granting of Degrees
Speaker Trimberger read the resolution and asked for a motion to approve. Not wanting to keep students around any longer than they needed to be, **Senator Sherman moved acceptance of the Resolution to Grant Degrees, seconded by Senator Hall. No one else apparently wanted to keep the graduating class around for another semester, so the motion carried 30-0-0.**

b. Election of the 2019-20 Speaker of the Senate
Courtney Sherman nominated Mark Klemp to manage next year's group of veteran and rookie senators as the 2019-20 Speaker of the Faculty Senate. That nomination was seconded by Ray Hutchison. With no other nominations, Senator Klemp was elected by a vote of 30-0-0. (More thunderous applause).

c. Memorial Resolution for Prof. Richard Presnell

Associate Dean of CHESW Scott Ashmann drafted and presented a very nice tribute to Prof. Presnell. The resolution was accepted via a non-vote consensus and will be archived in the SOFAS Office.

d. Memorial Resolution for Prof. Joseph Moran
Professors Emeritus Jim Wiersma, Ron Stieglitz, and Michael Morgan drafted, and Jim Wiersma presented, a touching tribute honoring Prof. Moran. This resolution was also accepted via a non-vote consensus and it too will be archived in the SOFAS Office.

e. Resolution on Following Shared Governance Procedures
Associate Professor Aaron Weinschenk presented this resolution based on his personal experience chairing the Committee on Workload and Compensation (CWC). Specific concerns were in regards to a memo sent to the Instructional Academic Staff at the Branch Campuses outlining policy choices made by UWGB administrators related to compensation. Despite one of the CWC's charges being to "formulate options for remedying perceived workload and compensation shortcomings," the CWC was never asked for any input to formulate options. In fact, the CWC did not even know the memo was written or transmitted. Therefore, Prof. Weinschenk brings forward this resolution in the hopes of highlighting the fact that the process of seeking input from governance groups needs to be followed. **Senator Hall moved acceptance of the resolution, second by Senator Sherman.** Senator Shelton reminded senate that shared governance is not just about sharing power, it is about sharing information. With no other comments, **the motion to accept the resolution passed 31-0-0.**

f. CLOSED SESSION – Honorary Degree Consideration
Senate went into closed session to discuss the qualifications of an individual nominated for an honorary degree.

g. Expression of gratitude and recognition of Provost Greg Davis
SOFAS Meyer requested Provost Davis join him at the lectern for the purpose of heaping thanks and praise upon him for his work as Provost. Throughout his many years at UWGB, starting as a student, then as an Assistant, Associate, and Full Professor, and continuing into his role in administration as Associate Provost and Provost, Greg has dedicated much of his life to this institution. He has poured his heart and soul into UWGB, and for that we all owe him a debt of sincere gratitude. Now that he is returning to the faculty, perhaps we may see him return as a senator!

h. Expression of gratitude and recognition of Jan Snyder
At their 30 January 2019 meeting, Faculty Senate intended to honor Jan Snyder for her many years of service in the Provost's Office and, particularly, her contributions and devotion to shared governance. Winter, however, had other plans that day. So we took this opportunity at the end of the 2018-19 academic year to thank Jan and show her how much she has meant to this institution. SOFAS Meyer had the honor of asking Jan to join him up front where he presented her with a bouquet of flowers and the following resolution:

Resolution on Jan Snyder's Retirement

Whereas, Jan has dedicated many years of her career to organizing the smoothest of commencement ceremonies; and

Whereas, Jan has demonstrated outstanding leadership in the transition of Classified Staff to University Staff, including taking the lead in writing the University Staff's By-Laws and serving as Chair of the University Staff Committee for the first 4.5 years of its existence; and

Whereas, Jan has been a selfless servant to all Faculty and Staff at UWGB; and

Whereas, Jan graduated as the #1 female student (#3 overall) in her high school graduating class of 452 students; and

