AGENDA

UW-GREEN BAY FACULTY SENATE MEETING NO. 6
Wednesday, February 24, 2021
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. 4**
   December 9, 2020 [page 2]

3. **CHANCELLOR'S REPORT**

4. **OLD BUSINESS**
   a. None

5. **NEW BUSINESS**
   a. Slate of Candidates for the Faculty Elective Committees [page 8]
      Presented by Courtney Sherman, Chair of the Committee on Committees and Nominations
   b. Proposed Changes to the Faculty Handbook: 52.02 and 52.07 (first reading) [page 10]
      Presented by Steve Meyer, SOFAS
   c. Proposed Changes to the Faculty Handbook: Committee Vacancies (first reading) [page 11]
      Presented by Steve Meyer, SOFAS
   d. UW-Green Bay Institutional Guidance for Lecturers and Teaching Professors (first reading) [page 12]
      Presented by Jon Shelton
   e. Defining Student Success at UWGB [page 16]
      Presented by Vince Lowery, Director of Student Success
   f. HLC Accreditation Update [page 18]
      Presented by Clif Ganyard, Associate Provost
   g. Request for Future Business

6. **INTERIM PROVOST'S REPORT**

7. **OTHER REPORTS**
   a. Academic Affairs Council Report [page 21]
   b. Graduate Academic Affairs Council Report [page 33]
   c. University Committee Report – Presented by UC Chair Julie Wondergem
   d. Faculty Rep Report – Presented by Jon Shelton
   e. Academic Staff Report – Presented by Sherri Arendt [page 35]
   f. University Staff Report – Presented by Sue Machuca [page 36]
   g. Student Government Report – Presented by Guillermo Gomez

8. **ADJOURNMENT**

[draft]

Presiding Officer: Mark Klemp, Speaker of the Senate
Parliamentarian: Steve Meyer, Secretary of the Faculty and Staff

PRESENT: Mike Alexander (Chancellor, *ex-officio*), Tanim Ahsan (ALTERNATE-RSE), Devin Bickner (NAS-UC), Kate Burns (Interim Provost, *ex-officio*), Thomas Campbell (TND), Bryan Carr (ALTERNATE-CIS), Vallari Chandna (ALTERNATE-M&M), Gary Christens (A&F), Marcelo Cruz (PEA), Greg Davis (RSE), Alison Gates (ALTERNATE-AND), William Gear (HUB), Richard Hein (Manitowoc), Amy Kabrhel (NAS), Mark Karau (HUS), Mark Kiehn (EDUC), Mark Klemp (Marinette-UC), Jim Loebl (A&F-UC), Ann Mattis (HUS), Mike McIntire (ALTERNATE-NAS), Michelle McQuade Dewhirst (ALTERNATE-MUSIC), Eric Morgan (DJS), Paul Mueller (HUB), Val Murrenus-Pilmaier (HUS), Tom Nesslein (PEA), Rebecca Nesvet (HUS), Matthew Raunio (Sheboygan), Stephanie Rhee (SOCW), Jolanda Sallmann (SOCW), Jon Shelton (DJS-UC), Courtney Sherman (MUSIC), Heidi Sherman (HUS-UC), Alison Staudinger (DJS-UC), Patricia Terry (RSE), Praneet Tiwari (ALTERNATE-BUA), Christine Vandenhouten (NURS), Kris Vespia (PSYCH), Dean VonDras (PYSCH), Sam Watson (AND), Brian Welsch (NAS), and Julie Wondergem (NAS-UC)

NOT PRESENT:

REPRESENTATIVES: Sherri Arendt (ASC), Susan Machuca (USC), and Kyla Yeadon (ALTERNATE-SGA)

GUESTS: Scott Ashmann (Assoc. Dean, CHESW), Pieter deHart (Assoc. VC for Grad Studies), Susan Gallagher-Lepak (Dean, CHESW), Clif Ganyard (Assoc. Provost), Paula Ganyard (Asst. VC for II & Library Director), Susan Grant Robinson (Cabinet Liaison, Internal Affairs), Ben Joniaux (Chief of Staff), John Katers (Dean, CSET), Holly Keener (Provost Asst.), Amanda Nelson (Assoc. Dean, CSET), Lynn Niemi (Director, Disability Services), Megan Olson Hunt (Assoc. Prof., RSE), Mary Kate Ontaneda (SOFAS Asst.), Joan Robb (Asst. Director, Collection Management Services), Sherry Warren (Asst. Prof., SOCW), Amanda Wildenberg (Dean Asst., CAHSS), and Mike Zorn (Assoc. Dean, CSET)

1. CALL TO ORDER.
Anxious to get back to wrapping presents for faculty senators, Senate Speaker Mark Klemp wasted no time in getting December's senate proceedings started at 3:01 p.m.

2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 3, November 11, 2020
November's faculty senate minutes passed as sweetly as thoughts of sugar plums.

3. CHANCELLOR'S REPORT
It was seven months in coming, but the first order of business for Chancellor Alexander was to present tokens of appreciation to Jim Loebl and Mark Klemp for their dedicated service as 2019-2020 Chair of the University Committee and Speaker of the Faculty Senate, respectively. Normally presented at the last senate meeting of the academic year, the presentation of these

gifts had to wait until December. Nevertheless, the gratitude of the entire senate was extended to Jim and Mark.

As we come to the close of the Fall 2020 semester, the Chancellor next thanked everyone for their hard work under extremely unusual circumstances and trying times. To put some context to the flux in the world of higher education, the U.S. Bureau of Labor announced there have been 560,000 jobs in higher education lost since the beginning of the pandemic. The Chancellor mentions this to acknowledge how much he appreciates the work everyone is doing to keep the University moving forward; we continue to buck the trends and that's a tribute to all.

COVID-19 surge testing continues and that will likely last into January; more specifically testing continues through 23 December 2020, then picks up again on 4 January 2021. A shout out to Susan Grant Robinson, UWGB Police, and the Weidner staff and their facilities for their work in helping to ensure 300-400 tests are completed each day. Partially as a result of this testing, the county's number of positive tests is trending in the right direction. UWGB was one of only two UW campuses to come back for in-person classes after the Thanksgiving break. Since our students have returned, the rate of positive tests is under 1%. We will institute broader testing into the spring, looking for ways to further test students who live off-campus, to get testing to our Additional Locations, and to get on-campus testing for faculty and staff.

We have purposely done everything we can to shut the campus down and keep everyone away between 24 December 2020 and 4 January 2021, for the purposes of COVID-19 but also to give people the time to recharge. Thoughts and questions have been raised regarding maintaining the level of post-pandemic flexibility for faculty and staff regarding location of work and hours scheduled. Flexibility is a practice we want to continue post-pandemic to honor the way everyone runs their complicated lives.

Regarding the budget, we took a budget lapse the last fiscal year and again this fiscal year. We absorbed those two lapses. Furloughs were instituted to protect us against an eventual base budget cut; a proactive move to protect us against having to make rash decisions when a base budget cut is announced and to make sure we have one-time money to stave off any more lapses.

To succeed as a campus, we need to think long term about what the world might look like post-pandemic. This requires everyone's collective creativity and brain power to make that happen. With that in mind, administration is calling upon faculty and staff to help establish "strategic priorities" – investments in ourselves to help shape the direction UWGB goes moving forward. There will be $1.5 million in one-time funds available for the six different strategic priorities. Ideas are to be submitted by January 29

4. OLD BUSINESS
a. Request for Authorization to Implement a Bachelor of Science in Community Health Education at the University of Wisconsin-Green Bay
Senator Loebl moved acceptance of the RAI (seconded by Senator C. Sherman). Although CHESW Dean Susan Gallagher-Lepak and Prof. Christine Vandenhouten were available to answer questions, there were none. **The motion passed 36-0-0.**

b. Proposal for a New Collaborative Online Graduate Certificate in Applied Bioinformatics

Associate Provost Clif Ganyard informed SOFAS and Faculty Senate that academic certificates do not require senate approval. Telepathic thoughts of "Sounds good to me!" were abundant and we simply moved on to New Business.

5. NEW BUSINESS
a. Memorial Resolution for Tian-You Hu, Professor Emeritus
Prof. Greg Davis presented a touching tribute on behalf of Prof. Hu. The resolution was accepted via a non-vote consensus and will be archived in the SOFAS Office.

b. Resolution on the Granting of Degrees
That time-honored holiday traditional of holding a faculty senate vote to grant the students the degrees they earned was presented by Senate Speaker Mark Klemp. **Senator Gear moved to accept the motion (Senator Cruz seconded).** Not a creature dissented, not even a mouse. **The motion passed 36-0-0**.

c. Future of the Elsevier Journal Package
Library Director Paula Ganyard and Assistant Director and Collection Management Services Joan Robb spoke on the broader subject of publisher pricing models and library budgets. The library is constantly trying to strike a balance between the content needs of faculty/staff/students and the library's budget – over time, the rising costs have definitely outpaced the small budget increases. To try to strike a balance, UWGB's library uses several tactics, the most effective of which is participation in the UW System Libraries Shared Electronic Collection (UWGB contributes just over $21K to access the collection valued at $2.3M). Other tactics include: cooperative purchases with UW libraries and other consortia; negotiation for lower prices with multi-year contracts; building in inflation caps for multi-year contracts; and interlibrary loan and resource sharing services.

