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MINUTES 2020-2021
UW-GREEN BAY FACULTY SENATE MEETING NO. 3
Wednesday, November 11, 2020

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), Mandeep Bakshi (ALTERNATE-NAS), Devin Bickner (NAS-UC), Kate Burns (Interim Provost, *ex-officio*), Thomas Campbell (TND), 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), Eric Morgan (DJS), Paul Mueller (HUB), Dianne Murphy (M&M), Val Murrenus-Pilmaier (HUS), Tom Nesslein (PEA), Rebecca Nesvet (HUS), Matthew Raunio (Sheboygan), Stephanie Rhee (SOCW), Bill Sallak (MUSIC), 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), Katie Turkiewicz (CIS), 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 Guillermo Gomez (SGA)

GUESTS: Scott Ashmann (Assoc. Dean, CHESW), Vallari Chandna (Assoc. Prof., M&M), David Coury (Prof., HUS), Pieter deHart (Assoc. VC for Grad Studies), Matt Dornbush (Dean, AECSOB), Kate Farley (Instructional Technologist), Susan Gallagher-Lepak (Dean, CHESW), Paula Ganyard (Asst. VC for II & Library Director), Joan Groessl (Assoc. Prof. SOCW), Lisa Grubisha (Assoc. Prof. NAS), Rebecca Hovarter (Sr. Lecturer, NURS), Ben Joniaux (Chief of Staff), John Katers (Dean, CSET), Holly Keener (Provost Asst.), Kim Mezger (Police Dispatcher), Megan Noltner (HR Specialist), Megan Olson Hunt (Assoc. Prof., RSE), Mary Kate Ontaneda (SOFAS Asst.), Christopher Paquet (Asst. VC for Policy & Compliance), Chuck Rybak (Dean, CAHSS), Sheryl Van Gruensven (CBO/Senior VC Inst. Strategy), Sherry Warren (Asst. Prof., SOCW), Amanda Wildenberg (Dean Asst., CAHSS), and Mike Zorn (Assoc. Dean, CSET)

1. CALL TO ORDER.

Senate Speaker Mark Klemp cracked the whip and got November's senate proceedings started at 3:02 p.m.

2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 2, October 14, 2020

October's faculty senate minutes left everyone speechless, so we considered them passed by consensus.

3. CHANCELLOR'S REPORT

Chancellor Alexander began his comments by announcing a new Alumni Advisory Board. With Advancement, alumni have been chosen from all over the country and the world to help advise us regarding the direction the University is currently moving, including our select mission and our access mission.

All UW Chancellors participated in a retreat with System Interim President Thompson. Despite all the hardships of this semester, UWGB is positioned well. With the highest percentage of growth in System enrollment, UWGB is in a financially stable position and we have positioned ourselves to move forward in a profound way as the pandemic hopefully comes to an end. One thing that really helps us is our very distinct mission within the System – one that we should embrace as it is starting to resonate in our community and in the state.

Dr. Deborah Birx, Coronavirus Response Coordinator for the Office of the (U.S.) Vice President, attended the Chancellors retreat. Dr. Birx urged the chancellors to try to leverage the power of the universities to make a difference in their respective communities by expanding the testing needed to get the pandemic under control. To that end, Dr. Birx gave the UW System 250,000 test kits. Available-to-the-public testing started three days ago, demand has “been through the roof” and it continues to grow as we hope to build up to 400 tests per day. Kudos to Susan Grant Robinson and UWGB Police for organizing this effort.

A lot of thought has gone into what to do about Thanksgiving (Fall Break). We know that our campus is different than most UW campuses in that we have a high percentage of commuter students and a residential student base that goes home on weekends; in that respect every weekend is kind of like Thanksgiving weekend for UWGB. As a result, we have created our testing system to reflect the kind of campus we are. We test every week, we isolate every week, and we contact trace every week to make sure we are preventing an outbreak in our residence halls. Currently, our campus is far below the community spread, but every day there is increased risk as Green Bay's numbers continue to rise locally. For Thanksgiving break, we will require our residential students to test before they leave for home, when they return to campus, and again a few days later. At the moment, there are six campuses using the same approach as us and seven that are going fully online after Thanksgiving break. No matter which approach we selected, we know we cannot shut down our residence halls. The university's COVID decision-making team continues to be briefed every morning and to get advice from local authorities.