Whereas, Jan has hidden talents that need to be discovered, vacation destinations that need to be visited, gardens that need tending, chocolate that needs to be eaten, and wine that needs to be drunk; and

Whereas, Jan has 30-some years of relaxation to make up for; and

Whereas, Jan has grandbabies to love, babysit, and spoil; therefore,

Be it resolved, that the UW – Green Bay Faculty Senate expresses its deepest appreciation and admiration for all Jan Snyder has done for this institution and wishes her a long and happy retirement filled with nothing but love, good health, and abundant blessings.

i. <u>EAB Navigate</u>
The on-deck hitter, Associate Provost Clif Ganyard, got his turn at the plate next, speaking to senate about the student success management program, the Educational Advisory Board's "Navigate." Navigate will be adopted System-wide, except for Madison. Navigate is divided into three areas, "Smart Guidance for Students," Strategic Care by Advisors, Faculty, and Support Staff," and "Analytics for Administrators."

The portion of the management program for students includes an app that students can download to their mobile device. The app includes reminders for students, methods of exploring majors and minors, hints for exploration of on-campus opportunities and co-curricular activities, etc. When the mobile app is downloaded, students will be prompted to participate in an "intake survey" consisting of questions developed specifically for our students. These data will help us capture more data about the interests of our student base and better develop and design programs for our particular cohort of students.

Navigate will allow advisors to quickly pull up a profile of the student with whom they are meeting. Advisors will also be able to keep a record of their meetings with each respective student, which can then be shared with individuals in other offices (other advisors, financial aid, etc.). Students can use the mobile app to schedule advising appointments.

Up to ten years of historical data, unique to UWGB, can be analyzed to identify opportunities and evaluate patterns of student success, risk, and failure. These data can be used to develop

predictive analytics. Dashboards will assist in tracking key academic performance and progress indicators to help identify intervention opportunities.

Rollout of Navigate will take place in three phases. Phase I will start in Summer 2019 as Barb Holschbach leads a team to build the needed infrastructure. In Fall 2019 Academic Advising will be invited to participate in the advising portion of Navigate (Darrel Renier will work with any faculty advisors who wish to participate in this first stage). Academic Advising will target a specific group of students to pilot the program, looking at incoming freshmen only. Some of the dashboards will also be rolled out during this time. Phase II will take place in Spring 2020, adding more faculty, more functionality, more "care units" (e.g., Disability Services), more students (likely adding transfer students at this time), and open more of the reporting. Summer 2020 will provide time to analyze our progress. Phase III, in Fall 2020, will move toward the full implementation of Navigate.

j. Incentive-Based Budget Model
In addition to the fora previously presented to the university community, the UC requested an overview of Incentive-Based Models specifically for Faculty Senators. Vice Chancellor for Business and Finance Sheryl Van Gruensven provided a brief introduction while Huron Consulting Group representative Mike Cogan presented the content of the new budget model.

Two years ago, Chancellor Miller initiated discussions with Vice Chancellor Van Gruensven and Provost Davis voicing concern that our budget process is not tied to strategy nor decision-making; i.e., we were employing an Incremental Base Budget Model. With an Incremental Base Budget Model our budget does not change, we get the same budget every year, leading to a lack of strategy and a decision-making process that is top down. Chancellor Miller charged Sheryl Van Gruensven, Greg Davis, Clif Ganyard, Matt Dornbush, Dick Anderson, and SuAnn Detampel to research budget models used by other universities that might help us tie our budget to strategy and put budget decisions at the Dean level, closer to the curriculum. This process led the team to an Incentive-Based Budget Model. As we implement the Incentive-Based Budget Model, 2019-20 will be a "shadow year" in which we run it parallel to the Incremental Base Budget Model.