Most publishers are sensitive to our budget constraints, but this presentation focuses on two publishers who definitely are not – Elsevier and Kanopy. Since 2016, we have had access to 2746 titles through the Elsevier Freedom Collection. This heavily negotiated five-year cooperative agreement will end on 31 December 2020. Continued access to this collection would cost the UWGB Library about three times as much as it is currently spending. Kanopy provides streaming access to a collection of films. Once a film has been viewed 4 times for 30 seconds or more, the library automatically leases the film for 1-3 years at a cost of $150 per film. This practice forced the library to go to mediated leasing – written requests that go to Joan Robb. In response to libraries across the country switching to mediated leasing, Kanopy switched to a tiered pricing structure which increased the per film cost.

Regarding Elsevier, UWGB libraries are now forced to return to selecting 22 individual titles based on the usage and the curricular needs. Those 22 titles which five years ago cost us $27K will now cost us $41K. Interlibrary loan of Elsevier articles will continue, however, after we have requested 10 articles from any one title we have to start paying for articles. Regarding Kanopy, the library is trying to minimize our reliance on this resource by providing access to a host of other video resources. The librarians are there to assist instructors in finding other film options and, when all else fails, mediated leasing is still available.

Questions taken by Paula and Joan included: How can we find out what titles are available? [Joan can provide that list]; What kind of usage levels are you seeing for these journals? [Of the

Freedom Collection, 1760 titles (65% of the collection) < 10 uses/year, 496 titles (18% of the collection) >10 uses/year, 295 titles (11% of the collection) > 20 uses/year, 142 titles (5% of the collection) > 50 uses/year, 64 titles (2.3% of the collection) > 100 uses/year; the library considers > 50 uses/year "good" and > 100 uses/year "high")]; How can units provide input on which journals to provide? [When new programs are added, the library hopes to receive additional resources to assist that new program. Each time the university's curriculum changes the library looks at its resources and it shifts where it can to match those needs. The library focuses mainly on the needs of undergraduate programs, but our growing number of graduate programs will need its share of library resources too].

d. Request for future business
I heard a loud noise on the roof
It was COVID-19 all aloof
You're not welcome here
You bring no good cheer
Don't you DARE make my house Santa-proof!
(there was no new business brought forward by the senators this month)

7. PROVOST'S REPORT
Interim Provost Kate Burns first mentioned the memo she sent out, written in collaboration with the UC, to all faculty and instructional academic staff regarding how to approach reviews in the context of this year of the pandemic.

In terms of our Spring course offerings, about half of our courses will be online, 37% will be in-person or using interactive video, and 13% a combination of hybrid/blended courses. Our Spring enrollment numbers are down about 1600 students versus this same time last year, we are working hard to get students registered. On the students' side, they are not indicating that they are not coming back, but more that they didn't know this was the time to register, or they haven't had time, or registration is not the first thing on their minds right now (more of a "I'm going to get to it, just not right now" mindset). Academic Affairs and Student Affairs are working together to try to remedy the situation. Conversely, with 3.5 weeks still to go, the January interim session is up 13% over the final enrollment totals from last year.

The SGA sent out a survey to monitor the pulse of student learning this semester during a pandemic. A survey results revealed a number of common themes; number one on the list was the sense of feeling overwhelmed. The students are struggling with the workload of online courses. Faculty and instructors are feeling the same thing. Perhaps these shared feelings could translate into being more flexible and accommodating. A second common theme revolved around students having concerns but not knowing where or to whom to go to ask for help ("concerns" was a broad term, could be financial, could be academic, etc.). A third common theme was the sense of lost connection/camaraderie as a result of being online the entire semester; at least last Spring, most courses were in-person for the first half of the semester so there was that sense of connection/camaraderie.

Faculty comments for the Provost included: faculty concern over outside workload of students may be playing a role in the level of students' stress (online courses give the students the perception they have more time or a more flexible schedule to work additional hours); GBOSS's message to students that they can take six credits during January interim (that is not only crazy, it

is the wrong academic message to be sending our students); regarding the memo the Provost wrote in collaboration with the UC, while the other UW campuses are doing nothing, we are the only UW campus by default giving probationary faculty extra time to achieve tenure (faculty at other campuses have to petition for extra time), so kudos were extended to Provost Burns for having an ethic of compassion and not competitiveness when it comes to evaluating ourselves during these times of COVID-19.

8. OTHER REPORTS
a. <u>Academic Affairs Report</u>. Found on page 47 of the agenda.

b. <u>University Committee Report</u>. According to Chair Julie Wondergem, one goal of the UC for this coming Spring semester will be to resume discussion of our lecturer policy that had begun last spring. Discussion was put on hold due to uncertainty surrounding the formal titles of lecturers through the Title and Total Compensation efforts of HR and System. Now that TTC has approved the "teaching professor" category, we can move forward with a policy that can afford our lecturers a little more protection.

c. <u>Faculty Rep Report</u>. Jon Shelton shared that the Faculty Reps met the previous week and pretty much all campuses are dealing with similar issues (e.g., faculty workload, Spring enrollments, etc.). Much of their time was spent discussing eye-opening events occurring at UW-Whitewater. UWW administration is not forthcoming regarding the financial situation of the campus. Administration unilaterally imposed a program optimization. A committee of nine (including only one faculty member) is recommending which programs will be resourced. This may be a precursor to program cuts and the layoff of tenured and tenure-track faculty.

d. <u>Academic Staff Committee Report</u>. Sherri Arendt, Chair of the ASC, thanked the administration who joined Academic Staff for their Winter Assembly on Monday. All staff, both instructional and non-instructional will continue to support students in the areas in which they voiced concerns through the SGA survey. The UW System Administration Office Vice President of Academic Staff and Student Affairs allowed each campus to nominate extraordinary non-instructional Academic Staff so that their contributions to the UW System can be recognized by the Board of Regents next June for consideration for the 2020-21 Regents Academic Excellence Award. Members of the committee submitted multiple staff and programs from our campus and the nominations have been submitted to the Provost who will submit them to System.

e. <u>University Staff Committee Report</u>. USC Chair Susan Machuca noted that in conjunction with Academic Staff, 45 members took part in the professional development opportunity entitled "It Makes Me Happy." A big thank you to all the hard-working University Staff who continue to show up for work day in and day out, especially our custodial staff and our facilities staff who have been working tirelessly to make sure our campus is safe and as clean as possible. The next meeting of the University Staff is 17 December 2020.

f. <u>Student Government Association Report</u>. Kyla Yeadon, Chair of the Committee for Online Learning that sent out the student survey, was invited by SGA President Guillermo Gomez to take his place at this meeting. SGA has met with Chancellor Alexander and Provost Burns regarding the results of the survey. The SGA, on behalf of the student body, has asked that final exams be made optional for students this semester. If students are satisfied with their grade

going into the final exam/assignment(s), they should have the option to choose to not take the final or turn in the assignment(s). If they are unhappy with their grade going into finals, they can still choose to take the exam/turn in the assignment(s). In SGA's opinion, low spring enrollment is not because students are unaware that they missed enrollment or that they are unaware that enrollment is occurring, they are not enrolling because they don't know if they want to come back. They are waiting to see how the rest of the semester plays out because they are not happy with how the semester is going and they harbor feelings of abandonment (e.g., emails not being returned, faculty have "checked out").

9. ADJOURNMENT at 4:29 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff

NOMINEES FOR 2021-2022 FACULTY ELECTIVE COMMITTEES

The Committee on Committees and Nominations, the University Committee, and the Personnel Council have prepared the following slate of candidates for open 2021-2022 faculty elective committee positions. <u>Further nominations can be made by a petition of three voting faculty members</u>. These nominations must have consent of the nominee and must be received by the Secretary of the Faculty and Staff <u>no later than 7 March 2021</u>.

UNIVERSITY COMMITTEE

Seven tenured members: one from each of the four voting districts, two at-large, and one from the Additional Locations; no more than two from a single voting district (unless the third is from the one of the Additional Locations). Members are elected by voting districts; at-large members who are elected by the faculty as a whole; the Additional Locations member is elected by the Additional Locations faculty.

Continuing members are:

> *Devin Bickner, at-large, NS; Jon Shelton, at-large, SS; Heidi Sherman, AH; Aaron Weinschenk, SS*

Nominees for two tenured faculty slots (2021-24)

> One from NS: Mohammad (Upal) Mahfuz and Patricia Terry
> One from PS: Gaurav Bansal and Joan Groessl

COMMITTEE OF SIX FULL PROFESSORS

Six full professors: one from each voting district plus two at-large; no more than two from a single voting district. Members are elected by voting districts; at-large members are elected by the faculty as a whole.

Continuing members are:

> *Gaurav Bansal, PS; Berel Lutsky, at-large, AH; Patricia Terry, NS; Christine Vandenhouten, at-large, PS*

Nominees for two full-professor faculty slots (2021-24)

> One from AH: Mark Karau and Kaoime Malloy
> One from SS: Illene Cupit and Aaron Weinschenk

ACADEMIC AFFAIRS COUNCIL

Five tenured members: one from each of the four voting districts and one at-large member. Members are elected by voting districts; the at-large member is elected by the faculty as a whole.

Continuing members are:

> *Woo Jeon at-large, NS; David Voelker, AH*

Nominees for three tenured faculty slots (2021-24)

> One from NS: Rebecca Abler and Daniel Meinhardt
> One from PS: Tohoro (Francis) Akakpo and Heather Clarke
> One from SS: Jason Cowell and Sawa Senzaki (two-year replacement term)

PERSONNEL COUNCIL

Five tenured members: one from each of the four voting districts and one at-large member. Members are elected by voting districts; the at-large member is elected by the faculty as a whole.