4. OLD BUSINESS

With no old business to attend to, Senate rang in the new (business, that is).

5. NEW BUSINESS

a. Request for Authorization to Implement a Bachelor of Science in Community Health Education at the University of Wisconsin-Green Bay

CHESW Dean Susan Gallagher-Lepak and Prof. Christine Vandenhouten tag teamed on presenting the first reading of this RAI. Never before has there been a greater need for individuals with a community health background as there is now. The collaborative nature of this degree with public health nursing is a perfect fit for Nursing and Health Studies (NHS) and will serve the needs of our community and our students. This B.S. degree will be housed in NHS

and the plan is to offer the program starting in Fall 2021. The curriculum is comprised of 120 credits; 65 credits in the major, which includes 17 credits at the lower level and 48 credits at the upper level. The program is interdisciplinary, which is in line with the university's mission, and includes coursework from Human Biology, Social Work, Psychology, Public and Environmental Affairs, and Nursing and Health Studies. Six courses will have the Community Health Education (CHE) prefix; these are the only courses that will need to be developed for the new program, all other courses already exist. All the non-NHS unit executive committees have reviewed the proposal and have provided feedback; all but one has endorsed the curriculum (Human Biology had resource concerns) and NHS is working with CSET Dean Katers to discuss meeting those needs. The program outcomes and student learning outcomes align with the National Commission for Health Education Credentialing (Competencies for Health Education Practice), however, NHS is not planning to seek external accreditation at this time. The only similar program in the UW System is found at UW-La Crosse.

Regarding potential student and market demand, UW-La Crosse reports a 37% growth in their program since 2017. Students who enroll in this program sometimes migrate from other majors (such as physician's assistant and physical therapy) or are unsuccessful at getting into programs with secondary admissions (such as nursing). This is a particularly relevant major at this point in time and the Bureau of Labor statistics indicates employment of community health educators is projected to grow 11% from 2018-2028, so job prospects for graduates looks promising especially in Minnesota and Illinois. Projected student enrollment is 17 students in Fall 2021, growing to 85 students in five years. Regarding faculty FTE, at first courses could be covered with our existing faculty, but an additional 3.0 faculty FTE will be needed in five years.

While Human Biology faculty find this proposed major exciting and relevant, they are still feeling the pinch from the expansion of the nursing program in their Anatomy and Physiology course and their nutrition courses. CHE will require five Human Biology courses in their new major. Programmatically, Human Biology wondered about the lack of a chemistry course and/or microbiology (a particularly relevant course in terms of educating about pandemics). While CHE faculty would certainly recommend their students take chemistry and microbiology, the required credit load within the major makes it problematic. Also, the curriculum planning group spent a great deal of time thinking through the science requirements, including reviewing curricula at similar programs. Public and Environmental Affairs faculty would like to see a course(s) that would sensitize the students to different types of ethnic communities. According to Prof. Vandenhouten, although not apparent from their titles, many of the required courses do have this issue embedded within their content.

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

In another first reading, Prof. Grubisha introduced the first certificate proposed under the UW collaborative online Applied Biotechnology (ABT) program, which itself just started in Spring 2020. This graduate certificate in Applied Bioinformatics would consist of 12 credits, four three-credit courses. One of those courses currently exists as one of the core courses for the ABT program, the other three would be newly developed by faculty at UW-Whitewater, UW-Parkside, and UW-Platteville. The certificate will be available both to students within the ABT program and to students who just want the certificate without pursuing the ABT degree. In addition to working professionals who may wish to pursue this certificate, it potentially would be

very attractive to our undergraduate computer science, human biology, biology, or chemistry students who could complete in the certificate in two semesters. This certificate fills a void in an area that is currently very relevant (i.e., health profession issues).