In the process of building the Incentive-Based Budget Model, Huron conducted interviews with the four Deans and others from the institution's leadership. From these conversations, three ideals came to the forefront: an increase in authority at the college level; transparency – so the university community knows how resources are being allocated; and strategy – how resources are being aligned with the mission and vision of the university. With an Incentive-Based Budget Model, the distribution of revenue (state appropriations and tuition) flow through the "revenue centers" (i.e., the Colleges) and the Colleges are "billed" directly by the "support centers" (e.g., IT, library, advancement, etc.) who provide services to the Colleges. With the Incentive-Based Budget Model, Colleges are being held to their expenses; if a College's expenses exceed their budget, they need to find a way to resolve that deficit.

Of the state revenue and tuition dollars appropriated, 65% will be proportionally allocated to the College of Instruction that oversees the curriculum and 35% to the College of Record that recognizes the number of majors. The 65%/35% split was determined by a steering committee

based on examination of five years of data which showed that instruction constituted 74% of the dollars spent by a College and academic support constituted 26% of the dollars spent. Redistribution to 65%/35% was based on a decision to incentivize areas that had a large number of majors because they have larger associated costs. The 65%/35% values are not fixed values, it is a starting point for the model to calibrate over the course of the shadow year.

All budget decisions will be made by the Budget Executive Committee (aka, Chancellor's Cabinet). Recognizing that governance representation is important, Huron Consulting is suggesting that each college be represented on the Strategic Budget Committee and include two Deans and two faculty members. The role of the Strategic Budget Committee is to make sure the budget is "doing what we're telling it to do" – helping advance the mission of the university. The Budget Allocation Committee, the operational piece that creates information from APS and SIS data and makes sure everyone has what they need to make informed decisions, would include the other two Deans and two faculty members. The Deans would rotate from the Strategic Budget Committee to the Budget Allocation Committee every two years.

k. <u>Request for New Business</u>
The end of the year is upon us
About this, do not make a big fuss
From grades we abstain
Break out the champagne
Toast summer, be it harmonious

(There was no new business brought forward)

6. PROVOST'S REPORT
See item #3. Although it is Provost Davis's last Faculty Senate meeting as Provost, even that won't get him two chances to address senate.

7. OTHER REPORTS
a. <u>University Committee Report</u>. There was no time remaining for a UC report.

b. <u>Faculty Representative Report</u>. There was no time remaining for a Faculty Rep report either.

c. <u>Academic Staff Committee Report</u>. There was not even time for an ASC report.

d. <u>University Staff Committee Report</u>. Seriously, there was no time left.

e. <u>Student Government Association Report</u>. Do I have to say it again?

8. ADJOURNMENT at 5:01 p.m.

Respectfully submitted,
Steve Meyer, Secretary of the Faculty and Staff

Learning Outcomes for Writing Emphasis Courses

1. Students will state important points and support them with illuminating details and examples.
2. Students will demonstrate an ability to write in clear and lucid academic prose and to properly employ academic conventions (writing style, transitions, source integration, etc.)
3. Students will demonstrate an advanced understanding of academic citation (if required by assignment).
4. Students will demonstrate the ability to analyze logically and consistently and to draw meaningful implications.
5. Students will demonstrate a clear and strong command of English grammar with regard to correctness, sentence structuring, and proper punctuation.

A grade of "F" indicates multiple aspects of writing that are unacceptable for college-level work (logical reasoning, sentence structure, grammar, mechanics, research quality, citation).	
A grade of "D" indicates at least one aspect of writing that is unacceptable for college-level work (see above).	
A grade of "C" must meet these criteria:	1. Meet all the basic requirements of the assignment. 2. Employ a structure that adequately organizes the writing. 3. State basic points, although the points may lack development or support. 4. Integrate ideas, although implications may be imprecise or inconsistent. 5. Control grammatical/mechanical errors to a degree that they do not interfere with reading.
A grade of "B" must meet all the "C" criteria plus these criteria:	1. State important points; support most points with details and examples. 2. Demonstrate appropriate if not perfect academic prose (vocabulary, writing style, quote/paraphrase integration). 3. Demonstrate a basic understanding of academic citation (if required by assignment). 4. Analysis is logical and solid but may not be insightful. 5. Contain few grammatical/mechanical/spelling errors.
A grade of "A" must meet all the "B" and "C" criteria plus these criteria:	6. State important points; supports points with illuminating details and examples. 7. Demonstrate an ability to write in clear and lucid academic prose and properly employ academic conventions (writing style, transitions, source integration, etc.) 8. Demonstrate an advanced understanding of academic citation (if required by assignment). 9. Analysis is logical, consistent, and insightful; draws meaningful implications. 10. Be nearly perfect grammatically and mechanically.

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UW-Green Bay
Academic Unit Actions

</div>

Note: Due to the complexity of the proposed action and the limitations and inaccuracies of the current, published Form K, this Form is being created to track governance actions and approvals.

Academic Unit(s): Business Administration, Accounting

Proposer: Matt Dornbush

Form Prepared By: Matt Dornbush

Action(s) Requested:

1. Divide the Department of Business Administration into three Departments: the Department of Accounting and Finance, the Department of Business Administration, and the Department of Marketing and Management.

New Unit Information:

1. Department of Accounting and Finance will be composed of the Accounting (ACCTG) major and minor and the certificate in professional accounting. The Department will also house the current Finance emphasis within the Business Administration major (FIN), which is currently completing an authorization to implement for elevation to a major.
2. Department of Business Administration will be composed of the Business Administration (BUS ADM) major and minor, with emphases in Business Analysis, Entrepreneurship, General Business, and Supply Chain Management. It will house the MS in Data Science (DS). It will also house the minor in International Business and certificates in Entrepreneurship and in Supply Chain Management. The Impact MBA program will be housed as a college-wide program, but generalist faculty hires to offset college-wide effort toward the program will be assigned to this Department.
3. Department of Marketing and Management will be composed of the Marketing (MKTG) emphasis within the Business Administration major, the Management (MGMT) emphasis within the Business Administration major, and the Human Resources (HRM) emphasis within the Business Administration major. All three of these emphases are currently completing authorizations to implement for elevation to majors. The Department will also house the MS in Management Program (MGMT).

Rationale:
The stand-alone Austin E. Cofrin School of Business (AECSB) was created in 2016 following its formal separation from the College of Professional Studies. As of fall 2018, the AECSB was approximately equal in size to the College of Science, Engineering, and Technology, representing the second/third largest College(s) at UW-Green Bay. The AECSB supported a combined 1,388.5 declared undergraduate majors and graduate masters' students across the 2018-2019 academic year. Student demand has grown

rapidly over the last three years, with student credit hours increasing by 5.5%, the highest level of any of UW-Green Bay's colleges.

Prior to its change to a stand-alone college, and continuing to present, all programs within the school have been administered within a single academic department, the Department of Business Administration. As of fall 2018, the AECSB supported two undergraduate majors, a BBA in Accounting and a BBA in Business Administration, three graduate programs, a MS in Data Science (excluded from AACSB accreditation), a MS in Management, and an Executive Impact MBA (expected start date January 2020). The excluded MS in Data Science was moved to the AE Cofrin School of Business in the 2017-2018 academic year to reflect the ever-increasing importance of big data and data science within modern business enterprises.

Business Administration is the single largest major on campus, approximately 168% that of the second largest major at UW-Green Bay (Psychology). Accounting is currently the ninth largest major on campus. These two undergraduate programs support a series of minors, and numerous large emphases. More specifically, the eight emphases offered within the Business Administration major, include General Study (online/F2F), Marketing, HR Management (online/F2F), Management (online/F2F), Finance, Supply Chain Management, Business Analysis, and Entrepreneurship. The department has done an exceptional job of strategically converting its multi-section undergraduate courses in a way to offer both face-to-face and online degree options for students. Recent growth within the AECSB has come principally from these online offerings, reflecting internship and employment concerns of our student body. Several of the other emphases presently offered in face-to-face modalities lack only a course or two to provide fully online options for students (e.g. Marketing, Accounting, Finance, Supply Chain, and Entrepreneurship); many of these course additions are expected in the near future. The AECSB remains underdeveloped with graduate offerings, particularly in specialty areas generally developed for online markets.

The current structure of the A.E. Cofrin School of Business suggests that it has not yet fully emerged from its former state as an embedded School within the College of Professional Studies. The new four College model implemented for fall 2016 provided the administrative freedom for the A.E. Cofrin School of Business to more fully control its own direction, yet the academic diversification expected of a College has not yet emerged. The opportunity to more directly own responsibility for, and successfully engage with the economic community in NE Wisconsin has also been significantly improved by the recent internal (UW-Green Bay) approval of a revised select mission (i.e. fall 2018), and the addition on July 1, 2018 of three new branch locations in Sheboygan, Manitowoc, and Marinette. The Green Bay metropolitan area is also one of only two areas in the state of Wisconsin expected *to both grow and to grow you*nger in coming years; although with notably distinct demographics from UW-Green Bay's current student body. In response, the AE Cofrin School of Business is undergoing steps to re-organize into a more transparent, responsive, and growth oriented organization better prepared to meet the needs of the third largest economic center in the state of Wisconsin. Specifically, the AE Cofrin School of Business seeks: **1) to reorganize into three departments**, 2) to elevate a subset of existing Business Administration emphases to majors and add a limited number of regionally-aligned undergraduate programs to the AECSB, 3) to expand graduate programs and certificate offerings within each new department, and 4) to build intentional conduits for increasing impactful community engagement and partnerships.

The intent of this new alignment is to create a dynamic structure to capture emerging technologies and innovation in the business ecosystem, and as supported by growth, these departments may themselves later divide into specialized departments. For example, Emphasis X may initially reside within the general Business Administration major until enrollment grows to a level justifying its own unique designation, or a move to an alternative home department. Thus, if Emphasis X grows to justify a stand-alone major, its departmental home will require re-evaluation. Alternatively, if Emphasis X declines in demand, or contemporary relevance, consideration would be given to a re-merging, or re-organization of its departmental home.

Overall, this structure seeks to accomplish three additional goals. <u>First</u>, chair responsibilities, while diminished by the appointment of the Associate Dean, would be further divided among multiple disciplines, building several lanes for leadership development and allowing for a diversification of cultures within the AECSB. <u>Second</u>, a disciplinary-based AECSB provides greater external clarity. For example, the current size of the department muddles relationships between student enrollment and instructional staffing needs (i.e. tenure track lines, lecturer lines, and associate lecturers) within disciplines, complicated hiring arguments with the broader university community. More importantly, students and external partners seek disciplinary collaborations and degrees; a process of discovery the AECSB faculty believe is hindered by the non-descript nature of a general business administration department. <u>Finally</u>, disciplinary units provide for greater specialization and energy within select fields, allowing individual areas of study to more fully develop and implement a suite of academic programs, student experiences, and scholarly infrastructure to meet student demand and create partnership opportunities.

Implications for Tenure Considerations:

- Review for promotion to Associate Professor for tenure-track junior faculty will follow the organizational structure in place at the time of their hire. Following this approach, current, untenured faculty will be review by the entire AECSB executive committee; equivalent to the current Business Administration executive committee.
- Annual reviews for un-tenured faculty will follow the organizational structure in place at the time of their hire until the process for consideration to promotion to tenure is complete.
- Review for promotion to Full Professor will move to the new department structure effective the date of department reorganization.
- Annual reviews for tenured faculty and lecturers will move to the new department structure effective the date of department reorganization.

Personnel:

Tenure and Appointment Assignments:

Name	Title/Classification	BUS ADM Effort (%)	MKTG/MGMT Effort (%)	ACCTG/FIN Effort (%)
Albers, Patty	Senior Lecturer			70
Bansal, Gaurav	Professor	87	13	
Burke, Katie	Lecturer			70
Carr, Tara	Dir SBDC		22	
Chandna, Vallari	Associate Professor	14	86	
Choi, Jae Hoon	Assistant Professor	100		
Christens, Gary	Lecturer			74
Clarke, Heather	Assistant Professor		100	
Geimer, Matt	Lecturer	100		
Gurtu, Amulya	Associate Professor	100		
Huffcutt, Allen	Associate Professor		100	
Jiao, Wei	Assistant Professor			100
Kaminski, Heather	Assistant Professor			100
Kauth, Ryan	Lecturer	78	22	
Loebl, Jim	Associate Professor		14	86
Murphy, Dianne	Assistant Professor		100	
Radosevich, Dave	Associate Professor		100	
Ranganathan, Sampath	Associate Professor	14	86	
Raunio, Matt	Associate Professor UWGB @ Sheboygan			100
Schindl, Karl	Professor UWGB @ Manitowoc	14		86
Teclezion, Mussie	Associate Professor			100
Tiwari, Praneet	Lecturer	100		

** Default home department based on location of majority effort.

Program Assignments:

52: BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES: Business Administration (32-1000)

BUS ADM, DS
Business Administration (major and minor);
• International Business (minor)
• Certificate in Entrepreneurship
• Certificate in Supply Chain Management
• MS Data Science (32-1030)

52: BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES: Marketing & Management (32-3000)

MGMT; HRM; MKTG
• Business Administration (major)
• Management emphasis
• Human Resources Management emphasis
• Marketing emphasis
• MS in Management (32-3XXX)

52: BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES: Accounting & Finance (32-1500)

ACCTG; FIN
• Accounting (major and minor)
• Professional Accounting (undergraduate certificate)
• Business Administration (major); finance emphasis

Program Chair Assignments:

Business Administration:	VACANT
Marketing and Management:	Vallari Chandna
Accounting and Finance:	Mussie Teclezion

Reviews and Recommendations:

Business Administration/Accounting

Date: March 13, 2019
Chair: Jim Loebl
Recommendation: BUS ADM votes unanimously (13-0-0) in support.

Academic Affairs Council

Date: April 18, 2019
Chair: Mimi Kubsch
Recommendation: The AAC voted unanimously (9-0-0) in support.

Graduate Academic Affairs Council

Date: April 18, 2019
Chair: Franklin Chen
Recommendation: The GAAC voted unanimously (9-0-0) in support.

Personnel Council

Date: April 18, 2019
Chair: Heidi Sherman
Recommendation: The PC voted unanimously (9-0-0) in support.

Authorizations:

Dean AECSOB – Matt Dornbush

Date: March 13, 2019
Approved: __X_
Denied: _____

University Committee

    Date: April 24, 2019
    Chair: Courtney Sherman
    Approved: __X__
    Denied: _____

Faculty Senate

    Date: XXX
    Speaker: XXX
    Approved: _____
    Denied: _____

Provost – Michael Alexander

    Date: XXX
    Approved: ___
    Denied: _____

Chancellor – XXX

    Date: XXX
    Approved: _ _
    Denied: _____

USC Report for Faculty Senate Meeting
September 11, 2019

- Lisa Francl, Campus & Executive Officer Assistant at the Manitowoc location has agreed to fill the empty USC seat, which completes the committee.
- The University Staff Committee submitted three names to President Cross for the Chancellor search and screen committee.
- Registration has begun for the University Staff Annual Conference on October 18, 2019. For the first time the conference will be held at the Hyatt Regency in Green Bay.

Respectfully submitted,

Kim Mezger, Chair
University Staff Committee

ASC Report for Faculty Senate Meeting
September 11, 2019

- The ASC put forth a diverse list of academic staff members to possibly be selected to serve on the UW-Green Bay Chancellors Search and Screen Committee.
- We have also filled other Academic Staff committees vacancies. September 11, 2019 meeting is cancelled.
- Next ASC meeting is September 25, 2019 at 1:30PM.

Respectfully submitted,

Lynn Niemi, Chair
Academic Staff Committee