Continuing members are:

> *Michelle McQuade Dewhirst, AH; Eric Morgan, SS; Dana Atwood, at-large, SS*

Nominees for two tenured faculty slots (2021-24)

One from NS: Mandeep Bakshi and Maruf Hossain
One from PS: Myunghee Jun and Jolanda Sallmann

GENERAL EDUCATION COUNCIL

Six tenured members: one from each of the four voting districts, plus two at-large members; no more than two from a single voting district. Members are elected by voting districts; at-large members are elected by the faculty as a whole.
Continuing members are:
> *Alison Gates, AH; David Helpap, SS; Tetyana Malysheva, at-large, NS; Matt Raunio, PS*

Nominees for two tenured faculty slots (2021-24)
> One from at-large: Sarah Meredith (AH) and Dean VonDras (SS)
> One from NS: Jared Dalberg and Breeyawn Lybbert

GRADUATE ACADEMIC AFFAIRS COUNCIL

Five tenured members of the graduate faculty, one from each college housing a graduate program and one at-large.
Continuing members:
> *Allen Huffcutt, AECSOB; Megan Olson Hunt, CSET; Gail Trimberger, CHESW*

Nominees for two tenured graduate faculty slots (2021-24)
> One from at-large: Jeremy Intemann (CSET) and John Stoll (AECSOB)
> One from CAHSS: Jenell Holstead and Kris Vespia

COMMITTEE ON COMMITTEES AND NOMINATIONS

Five faculty: one from each voting district and one at-large. Members are elected by voting districts; the at-large member is elected by the faculty as a whole.
Continuing members are:
> *Kerry Kuenzi, SS; Courtney Sherman, at-large, AH; Dinesh Yadav, AH*

Nominees for two faculty slots (2021-24)
> One from NS: William Dirienzo and Amy Kabrhel and Karen Stahlheber
> One from PS: Tohoro (Francis) Akakpo and Myunghee Jun and Tim Kaufman

COMMITTEE ON RIGHTS AND RESPONSIBILITIES

Five tenured faculty: one from each voting district, plus one at-large. Members are elected by voting districts; the at-large member is elected by the faculty as a whole.
Continuing members are:
> *Rebecca Abler, NS; J.P. Leary, at-large, AH; Jolanda Sallmann, PS; Christine Smith, SS*

Nominees for two tenured faculty slots (2021-24)
> One from AH: Thomas Campbell and William Sallak

Faculty Senate New Business 5a 2/24/2021

Proposed Changes to the Faculty Handbook: 52.02 and 52.07

52.02   Membership of the Faculty Senate

    A. *Ex Officio* Members. The Chancellor and Provost/Vice Chancellor for Academic Affairs shall be *ex officio* (non-voting) members.

    B. At Large Members. Members of the University Committee shall be senators at-large.

    C. District Representation

        1. Each academic budgetary unit shall comprise a Faculty Senate voting district.
        2. One senator shall be elected for each ten voting faculty, or fraction thereof, for each voting district. Faculty on full-time administrative appointments shall not be counted in determining the size of a Senate voting district. The size of the Senate voting district will be determined by the records of the Secretary of the Faculty and Staff at the time of the election.
        3. One senator from each Additional Location shall be elected by the faculty members of each respective collegium. Additional Location senators shall have three-year terms.

52.07   Organization of the Faculty Senate

    D. The University Committee serves as the executive committee of the Faculty Senate, as well as of the Faculty.

        1. The University Committee comprises ~~six~~ seven tenured members of professorial rank. Six University Committee members shall be selected through the election process, with two elected each year for three-year terms. There shall be one member from each domain voting district and two members at large, with not more than two from a single domain voting district. The seventh University Committee member shall be selected from among the three senators elected from the respective Additional Locations and shall serve a three-year term. A faculty member shall not serve on the UC and the PC, AAC, GAAC, GEC or CRR at the same time.

Faculty Senate New Business 5b 2/24/2021

Proposed Changes to the Faculty Handbook: Committee Vacancies

54.02. Membership and Election of Members for each Council (p. 31 of the Faculty Handbook)
   J. When a vacancy occurs, the person with the next highest vote in the district will be appointed. If there are no available candidates, ~~or the next person down has received, in the opinion of the University Committee, too few votes,~~ there will be an election for the vacant position.

Types of Committees
   1. Faculty Elective Committees (p. 72 of the Faculty Handbook)
      Elected committee vacancies are filled for the remainder of the ~~academic year in which the vacancy occurs~~ term by the candidate who has the next highest number of votes. If there is no such candidate, the position is filled by an election.

Faculty Senate New Business 5c 2/24/2021

Draft UW Green Bay Institutional Guidance for Lecturers and Teaching Professors

The University of Wisconsin-Green Bay shall prioritize tenure-track appointments to replace existing tenure lines and new faculty hires to the maximum amount feasible. Though the University of Wisconsin-Green Bay recognizes the importance of investing in as many tenure-track faculty lines as possible, the necessity to ensure that curriculum is met in a shifting higher education landscape means that our institution sometimes needs to employ Instructional Academic Staff who are not eligible for tenure. Under revised titling structures as part of the Title & Total Compensation Project (T&TC), these employees shall be titled lecturers or teaching professors as defined below. For the good of our students and for the purposes of meaningful shared governance, our institution must treat instructional academic staff as the professionals they are by maximizing their academic freedom, professional development, promotion, job security, and regular compensation increases.

Lecturer:

A lecturer is defined as any instructor who teaches courses for credit at UW-Green Bay and does not have a fixed renewable contract, as defined in the employee handbook.

UW-Green Bay recognizes that from time to time, opportunities will arise for members of the community with special expertise to teach courses on an ad hoc basis (generally less than fourteen credits a year). A Dean of a College shall appoint this employee and have the discretion to determine the appropriate compensation in accordance with the Compensation Guidelines and Payroll Procedures Adjunct Instructors & Associate Lecturers. Semester-long fixed-term terminal lecturer appointments are for the term of the course only and provide no guarantee of future appointment.

The title of Lecturer shall also be used to represent a fixed-term terminal one-year appointment which consists of 14 or more credits over a single academic year. This appointment is terminal at the completion of the year. Lecturers may agree to a new one-year temporary appointment at the end of that year if offered by the Dean (and approved by Position and Compensation Review Committee (PRC)).

At the end of the second appointment period, the Dean, with consultation from the appropriate unit chair, is expected to assess the long-term need for that unit. Should a continued need exist, the Dean may request funding and FTE allocation for an ongoing Assistant Teaching Professor or a tenure-track faculty line through the Provost Office and PRC. If available funding and allocation of positions warrant the ability to search for a fixed-term renewable AS or tenure track position, the lecturer may apply through competitive recruitment for an ongoing position. No waivers will be approved to appoint a person in a yearly position to the rank of Assistant Teaching Professor.

The PRC should make the maximum feasible effort to invest in either a faculty line or a fixed-renewable contract instead of furthering the exploitative practice of continuing to employ lecturers on multiple consecutive fixed-term terminal one-year appointments.

Assistant Teaching Professor:

The title of Assistant Teaching Professor shall be used to represent a fixed renewable Instructional Academic Staff appointment which consists of 14 or more credits over a single academic year. An Assistant Teaching Professor is not obligated to seek a promotion to Associate Teaching Professor. It is not an "out or up" position.

Job responsibilities, as outlined in the UW System standard job description for this title, include:

- Develops and designs curriculum and instructional material relevant to a course of instruction
- Advises students on academic and career direction within a specific field of study
- Facilitates classroom, online and/or laboratory instruction, including assessment of student performance
- Supervises student employees involved in development or delivery of instruction
- Collaborates with department faculty and staff to develop teaching strategies relevant to the discipline
- Contributes to the development of teaching and learning scholarly work including publications and presentations
- Contributes to the strategic development of curriculum and academic content through various mediums to ensure the integrity of the educational mission of the work unit

Associate Teaching Professor:

At any time, an Assistant Teaching Professors can seek to be promoted to Associate Teaching Professor. An Associate Teaching Professor is a title used as a promotion to designate excellent teaching and contribution to an academic unit's curriculum at UWGB, as well as the likely potential for continued excellent teaching and curricular contribution.

Specific criteria needed to move into this title will be aligned with the standard job description for this title, and determined by and tracked within the Academic Unit (complexity of work, teaching evaluation, integration into the curriculum of the discipline). Promotion will occur following the recommendation of the academic unit, the Personnel Committee, the Dean, and all other appropriate institutional approvals as outlined in the Title Review Policy, using the following criteria:

- An impressive, sustained record of excellent teaching, as evidenced by student and peer evaluation, or other marks of achievement.
- Demonstrated instructional contributions to the department and college, and/or campus, and/or broader discipline.
- Demonstrated experience – beyond that of assistant teaching professor – in supporting student success
- Excellence in collaboration with faculty and staff in the development of teaching strategies, including participation in department, unit, or campus-level faculty/staff instructional development activities/programs
- Demonstrated experience in creating courses and contribute to the overall curricular mission of the unit
- Demonstrated record of consuming, implementing and/or producing creative activity or scholarship in teaching and learning

[Teaching Professor](#):

At any time after reaching the rank of Associate Teaching Professor, the ATP can seek promotion to Teaching Professor. This title recognizes meritorious service, departmental contribution or other factors which calls for recognition of the work of the employee and the potential for future exemplary work.

Specific criteria needed to move into this title will be aligned with the [standard job description](#) for this title, and will be determined by and tracked within the Academic Unit (complexity of work, teaching evaluation, integration into the curriculum of the discipline). Promotion will occur following the recommendation of the academic unit, the Personnel Committee, and the Dean, and institutional approvals as outlined in the [Title Review Policy](#), using the following criteria:

- An impressive and sustained record of outstanding teaching, as evidenced by student and peer evaluation; departmental, school/college, and national/international recognition through awards and other marks of achievement such as producing scholarship/creative activity in teaching and learning
- Demonstrated instructional contributions to the department, college, campus, and/or broader discipline
- Demonstrated and recognized outstanding achievement in supporting student success
- Leadership in collaboration with faculty and staff in the development of teaching strategies, including designing, organizing, and/or leading department, unit, or campus-level faculty/staff instructional development programs
- Leadership in the creation of courses and in contributions to the overall curricular mission of the unit
- Representation of the unit on college or campus committees in support of the university's instructional mission

For any teaching professor, the following shall apply:

- A full-time workload shall consist of 27 credits per academic year.

- Teaching professors at any rank shall automatically have faculty status in their department.

- Teaching professors at any rank are considered fixed-term, renewable academic staff. Therefore, the UW-Green Bay Academic Staff job security provisions, contract schedule, and non-renewal notice rights as outlined in the [Employee Handbook - Academic and University Staff](#) apply to these appointments.

- Teaching professors at any rank shall be entitled to access to professional development funds through their academic unit.

- Upon recommendation from the unit's Executive Committee and subject to the approval by the Dean of the College, a teaching professor with an on-going appointment shall be

eligible for a three-credit service reassignment for exceptional service to their unit, the University, and/or the community. If the Dean declines to offer the three-credit reassignment, the Executive Committee of the department can appeal this decision to the Provost for the final decision.

- Compensation increases based upon promotion between Teaching Assistant ranks will be determined in accordance with the UW-Green Bay Title Review Policy and Compensation and Pay Plan Policy.

- Processes to appeal decisions related to promotion through Teaching Professor ranks are outlined in the UW-Green Bay Title Review Policy.

- Lecturers on fixed-term renewable contracts hired before the Total Title and Compensation project made the Teaching Professor title available will be mapped into the Teaching Professor series based on a process defined by Human Resources. HR shall seek input on this decision from unit chairs and the college dean. Employees in this category can appeal this decision consistent with the appeal process outlined within the Title Review Policy.

Other:

Though the UW-Green Bay Compensation and Pay Plan Policy prevents pay plan compensation increases for fixed-term terminal, temporary lecturers, administration shall make the maximum feasible effort to consider them for merit-based salary increases when the state legislature approves pay plan increases for state employees.

- As trained professionals who are experts in their field of study, all lecturers and teaching professors are entitled to the full expectation of academic freedom, as defined by the American Association of University Professors, in their classrooms, in their research, and both in their intramural and extramural speech. At no time should the academic speech of any lecturer or teaching professor factor into the decision not to renew contracts or to any kind of disciplinary action.

- Consistent with AAUP standards for the professional development of non-tenure track faculty, any lecturer or teaching professor who teaches at least six credits in a semester shall receive an annual formative review by the Executive Committee of the unit with which the lecturer or teaching professor is associated. The Executive Committee can designate the Chair to perform this review. The review shall include a professional activities report, teaching observation, and review of student evaluations.

Faculty Senate New Business 5d 2/24/2021

<h1 align="center">Defining Student Success at UWGB</h1>

Definition of Student Success

Over the course of the fall 2020 semester, the Student Success Council (SSC) at UW Green Bay developed and approved an institutional definition of student success:

UWGB promises every student the opportunity to engage in learning experiences that help them cultivate their sense of belonging, discover their purpose, and develop the skills and perspectives to earn a degree or credential and positively impact their communities.

This definition was formally adopted by the SSC on 12/3/2020 and approved by the Provost on 12/4/2020.

Student Success Goals

The SSC has identified the following goals for further development:
- Market and Develop a Culture of Student Success
- Work toward a full First Year Experience
- Examine DFW rates and consider actions for improving retention
- Collaborate with the HIPs Coordinator and Working Group to improve Student Success
- Develop a set of Sophomore Experiences
- Expand and Improve Navigate Usage

The third goal – DFW Rates and Retention – is intended to overlap with the EDI goals developed by the UW-Green Bay Council for Equity, Diversity, and Inclusion.

The SSC currently is assembling subcommittees to work on further defining each of these goals and setting achievable milestones.

Communication and Outreach

The Director of Student Success and the Student Success Council is currently working on communicating and socializing the definition of student success and our goals.

The plan currently includes communication with:

Cabinet	January 2021
Admin Council	January 2021
University Council	February 2021
Faculty Senate	February 2021
Academic Staff Council	
University Staff Council	
Student Government Association	
Marketing and Communication	
Website	

Who is involved in this work?

The definition of student success and the development of student success goals is being led by Vince Lowery, Director of Student Success.

The Student Success Council consists of the following people:

Sherri Arendt
Scott Ashmann
Caroline Boswell
Stacie Christian
Renee Ettinger
Amy Henniges
Jennifer Jones
James Kabrhel
Nichole LaGrow
Mai Lo Lee
Tracy Smith Leiker
Vincent Lowery
Amanda Nelson
Lynn Niemi
Mary Kate Ontaneda
Linda Peacock-Landrum
Darrel Renier
Charles Rybak
Tracy Fernandez Rysavy
Kay Voss

SSC sub-committees assigned to develop student success goals will consist of some SSC members as well as additional faculty and staff from across the institution to provide broad insight into how to achieve the goals.

Faculty Senate New Business 5e 2/24/2021

HLC Accreditation Update

What is accreditation?

"Accreditation is the **recognition that an institution maintains standards requisite for its graduates** to gain admission to other reputable institutions of higher learning or to achieve credentials for professional practice. The goal of accreditation is to ensure that education provided by institutions of higher education **meets acceptable levels of quality**." (U.S. Department of Education) There are both Institutional accreditations and Specialized or Programmatic Accreditations.

Institutional Accreditation, which we're preparing for now, is the evaluation of an entire institution, indicating that each of an institution's parts is contributing to the achievement of the institution's objectives, although not necessarily all at the same level of quality. The Higher Learning Commission is the accrediting body recognized by the U. S. Dept. of Education to oversee UW - Green Bay's institutional accreditation.

Why do we do accreditation?

We are required to maintain accreditation by the Department of Education, accreditation does have value. Accreditation:

- **Encourages confidence** that an institution's education is fair and accurate.
- **Assures** that a neutral, external party has reviewed the **quality of education**.
- **Confirms** that institutions and **programs have processes in place** to meet changes in thinking.
- **Provides** for eligible students to have **access to federal financial aid**.
- **Assists with transfer of credits** among institutions or admission to graduate school.
- **Aids with** entrance to a **profession**.
- **Signals** prospective employers that an educational program has met widely **accepted educational standards**.

Council for Higher Education Accreditation (CHEA)

What is the process for accreditation?

Institutional accreditation for the Open Pathway occurs on a 10-year cycle:

- Years 1-3: Assurance Filing Preparation
- Year 4: Assurance Review
- Years 5-6: Quality Initiative Proposal
- Years 7-9: Quality Initiative Project and Report
- Year 10: Comprehensive Evaluation and Reaffirmation

UWGB completed its 10-year Comprehensive Evaluation in Fall 2017 and earned reaffirmation in January 2018.

Oh, good, so this is just an Assurance Review, right?

No, actually, we have to do another Comprehensive Evaluation

Wait, what? Why do we have to do another Comprehensive Evaluation after only 4 years?

The UW College and Extension Restructuring Project – Project Coastal – resulted in significant changes for UW Green Bay and the UW Colleges. In its approval of the project, the HLC required a comprehensive evaluation of the institutions involved in the restructuring project sooner than the regular cycle.

In its 6-month review of the project's progress, the HLC listed several areas of concern to address:

- Student Service Staffing
- Enrollment
- Communication
- Finances

When is our Accreditation Vis1t?

October 4-5, 2021

Where are we in the process?

The Comprehensive Evaluation requires several reports, reviews, and a site visit.

Report		Draft	Steering Committee Review	Associate Provost Review	Administrative Council Review	Final Draft	Submit to HLC
Assurance Argument	Criterion 1	✓	✓	In Process			June
	Criterion 2	✓	✓	✓	✓		June
	Criterion 3	✓	✓	✓	In Process		June
	Criterion 4	✓	✓	✓	In Process		June
	Criterion 5	✓	In Process				June
Federal Compliance Report		✓	In Process				June
Multi-location Report		In Process					June
COVID-19 Report		In Process					June

HLC Review	Request	Completion	
Student Opinion Survey	August 2021	September 2021	
Syllabus Review	August 2021	September 2021	
Site Visit			October 2021

Communication	February 2021	March 2021	April 2021	May 2021	Summer 2021	September 2021
University Council	✓					
Faculty Senate	✓					

		3/18/2021				
Academic Staff Committee						
University Staff Committee		3/18/2021				
Student Government Association		3/29/2021				
Mission Signs					Planned	
Website Updates					Planned	
Marketing & Communication						Planned

Who is engaged in this work?

The Associate Provost, Clifton Ganyard, acts as the Accreditation Liaison Officer to the HLC and organizes preparations for accreditation.

The Accreditation Steering Committee oversees the development of reports, reviews, and other preparations. The Committee includes Deb Anderson, Renee Ettinger, Clifton Ganyard, Paula Ganyard, Jennifer Jones, Katia Levintova, Ryan Martin, Mary Kate Ontaneda, Christopher Paquet, and Samantha Surowiec.

In addition, more than 70 faculty and staff have contributed to the preparation of the assurance Argument and the Federal Compliance, Multi-location, and COVID-19 reports so far.

Where can I find more information?

UWGB HLC Accreditation Website

Faculty Senate New Business 5f 2/24/2021

Academic Affairs Council
Report to Faculty Senate 24 February 2021

At the 3 December 2020 meeting, the following actions were voted:

1) BIOLOGY 343 : Mammalogy (**Course Change Request**)
   a. Effective Date of Action: Fall 2018 → January Interim 2021
   b. Prerequisite change. Required field trips.
   c. **Action: approved**.

2) BIOLOGY 346 : Comparative Physiology (**Course Change Request**)
   a. Effective Date of Action: Fall 2018 → January Interim 2021
   b. Prerequisite change: "Changing Pre-reqs from Bio I (201?) and either Bio II (203?, Animal Biology?) to... Bio I and either Bio II or Anat and Phys! (HUM BIO 222)" – It could lead a misunderstanding.
   c. Chair will contact James Marker to clarify the prerequisite.
   d. **Action: conditionally approved**.

3) BACHELOR OF SCIENCE IN COMMUNITY HEALTH EDUCATION (**New Program Request)**
   a. There were two suggestions
      i. A proper sequence map for BIO 201/202, CHEM 207, and HUM BIOL 240/241 could be provided so that students can see a clear path to take the courses.
      ii. Since COMM SCI 205 is required, MATH 101 can be optional unless MATH 101 is necessary for other courses.
   b. **Action: approved**.

4) COMM SCI 205 : Social Science Statistics & COMM SCI 097 : Math Preparation for Social Science Statistics (**Prefix Change Request**) To **PSYCH 205/097**
   a. Psychology department has managed the courses and provided the instructors.
   b. C Ganyard has talked this change with related department chairs and Dean. They all were supportive on the prefix change.
   c. **Action: approved**.

5) BIOLOGY ECO_ACC : Accelerated Ecology and Conservation Emphasis (**Program Change Request**)
   a. BIOLOGY 302 : Principles of Microbiology was deactivated.

b. **Action: approved**.

6) BIOLOGY ECOLOGY : Ecology and Conservation Emphasis (**Program Change Request**)

   a. Same as above.

   b. **Action: approved**.

7) BUS ADM ANALYTICS : Business Analytics (**Program Change Request**)

   a. Key Changes: Title and Curriculum

   b. BUS ADM 4xx (?)

   c. K Hrivnak will contact Matthew Dornbush (cc A Gurtu) to explain a possible impact when the title of the program is changed. There are total of four program changes.

   d. **No Action** for all four program changes for Business Administration majors/emphasis.

8) COMP SCI 351 : Data Structures (**Course Change Request**)

   a. Key Changes: Catalog Description, Periodicity, Instructor.

   b. **Action: approved**.

9) COMP SCI 464 : Artificial Intelligence (**Course Change Request**)

   a. Key Changes: Catalog Description, Instructor.

   b. **Action: approved**.

10) EDUC 282 : Conceptual Foundations of Elementary Mathematics II (**Course Change Request**)

   a. Key Change: Prerequisite.

   b. No rationale for the prerequisite change. EDUC 281 and EDUC 282 have been sequential courses. Chair will contact Amy Bartelme and Mary Gichobi (instructor) for clarification.

   c. **No Action**

At the 10 December 2020 meeting, the following actions were voted:

Thursday, December 10, 2020			
CC=course change, N=new course, D=deactivation, PC=program change			
Course		Key Requests	Action
1	BIOLOGY 346	CC	Prerequisite	Approved

	Comparative Physiology			
2	**BUS ADM ANALYTICS** **Business Analytics**	PC	Title and Curriculum (lower and upper core)	**Approved**
3	**BUS ADM ENTRP** **Entrepreneurship Emphasis**	PC	Title and Curriculum (lower and upper core)	**Approved**
4	**BUS ADM GENERAL** **General Business Emphasis**	PC	Curriculum (upper core)	**Approved**
5	**BUS ADM SCM** **Supply Chain Management Emphasis**	PC	Title and Curriculum (lower and upper core)	**Approved**
6	**EDUC 282 : Conceptual Foundations** **of Elementary Mathematics II**	CC	Prerequisite	**Approved**
7	**EDUC 316 : Teaching Art** **in the Middle and Secondary Schools**	CC	Periodicity, Instructor	**Approved**
8	**ENV SCI 305** **Environmental Systems**	CC	Prerequisite, Instructor	**Approved**
9	**ET 305** **Environmental Systems**	CC	Prerequisite	**Approved**
10	**LGBTQ Cert : Lesbian, Gay, Bisexual,** **Transgender, and Queer Studies Certificate**	PC	Electives	**Approved**
11	**NUT SCI 201** **Survey of Nutrition Related Professions**	CC	Periodicity, Instructor	**Approved**
12	**PHYSICS 141** **Astronomy**	CC	Description	**Approved**
13	**PHYSICS 142** **Observational Astronomy**	CC	Description, Contact Hours Periodicity, Instructor	**Approved**
14	**PHYSICS 143** **The Solar System**	CC	Description, Periodicity, Instructor	**Approved**
15	**PHYSICS 144** **Stars, Galaxies and the Universe**	CC	Description, Periodicity, Instructor	**Approved**
16	**PHYSICS 201** **Principles of Physics I**	CC	Contact Hours, Prerequisites, Instructor	**Approved**
17	**PHYSICS 202** **Principles of Physics II**	CC	Contact Hours, Prerequisites, Instructor	**Approved**
18	**PHYSICS 310** **Modern Physics**	CC	Description	**Approved**
19	**WOM STDY-I : Research Methods Women's,** **Gender, and Sexuality Studies Minor**	PC	Title	**Approved**
20	**SOANTH-I** **Sociology & Anthropology Minor**	PC	COMM SCI 205 to PSYCH 205	**Approved**
21	**SOC WORK 301**	CC	COMM SCI 205 to PSYCH 205	**Approved**

	for Generalist Social Work Practice			
22	SOC WORK 305 The Social Work Profession	CC	Prerequisite	**Approved**
23	SOC WORK 344 Grant Writing for Success	N	Elective, Sophomore standing, Cross-Listed	**Approved**
24	SOC WORK 431 Social Policy Analysis I	CC	Prerequisite	**Approved**
25	SOC WORK 463 Program Evaluation II	CC	0 Contact Hours (?), Special Fee	**Approved**
26	SOC WORK CHILD WELF Social Work - Child Welfare Emphasis	PC	COMM SCI 205 to PSYCH 205	**Approved**
27	SOC WORK GENERAL Social Work - General Emphasis	PC	COMM SCI 205 to PSYCH 205	**Approved**
28	POL SCI 333 : Political Science Research Lab	CC	COMM SCI 205 to PSYCH 205	**Approved**
29	POL SCI 349 American Political Thought	CC	Names of Program, College, Budgetary Unit	**Approved**
30	POL SCI 360 International Relations	CC	Names of Program, College, Budgetary Unit	**Approved**
31	POL SCI Political Science Major	PC	COMM SCI 205 to PSYCH 205	**Approved**
32	PSYCH 350 Cultural Psychology	CC	GenEd, Instructor	**Approved**
33	PSYCH 417 Psychology of Cognitive Processes	CC	Prerequisite, Instructor	**Approved**
34	PSYCH 438 Counseling and Psychotherapy	CC	Cap, Prerequisite, Instructor	**Approved**
35	PSYCH BRAIN Brain, Behavior, and Health Emphasis	PC	COMM SCI 205 to PSYCH 205	**Approved**
36	PSYCH DEVELOP Development Emphasis	PC	COMM SCI 205 to PSYCH 205	**Approved**
37	PSYCH GENERAL Psychology Major-General Emphasis	PC	COMM SCI 205 to PSYCH 205	**Approved**
38	PSYCH MENTAL Mental Health Emphasis	PC	COMM SCI 205 to PSYCH 205	**Approved**
39	PSYCH-I Psychology Minor	PC	COMM SCI 205 to PSYCH 205	**Approved**
40	PU EN AF 452 Planning Theory and Methods	CC	COMM SCI 205 to PSYCH 205	**Approved**
41	PUB ADM EMER MGNT Emergency Management Emphasis	PC	COMM SCI 205 to PSYCH 205	**Approved**

	Course		Key Requests	Action
42	**PUB ADM PUB_NP_MGT** **Public & Nonprofit Management Emphasis**	PC	COMM SCI 205 to PSYCH 205	**Approved**
43	**SECON ED-I EA-A** **Early Adolescence to Adolescence Emphasis**	PC	COMM SCI 205 to PSYCH 205	**Approved**
44	**URB STUD** **Urban Studies**	PC	COMM SCI 205 to PSYCH 205	**Approved**
45	**ACCTG 414** **Cost Accounting**	CC	COMM SCI 205 to PSYCH 205	**Approved**
46	**DJS AMERICAN** **American Studies Emphasis**	PC	COMM SCI 205 to PSYCH 205	**Approved**
47	**DJS INTERNAT** **U.S. and the World Emphasis**	PC	COMM SCI 205 to PSYCH 205	**Approved**
48	**DJS JUSTICE** **Criminal Justice**	PC	COMM SCI 205 to PSYCH 205	**Approved**
49	**DJS LEGAL** **Legal Studies**	PC	COMM SCI 205 to PSYCH 205	**Approved**
50	**DJS WOMENS** **Women's and Gender Studies Emphasis**	PC	COMM SCI 205 to PSYCH 205	**Approved**
51	**ECON-I** **Economics Minor**	PC	COMM SCI 205 to PSYCH 205	**Approved**
52	**ECON** **Economics Major**	PC	COMM SCI 205 to PSYCH 205	**Approved**
53	**ENV POL PL DESIGN : Regional Planning & Environmental Design Emphasis**	PC	COMM SCI 205 to PSYCH 205	**Approved**
54	**ENV POL PL ENV POL** **Environmental Policy Emphasis**	PC	COMM SCI 205 to PSYCH 205	**Approved**
55	**ENV POL PL ENVSCI_ACC : Accelerated Emphasis in Environmental Science Policy**	PC	COMM SCI 205 to PSYCH 205	**Approved**
56	**ENV POL PL PLANNING** **Environmental Planning Emphasis**	PC	COMM SCI 205 to PSYCH 205	**Approved**
57	**ENV POL PL** **Environmental Policy & Planning Core**	PC	COMM SCI 205 to PSYCH 205	**Approved**

At the 17 December 2020 meeting, the following actions were voted:

	Reviewed on December 17, 2020			
	CC=course change, N=new course, D=deactivation, PC=program change			
	Course		**Key Requests**	**Action**
1	**ACCTG 301** **Intermediate Accounting I**	CC	Credit Hours, Description, Contact Hours	Approved

2	**ACCTG 313** **Intermediate Accounting II**	CC	Description, Instructor	Approved
3	**ACCTG 323** **Intermediate Accounting III**	N	Upper core for Accounting majors	Approved
4	**ACCTG 423** **Advanced Income Tax Practicum (VITA)**	N	Practicum, supporting course	Approved
5	**ACCTG 452** **Accounting Data Analytics**	N	Upper core for Accounting majors	Approved
6	**BIOLOGY 365** **Aquatic Invertebrates**	CC	Prerequisite	Approved
7	**BIOLOGY ANIMAL** **Animal Biology Emphasis**	PC	Math requirement	Approved
8	**BIOLOGY ANIMAL_ACC** **Accelerated Animal Biology Emphasis**	PC	Math requirement	Approved
9	**BIOLOGY AQUACUL** **Aquaculture Emphasis**	PC	Math requirement	Approved
10	**BIOLOGY AQUAECO** **Aquatic Ecology and Fisheries Emphasis**	PC	Math requirement	Approved
11	**BIOLOGY CELL** **Cell/Molecular Emphasis**	PC	Math requirement	Approved
12	**BIOLOGY MICRO** **Microbiology Emphasis**	PC	Math requirement	Approved
13	**BIOLOGY PRE-VET** **Pre-Veterinary Emphasis**	PC	Math requirement	Approved
14	**ENGR 208** **Fundamentals of Electric Circuits**	D	ENGR 308 replaces ENGR 208	Approved
15	**ET 116** **Basic Manufacturing Processes**	D	Will be replaced by ENGR 216	Approved
16	**ENGR 216** **Basic Manufacturing Processes**	N	Will replace ET 116	Approved
17	**ENGR 301** **Engineering Materials**	D	Will be replaced by ENGR 201 (later will be submitted)	Approved
18	**ENGR 308** **Electrical and Electronic Circuits**	N	ENGR 308 replaces ENGR 208	Approved
19	**ENGR 408** **Finite Element Analysis**	N	Will replace ET 308 Core, 3cr, 3LecH, 24cap (lab), Fall	Approved
20	**ENGR 420** **Machine Component Design I**	N	Core, Will replace ET 221, 3cr, 3LecH 28cap, Fall	Approved
21	**ENGR 422**	N	Elective, Will replace ET 322, 3cr, 3LecH	Approved

	Machine Component Design II		28cap, spring	
22	**FIN 447** **Derivatives**	D	No offered	Approved
23	**HUM BIOL 341** **Human Anatomy Laboratory**	CC	Prerequistes	Approved
24	**HUM BIOL 351** **Kinesiology**	CC	Prerequistes	Approved
25	**HUM BIOL 413** **Neurobiology**	CC	Prerequistes	Approved
26	**ACCTG 201** **Principles of Financial Accounting**	CC	Credit Hours, Description, Contact Hours	Approved
27	**ACCTG 202** **Principles of Managerial Accounting**	CC	Prerequisite	Approved
28	**ACCTG 314** **Advanced Accounting**	CC	Prerequisite	Approved
29	**ACCTG 316** **Governmental and Nonprofit Accounting**	CC	Description, Prerequisite	Approved
30	**ACCTG 410 : Introduction to** **Income Tax Theory and Practice**	CC	Prerequisite	Approved
31	**ACCTG 411** **Accounting Information Systems**	CC	Prerequisite	Approved
32	**ACCTG 413** **Income Tax Practicum (VITA)**	CC	Title	Approved
33	**ACCTG 415** **Advanced Income Tax Theory and Practice**	CC	Description	Approval
34	**ACCTG ACCTG_ACC** **Accounting -Accelerated Emphasis**	PC	Supporting, Core, Electives	Approved
35	**ACCTG General** **Accounting Major**	PC	Supporting, Core, Electives	Approved
36	**ACCTG-I** **Accounting Minor**	PC	on-campus program via distance education	Approved
37	**BIOLOGY 449** **Wetland Ecology**	CC	Prerequisite (equivalent?) Periodicity, Field Trips	Conditionally approved
38	**BIOLOGY BIOL-ED** **Biology for Educators Emphasis**	PC	Math requirement, Elective	Approved
39	**BUS ADM 306** **Business Law**	CC	Description	Approved
40	**BUS ADM 464** **Data Visuallization and Storytelling**	N	Business, 3cr, 3 lec No cap? No Prereq? Core? Elective?	Held

	Course		Key Requests	Action
41	**BUS ADM-I** **Business Administration Minor**	PC	COMM SCI 205 to PSYCH 205	Approved
42	**COMM SCI 301** **Foundations for Social Research**	CC	COMM SCI 205 to PSYCH 205	Approved
43	**DANCE-I** **Dance Minor**	CC	Supporting, Electives	Approved
44	**ELEC ENGR** **Electrical Engineering**	N		Approved
45	**ELEC ET** **Electrical Engineering Technology**	PC	Supporting, Core, Electives	Approved
46	**ENGR 104** **Engineering Graphics**	N	Supporting for MechEng, 3cr, 2 lab h cap=24, Prereq=MATH 101, Fall,	Approved
47	**ENGR 120** **Electrical Circuits I**	N	Replacing ET 130, Supporting for ElecEng & Tech, 3cr, 3 lec h, cap=24, , Spring	Approved
48	**ENGR 121** **Electrical Circuits I Lab**	N	New lab for ENGR 120, Supporting for ElecEng&Tech, 1cr, 3 lab h, Spring	Approved
49	**ENGR 201** **Engineering Materials**	CC	Replace ENGR 301, Credit Hours, Description Contact Hours, Cap, Prerequisite, Periodicity	Approved
50	**ENGR 204** **Programming for Engineers**	CC	Supporting for MechEng&Tech Prerequisite, Periodicity	Approved
51	**ENGR 208** **Fundamentals of Electric Circuits**	D	Replaced by ENGR 308	Approved
52	**ENGR 210** **Electrical Circuits II**	CC	Replaces ET 131, Supporting, Title Description, cap, prerequisite, Periodicity	Approved
53	**ENGR 211** **Electrical Circuits II Lab**	N	Lab for ENGR 210, 1cr, 3Lab, Supporting	Approved

At the 28 January 2021 meeting, the following actions were voted:

	Course		Key Requests	Action
	From last meeting on December 17, 2020			
	CC=course change, N=new course, D=deactivation, PC=program change			
	Course		**Key Requests**	**Action**
1	**WE 093: Fundamentals of Writing**	CC	Summer Bridge program, Periodicity=other, P/NP	Approved
2	**ENGR 223: Electronic Devices Lab**	N	Lab for ENGR 222, 1cr, 3Lab, Supporting	Approved
3	**ENGR 224** **Electrical Codes, Safety, and Standards**	N	Replaces ET 150, Supporting, 2cr, 2LecH Cap=30, Prereq=ENGR 120/121, Spring	Approved
4	**ENGR 310** **Digital Logic Design**	CC	Replaces ET 311, core, Title, cr, Description LecH, cap, Prerequisite, Periodicity, Instructor	Approved
5	**ENGR 311** **Digital Logic Design Lab**	CC	Lab for ENGR 310, Title, cr, LabH, cap Description, Fall, Instructor	Approved

6	**ENGR 312** **Engineering Measurements**	CC	Core, prerequisite, periodicity, instructor	Approved
7	**ENGR 320** **Energy Conversion**	N	Replaces ET 324, core, 3cr, 3LecH Prereq=ENGR 210/211	Approved
8	**ENGR 321** **Energy Conversion Lab**	N	Lab for ENGR 320, core, 1cr, 3 LabH cap=24, spring,	Approved
9	**ENGR 324** **Engineering Thermodynamics**	CC	Core, prerequisite, replaces CHEM 320	Approved
10	**ENGR 326** **Numerical Methods**	CC	Core, cr, LecH, LabH, cap, prerequisite Instructor, computer lab,	Approved
11	**ENGR 328 : Microcontrollers and** **Programmable Logic Controllers**	N	Replaces ET 240 & ENGR 240, core, 3cr 3 LecH, cap=24, Spring	Approved
12	**ENGR 329 : Microcontrollers and** **Programmable Logic Controllers Lab**	N	Lab for ENGR 328, core, 1cr, 3 LabH cap=24, Spring	Approved
13	**ENGR 336 : Fluids**	CC	Core, prerequisite, instructor	Approved
14	**ENGR 340 : Analysis of Dynamic Systems**	CC	Core, cap, prerequisite, instructor	Approved
15	**ENGR 342 : Signals and Systems**	CC	Core, title, description, hours, prerequisite instructor	Approved
16	**ENGR 343 : Signals and Systems Lab**	N	Lab for ENGR 342, 1cr, 3 LabH, 24cap,Fall	Approved
17	**ENGR 344 : Mechanical Vibration**	N	Elective, 3cr, 3 LecH, cap=24, Fall	Approved
18	**ENGR 346 : Electrical Power Systems**	N	Core, 3cr, 3LecH, cap=28(?), Spring, Cross listing (?)	Held
19	**ENGR 348 : Electromagnetic Fields and** **Applications**	N	Core, 3cr, 3LecH, cap=28(?), Fall, Cross listing (?)	Held
20	**ENGR 412 : Communications Systems**	N	Core, 3cr, 2LecH+2LabH, 24cap (lab), Fall	Approved
21	**ENGR 414 : Power System Analysis and** **Protection**	N	Elective, 3cr, 3 LecH, cap=28(?), Fall	Held
22	**ENGR 426 : Wireless Communications**	N	Elective, 3cr, 3 LecH, cap=28(?), Fall	Held
23	**ENGR 428 : Wireless Networks**	N	Elective, 3cr, 3 LecH, cap=28(?), spring odd	Held
24	**ENGR 430 : Heat Transfer**	CC	Core, prerequisite, periodicity, instructor	Approved
25	**ENGR 431 : Thermal Lab**	CC	Core, Lab for ENGR 430, description periodicity, instructor	Approved
26	**ENGR 432 : Automatic Controls**	CC	Elective, credits, hours, periodicity, instructor	Approved
27	**ENGR 434 : Power Electronics**		Core, 3cr, 3LecH, 28cap(?), spring	Held
28	**ENGR 438 : Microprocessors and Embedded** **Systems**	N	Elective, 3cr, 2LecH+2LabH, 24cap(lab), fall	Approved
29	**ENGR 494 : Special Topics in Electrical** **Engineering**	N	Elective, 3cr, 3LecH, cap=24 periodicity=other	Approved
30	**ENV ET : Environmental Engineering** **Technology**	PC	ET118-->ET218	Approved
31	**ENV SCI ENVSCI_ACC : Accelerated** **Emphasis in Environmental Science**	PC		Approved

32	**ET 118 : Fluids I**	D	Replaced by ET 228	Approved
33	**ET 142 : Introduction to Programming**	CC	Core, prerequisite, periodicity, lab	Approved
34	**ET 206 : Chemistry for Engineers**	CC	Core, credits, prerequisite, cap=48	Approved
35	**ET 207 : Parametric Modeling**	CC	Core, credits, description, LabH, prerequisite periodicity	Approved
36	**ET 218 : Fluid Mechanics**	N	Core, replace ET 118, 3cr, 2LecH+2LabH 24cap, spring	Approved
37	**ET 221 : Machine Components**	D	Replaced by ENGR 420	Approved
38	**ET 250 : Continuous Signals and Linear Systems**	CC	Core, description, prerequisite, periodicity instructor	Approved
39	**ET 318 : Fluid Power Systems**	CC	Core, description, cap, prerequisite, instructor, lab req (?)	Held
40	**ET 322 : Design Problems**	D	Core, replaced by ENGR 422	Approved
41	**ET 324 : Motors and Drives**	CC	Core, 28cap(?), prerequisite	Held
42	**ET 340 : Advanced Programmable Logic Controllers**	CC	Core, prerequisite, instructor, lab req	Approved
43	**ET 342 : Supervisory Control and Data Acquisition**	CC	Core, prerequisite, lab req	Approved
44	**ET 346 : Electrical Power Systems**	CC	Core, cap=28, prerequisite	Approved
45	**ET 348 : Electromagnetic Fields and Applications**	CC	Core, description, 28cap(?), prerequisite, cross listing(?)	Held

At the 4 February 2021 meeting, the following actions were voted:

	From last meeting on January 28, 2021			
	CC=course change, N=new course, D=deactivation, PC=program change			
	Course		**Key Requests**	**Action**
1	**ENGR 346 : Electrical Power Systems**	N	Cross-listing with ET 346 needs to be discussed. Cap: 28->30	Held[1]
2	**ENGR 348 : Electromagnetic Fields and Applications**	N	Cross-listing with ET 348 needs to be discussed. Cap: 28->30	Held[1]
3	**ENGR 414 : Power System Analysis and Protection**	N	Cap: 28->30	Approved
4	**ENGR 426 : Wireless Communications**	N	Cap: 28->30	Approved
5	**ENGR 428 : Wireless Networks**	N	Cap: 28->30	Approved
6	~~**ENGR 430 : Heat Transfer**~~	~~CC~~	~~Core, prerequisite, preiodicity, instructor~~	~~Approved[2]~~
6	**ENGR 434 : Power Electronics**	N	Cap: 28->30	Approved
7	**ET 318 : Fluid Power Systems**	CC	Cap=30, No lab requirement (removed).	Approved
8	**ET 324 : Motors and Drives**	CC	Cap: 28->30	Approved
9	**ET 348 : Electromagnetic Fields and Applications**	CC	Core, description, Cap: 28->30, Cross-listing with ET 348	Held[1]
10	**ET 350 : Data Communication and Protocols**	CC	Core, Cap:28->30, prerequisite	Approved
11	**ET 380 : Industrial Automation Control**	N	Core, 3cr, 2LecH+2LabH, 24cap (lab), fall	Approved
12	**ET 385 : Robotics**	N	Core and elective, 3cr, 3 LecH, Cap:28->30, fall	Approved
13	**ET 390 : Mechatronics**	CC	Core and elective, credits, LabH, cap(lab), prerequisite	Approved
14	**ET 405 : Applied Thermodynamics**	N	Core, 3cr, 3LecH, Cap:28->30, spring	Approved
15	**ET 415 : Solar and Alternate Energy Systems**	CC	Core/Elective, Prereq, periodicity, Cap:40->30instructor	Approved
16	**FIN 344 : Real Estate Principles**	CC	Prerequisite	Approved

17	**FIN 345 : Risk Management and Insurance**	CC	Prerequisite	Approved
18	**FIN 347 : Financial Markets and Institutions**	CC	Prerequisite	Approved
19	**FIN 445 : International Financial Management**	CC	Core, recom prerequisite	Approved
20	**FIN 446 : Advanced Corporation Finance**	CC	Prerequisite	Approved
21	**FIN 450 : Bank Administration**	CC	Prerequisite	Approved
22	**FIN 475 : Financial Plan Development**	CC	Prerequisite	Approved
23	**FIN : Finance Major**	PC	Core, on-campus pgm via distance edu	Approved
24	**GLOBAL-I : Global Studies Minor**	PC	Additional elective	Approved
25	**HISTORY 330 : Early Modern Europe**	D	No faculty	Approved
26	**HISTORY 309 : United States Immigration History**	D	No faculty	Approved
27	**HISTORY 326: Global Environmental History**	N	Elective for major and minor	Approved
28	**HISTORY-I : History Minor**	PC	Electives	Approved
29	**HISTORY : History Major**	PC	Electives	Approved
30	**HRM 362: Introduction to Human Resource Management**	CC	Prerequisite – no 2.5 gpa (?)	Held[3]
31	**HRM 460 Employee Development and Training**	CC	Title, Description, Prerequisite, Periodicity	Approved
32	**HRM 465 : Recruitment and Selection**	CC	Prerequisite – no 2.5 gpa (?)	Held[3]
33	**HRM 466: Employment Law**	CC	Prerequisite	Approved
34	**HRM 467 : Compensation and Benefits Planning**	CC	Prerequisite – no 2.5 gpa (?)	Held[3]
35	**HRM 468 : Employee Relations**	CC	Prerequisite – no 2.5 gpa (?)	Held[3]
36	**HRM 469: Performance Management and Job Analysis**	CC	Core, Prerequisite – no 2.5 gpa (?)	Held[3]
37	**HRM 470 : Human Resource Management Analytics**	CC	Prerequisite, Periodicity	Approved
38	**HUM BIOL CYTOTECH : Cytotechnology Emphasis**	PC		Approved
39	**HUM BIOL EXERCISE : Exercise Science Emphasis**	PC		Approved
40	**HUM BIOL HEALTH SCI : Health Science Emphasis**	PC	Updated BIOLOGY 302 to BIOLOGY 323 and 324	Approved
41	**HUM BIOL HUB-GEN : General Human Biology Emphasis**	PC		Approved
42	**HUM BIOL NUT SCI : Nutritional Sciences/Dietetics Emphasis**	PC		Approved
43	**HUM BIOL PUB HEALTH : Applied Public Health Emphasis**	PC	UL Lab electives	Held[4]
44	**HUM BIOL-I HUB-GEN-I : Human Biology Minor - General**	PC	Updated BIOLOGY 302 to BIOLOGY 323 and 324	Approved
45	**HUM-I ENVIRO : Environmental Humanities**	PC	Elective	Approved
46	**MECH ENGR : Mechanical Engineering**	PC	Supporting, Core, Electives	Approved
47	**MECH ET : Mechanical Engineering Technology**	PC	Supporting, Core, Electives	Approved
48	**MGMT 389 : Organizational Behavior**	CC	Prerequisite (no prerequisite for a 300-level course?)	Held[3]
49	**MGMT 452 : Teams**	CC	Dual-level	Approved
50	**MGMT 489 : Organizational Culture & Design**	D	Why 479->489?	Held[3]
51	**MGMT : Management Major**	CC	Elective related MGMT 489 course number change	Held[3]
52	**MKTG 327 : Selling and Sales Management**	CC	Prerequisite – no 2.5 gpa (?)	Held[3]
53	**MKTG 423 : Advertising**	CC	Prerequisite – no 2.5 gpa (?)	Held[3]
54	**MKTG 424 : Research Methods**	CC	Description, prerequisite (no 2.5 GPA ?), instructor,	Held[3]

55	**MKTG 447 : Social Media Marketing and Analytics**	CC	Elective, description, periodicity, instructor, Prerequisite (why "sophomore" for only this one??),	Held[3]
56	**MUSIC 122 : Electronic Music Production**	N	GenEd, 3cr, 3LecH, 40cap, fall & spring	Approved
57	**NURS_TRAD : Nursing (traditional 4yr)**	PC	Updated BIOLOGY 302 to BIOLOGY 323 and 324, PSYCH 205	Approved
58	**NURSING 340 : Quality Improvement**	CC	COMM SCI 205 to PSYCH 205	Approved
59	**NURSING 446 : Research and Evidence-Based Practice**	CC	COMM SCI 205 to PSYCH 205	Approved
60	**NURSING RN_BSN : RN-BSN Emphasis**	PC	COMM SCI 205 to PSYCH 205	Approved
61	**NUT SCI 485 : Medical Nutrition Therapy I: An Integrative and Functional Approach**	CC	Title, instructor, Dual-level	Approved[5]
62	**PFP-Minor : Personal Financial Planning**	NP	New minor in Accounting & Finance	Approved
63	**PHILOS-I : Philosophy Minor**	PC	Supporting, Electives, Rationale for going back? 8 out of 9 courses for upper level electives for major?	Held[6]
64	**PHILOS : Philosophy Major**	PC		Held[6]

[1] It will be discussed next time when C Ganyard is presented.

[2] Previously approved (January 28, 2021).

[3] A Gurtu will contact Vallari Chandna for clarification on 2.5 minimum GPA requirement.

[4] W Jeon will contact James Marker for explanation on the foot note "[2]."

[5] K Hrivnak will change "No" to "Yes" for Dual-level.

[6] D Voelker will contact the Philosophy department for clarification.

Respectfully submitted,

Woo Jeon

Graduate Academic Affairs Council

Report for February 24, 2021 Faculty Senate Meeting

Due to the cancellation of the January Senate meeting, this report covers activity completed at the December 8, 2020 and January 26, 2021 meeting.

The GAAC met on December 8, 2020 and approved the following Courseleaf submissions:

A. New Program Proposals
   i. ABI-CERT: Graduate Certificate in Applied Bioinformatics
   ii. DS-CERT: Graduate Certificate in Data Science
B. Program Change Requests
   i. MS MGMT: Master of Science in Management
   ii. MS SMGT: Master of Science in Sustainable Management
C. New Course Proposals
   i. ABT 780: Bioinformatic Inquiry
   ii. ABT 730: Python for Bioinformatics
   iii. ABT 785: Applications of Bioinformatics
   iv. SOC WORK 540: Strengths-Based Group Facilitation
D. Course Change Requests
   i. Biology 520: Field Botany
   ii. Biology 542: Ornithology
   iii. Biology 543: Mammalogy
   iv. Biology 601: Fish and Wildlife Population Dynamics
   v. Psych 605: Applied Psychological Statistics
   vi. Psych 610: Empathic Listening Skills
   vii. Psych 621: Theories of Sport, Exercise, and Performance Psychology
   viii. Psych 627: Professional Ethics in Psychology
   ix. Psych 700: Applied Psychological Research Methods
   x. Psych 721: Applied Sport and Performance Psychology
   xi. Psych 740: Multicultural Psychology

The GAAC met on January 26, 2021 and approved the following Courseleaf submissions:

A. New Program Proposals
   i. Certificate in Nursing Leadership/Management
   ii. MS-NIH: Master of Science in Nutrition and Integrated Health
B. Program Change Proposals
   i. MAT: Athletic Training
C. New Course Proposals
   i. AT 630: Movement Dysfunction
   ii. MGMT 652: Teams
   iii. NUT SCI 750: Micronutrient Metabolism Across the Lifespan
D. Course Change Proposals
   i. AT 541: Gross Human Anatomy
   ii. AT 551: Clinical Kinesiology and Biomechanics
   iii. AT 561: Health Promotion Through the Lifespan
   iv. AT 601: Foundations of Athletic Training

v. AT 610: Psychosocial Aspects of Injury and Healing
vi. AT 620: Evaluation and Management of Acute/Emergent Conditions
vii. AT 700: Evidence Based Patient Care
viii. AT 705: Therapeutic Interventions I
ix. AT 706: Therapeutic Interventions II
x. AT 709: Nutritional Interventions
xi. AT 710: Evaluation and Management of Lower Extremity Injuries
xii. AT 720: Evaluation and Management of Head, Nick, and Spine Injuries
xiii. AT 730: Evaluation and Management of Upper Extremity Injuries
xiv. AT 740: Evaluation and Management of Systemic Conditions
xv. AT 745: Interprofessional Education Seminar
xvi. AT 750: Athletic Training Administration
xvii. AT 755: Healthcare Communication
xviii. AT 760: Clinical Education I
xix. AT 761: Clinical Education II
xx. AT 762: Clinical Education III
xxi. AT 763: Clinical Education IV
xxii. AT 764: Clinical Education V
xxiii. AT 780: Research Methods and Statistics in Athletic Training
xxiv. AT 789: Athletic Training Research Seminar
xxv. AT 790: Athletic Training Capstone Project
xxvi. BIOLOGY 649: Wetland Ecology
xxvii. HRM 670: Human Resources Management Analytics
xxviii. MATH 529: Applied Regression Analysis
xxix. MBA 707: Measuring and Managing Value
xxx. NUT SCI 621: Community and Public Health Nutrition
xxxi. NUT SCI 685: Medical Nutrition Therapy I: An Integrative and Functional Approach
xxxii. PSYCH 635: Abnormal Psychology
xxxiii. PSYCH 730: Sport Sociology
xxxiv. PSYCH 738: Psychology of Injury
xxxv. SOC WORK 762: Wisconsin DPI School Social Work Standards Practicum

The GAAC is scheduled to meet on the following Tuesdays in the spring semester: February 23, March 23, April 27.

Respectfully submitted,

Gail Trimberger

ASC Report for Faculty Senate Meeting
February 24, 2021

- The Academic Staff Committee meets monthly in 2021 and the most recent held on 2/17th with our next meeting scheduled for 3/10th.

- The ASC held a very well-attended informational meeting on the agenda item UW-Green Bay Institutional Guidance for Lecturers and Teaching Professors last week. Great attendance was attributed to an update to staff distribution lists facilitated by SOFAS Office which has been an agenda item in the past.

- The committee has planned for dissemination with the help of the AS Personnel Committee of the Voluntary Assessment Tool: COVID-19 Rubric which can be used to facilitate staff reflection on the effects of the pandemic on AS work and goals for the 2020-2021 year. The evaluations are conducted over the summer.

- ASC has been asked to contribute names to serve on the Provost search committee and a request for self-nominations with be sent out to the membership.

- Preference surveys are being tabulated by the ASC for Leadership and Involvement which will determine the 2021-2022 makeup of Academic Staff Committees.

- The AS Professional Development Allocations Committee is working to streamline and update the request for professional development funding form this spring for when it is possible to travel and participate in much-deserved conference opportunities.

Respectfully submitted,

Sherri Arendt, Chair
Academic Staff Committee

USC Report for Faculty Senate Meeting
February 24, 2021

- All Member University Staff meeting took place Thursday, February 18. We would like to thank the Chancellor for attending the meeting. His update and attention to questions and concerns was appreciated.
- USC-ACS Joint Professional Development Committee have a professional development event planned to enhance the use and understanding of TEAMS. Sessions will take place March 17 and 18, 1:00 – 2:00 pm each day. A second professional development opportunity to take place mid-May is also in the planning stages.
- University Staff COVID rubric was accepted by campus leadership and in use for employee evaluations. Thank you to all for the support of this process.
- The next University Staff Committee monthly meeting will be Thursday, March 18, 2021 at 10:00am virtually via Microsoft Teams. Please email machucas@uwgb.edu for the meeting link.

Respectfully submitted,

Sue Machuca, Chair
University Staff Committee