c. Memorial Resolution for Dennis Bryan, Professor Emeritus

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

d. Resolution to Delay Implementation of Biweekly Pay for Faculty and Academic Staff in the UW System

UC member and UWGB Faculty Representative Jon Shelton reminded everyone that last September UW System announced the planned move to a single pay schedule (currently University Staff are on a biweekly pay schedule and Faculty and Academic Staff are on a monthly pay schedule). There never was a firm timeline announced for this transition, but Interim President Thompson is now pushing for this change. In late October, faculty reps were told that UW System was transitioning to this biweekly pay schedule starting with February paychecks. Faculty reps, concerned with the truncated timeline – one which did not include any feedback from faculty and staff – met with President Thompson to suggest the timeline for implementation is problematic. Their concerns included the change occurring in mid-year when people have already planned their budgets around a monthly paycheck, many employees are still in the midst of taking furlough days, and overall just general economic uncertainty of the time. One of the most troubling aspects is that it will put financial hardship on the lower paid academic staff and even some faculty because of the manner in which the benefits will be split in that initial February paycheck. The faculty reps made it clear they were not opposed to the move to a biweekly pay schedule, but rather just the timing of the implementation. The resolution before senate today has been adapted from a resolution that has already been passed by UW-Eau Claire, it simply requests a delay in the implementation of the pay schedule until July. **Senator Raunio moved acceptance of the motion (Senator Cruz seconded).** A short discussion ensued. If/When UW goes to a biweekly pay schedule, any Faculty and Staff on nine-month contracts would still be paid over a nine-month period, not over a 12-month period. (Discussion then digressed to the possibility of pay being spread out over 12 months). In the end, **the motion passed 31-1-1.**

e. Update on Center for Civic Engagement

Last Spring, plans for an open house, complete with a five-course meal and champagne (okay, snacks and soft drinks), to celebrate the founding of the Center for Civic Engagement were thwarted by COVID. Instead, Alison Staudinger and David Coury used this opportunity at senate to share their passion for the Center, discuss ways in which faculty and their students can get involved, and describe where the center is headed. In 2016-17, UWGB engaged in a civic action planning process. Out of this work came a need for some institutional framework to organize and celebrate the work individuals were already doing in the community and build a way for students to get more directly connected with that work. David Coury invited everyone to check out the center's website (<https://www.uwgb.edu/the-center-for-civic-engagement/>), and proceeded to highlight the center's three engagement programs: Americorp VISTA, Civic Scholars Leadership Program, and Newman Civic Fellowship. Alison and David applied to the

Carnegie Foundation seeking designation for universities that excel in civic engagement. They did not receive that designation this year, but they did receive useful feedback to help construct a more long-term program.

f. Update on the Expanded Family Medical Leave

Responding to a request from UC Chair Julie Wondergem and Interim Provost Kate Burns, Christopher Paquet and Megan Noltner presented information on eFMLA particularly as it relates to childcare, but also as it pertains to leave in general. eFMLA is attached to the CARES Act, which expires on 31 December 2020. We may see a new CARES Act after that time, but nothing is certain. Megan, the university's point person on eFMLA, shared a PowerPoint presentation with senate.

The university is committed to providing flexible options for employees to facilitate a work-life balance while still meeting our operational needs. HR has encouraged supervisors to be flexible whenever possible (e.g., teleworking). But there will still be instances when an employee will be unable to perform some tasks due to childcare or facilitation of remote learning for their child due to childcare/school closure.

The Families First Coronavirus Response Act (FFCRA) is comprised of two parts: the Emergency Paid Sick Leave Act (aka, COVID-19 Leave) and the expanded Family and Medical Leave Act (eFMLA). COVID-19 Leave provides for an initial two weeks of paid leave, it covers the first 10 days of the eFMLA (which are unpaid unless the employee uses other existing leave). This went into effect 1 April 2020 and will expire 31 December 2020.

In general, FMLA has five reasons for requesting leave (e.g., parental leave (birth/adoption/foster care), medical leave for your own condition, etc.). The "expanded" part allows for a sixth reason, a qualifying need related to a public health emergency – an employee is unable to work or telework due to the need to take care of their child under the age of 18 whose school or daycare has been closed due to a public health emergency. eFMLA eligibility is based on the different modalities of schooling. Employees are eligible for up to 12 weeks of leave, but this runs concurrently with, not in addition to, any other FMLA an employee is taking. So, if an employee has already taken FMLA for this calendar year, that would be deducted from their 12-week allotment. The biggest difference this year is that historically FMLA is up to 12 weeks of unpaid leave. For eFMLA, weeks 1 and 2 are unpaid, but weeks 3-12 are paid at two-thirds the employee's normal pay rate up to \$200/day. The other one-third could be supplemented using other leave options. An online request form can be completed through the MyUW Portal.

g. Request for future business

I don't know what story you've heard
I finally just flipped the bird
It's not what you think
One side was still pink
A cooked turkey is much preferred
(there was no new business brought forward by the senators this month)

7. PROVOST'S REPORT

Interim Provost Kate Burns brought forward two items to senate, the Comprehensive Program Review (CPR) and an update on enrollment. The CPR is moving forward as the joint chairs met on 29 October. Dean Rybak emailed the chairs with information on the metrics. Sam Surowiec and her graduate student are working to compile data for each program. Everyone is encouraged to think about the qualitative pieces (the history of the program, the university's mission, and the program's alignment with the mission), as well as using this review as a forward-looking process. The hope is to have open forums this Spring to make sense of these findings together.

Regarding enrollment, UWGB had the highest percentage enrollment growth this year across the System. Compared to last year, all four campuses showed growth: Green Bay was up 75 students, Manitowoc was up 50 students, Sheboygan was up 30 students, and Marinette was up 12 students. Student FTE vs. headcount is still being sorted out, but the numbers seem to indicate we have more part-time students this year. For the January term, we are down about 100 students. This may be due to Spring enrollment starting about a week later than usual; students often enroll for the January term at the same time as they enroll for Spring semester. Spring enrollment is trending upward in terms of first year, first semester students and transfer students. There is concern about reduced retention from Fall 2020 to Spring 2021, so perhaps the gains in new students and transfers might offset any losses in retained students.

8. OTHER REPORTS

a. Graduate Academic Affairs Report. Found on page 46 of the agenda.

b. University Committee Report. Chair Wondergem related that the UC has spent a lot of time this semester developing a workload policy that included reassignments for those faculty and instructional academic staff who have been most impacted by COVID. A survey was sent out and data were collected that showed the need for this was great. But implementation of this policy for Spring semester has met strong resistance; therefore, attention has shifted to getting this in place for Fall 2021. The UC is in the process of developing a statement on adjusting the review process for faculty due to COVID. It will include language on formally extending the timeline to a tenure decision, as well as post-tenure review.

c. Faculty Rep Report. Jon Shelton shared that the Faculty Reps have been discussing the move to a single pay schedule, off-campus COVID testing, and the way in which faculty and staff on other UW campuses provide input for review their administrators.

d. Academic Staff Committee Report. Sherri Arendt, Chair of the ASC, mentioned that the Academic Staff and University Staff Programming Committees have partnered to bring "It Makes Me Happy" with Nurse Jessie to campus tomorrow and again at the end of the month. Sherri extended an invitation to any faculty who might wish to join the "It Makes Me Happy" program.

e. University Staff Committee Report. USC Chair Susan Machuca noted that the University Staff held their elections and the new officers are listed in her report on page 48. University Staff are working on upcoming evaluations.

f. Student Government Association Report. SGA President Guillermo Gomez updated senate on a number of initiatives on which the SGA is currently working. Those initiatives include child care; the Student Bill of Rights; a meeting with the Chancellor to discuss how administration can improve Police-Student relations, transparency, and increase funding for diverse portions of campus. SGA Presidents from various UW campuses met to draft a non-partisan letter addressed to state legislators and the Governor calling on them to take more direct action on COVID and, more specifically, assist students across the UW System to get the help and support they need.

9. ADJOURNMENT at 4:49 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff