MINUTES 2019-2020
UW-GREEN BAY FACULTY SENATE MEETING NO. 6
Wednesday, February 26, 2020
1965 Room, University Union

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

PRESENT: Mike Alexander (Provost, ex-officio), Illene Cupit (ALTERNATE-PSYCH), Kristy Deetz (AND), Joan Groessl (SOCW), Amulya Gurtu (ALTERNATE-BUA), Richard Hein (Manitowoc-NAS), Maruf Hossain (NAS), Ray Hutchison (PEA), Amy Kabrhel (NAS), Mark Karau (HUS), Mark Klemp (Marinette-NAS-UC), Jim Loebl (BUA-UC), Kaoime Malloy (THEATRE), Tetyana Malysheva (RSE), Eric Morgan (DJS), Paul Mueller (HUB), Dianne Murphy (BUA), Val Murrenus-Pilmaier (HUS), Rebecca Nesvet (HUS), Megan Olson Hunt (NAS), Uwe Pott (HUB), Matthew Raunio (Sheboygan-BUA), Stephanie Rhee (SOCW), Bill Sallak (MUSIC), Stephanie Shedrow (EDUC), Jon Shelton (DJS-UC), Courtney Sherman (MUSIC), Heidi Sherman (HUS-UC), Christine Smith (PSYCH-UC), Karen Stahlheber (NAS), Gail Trimberger (SOCW-UC), Katie Turkiewicz (CIS), Sheryl Van Gruensven (Interim Chancellor, ex-officio), Christine Vandenhouten (NURS), Dean VonDras (PSYCH), Brian Welsch (NAS), and Julie Wondergem (NAS-UC)

NOT PRESENT: Marcelo Cruz (PEA), Stefan Hall (HUS), and Sam Watson (AND)

REPRESENTATIVES: Kim Mezger (USC), Sherri Arendt (ASC), and Guillermo Gomez (SGA)

GUESTS: Scott Ashmann (Assoc. Dean, CHESW), Pieter DeHart (Assoc. Vice Chancellor of Graduate Studies), Clif Ganyard (Assoc. Provost), Doreen Higgins (Assoc. Prof., Social Work), Ben Joniaux (Chief of Staff), John Katers (Dean CSET), Holly Keener (Provost Asst.), Amanda Nelson (Assoc. Dean, CSET), Patricia Terry (Prof. and Chair, RSE), and Mike Zorn (Assoc. Dean, CSET)

1. CALL TO ORDER.
After the cancelation of January’s meeting left senators visibly despondent and crestfallen, the sound of Speaker Mark Klemp’s gavel calling to order the sixth Faculty Senate meeting of the 2019-2020 academic year at 3:15 p.m. brought hope and a sense of longing to the 35 senators gathered in the 1965 Room.

2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 4, December 11, 2019
Having to wait an extra month, senators could hardly contain themselves in their excitement to approve the minutes of December’s senate meeting (which was accomplished via consensus).

3. INTERIM CHANCELLOR’S REPORT
Interim Chancellor Van Gruensven first updated everyone on the UW System President search. The search is underway, but President Cross is expected to remain in his position through Spring,
possibly even Summer. As a result, President Cross will be selecting UW-Green Bay’s next Chancellor in the near future. For the 2021-2023 budget biennium, System will submit, in August, one full package for the budget request. Previously, System submitted budget requests separately based upon new money requests, tuition requests, and PayPlan requests. In their new money budget request, System will focus on four key areas: a freshwater initiative, a diversity initiative, producing more teachers, and mental and behavioral health.

For the past month, Interim Chancellor Van Gruensven has spent a lot of time advocating on behalf of UW-Green Bay. At the Capitol, she met with 7-8 legislators; all of whom were aware of great things happening at UWGB. She met with Governor Evers’ Director of Outreach (who is a GB alum) to whom she pitched our Capital Plan regarding, in particular, the Cofrin Library. With three Regent vacancies coming up this summer, Interim Chancellor Van Gruensven has been aggressively campaigning for more Regent representation from northeastern Wisconsin by submitting the names of individuals to apply for those vacancies. Governor Evers was on campus last Friday providing Interim Chancellor Van Gruensven the opportunity to meet with him one-on-one. The first topic of conversation was the Cofrin Library, so it appears our Library request has been heard and is getting some traction. Governor Evers also met with students from the Pride Center and MESA, whose messages of positive experiences at UWGB ended the Governor’s visit on a real high note. Interim Chancellor Van Gruensven may be in need of a good shoe cobbler as she is obviously wearing out the shoe leather, meeting with State Sen. Dave Hansen, U.S. Sen. Tammy Baldwin’s Chief of Staff, Green Bay’s Mayor Eric Genrich, and Brown County Executive Troy Streckenbach.

Sometime this year, UW-Green Bay will be designating 65 acres of land as a Research Park. That land, leased to the county, will eventually bring private partners to campus to engage in research with faculty, staff, and students. System is completely on board in their support of the Research Park.

UW-Green Bay will soon be making its Capital Plan presentation to UW system. The library is the number one priority on our list. There are a number of other projects in the queue to improve our facilities on campus.

4. OLD BUSINESS
a. None

5. NEW BUSINESS
a. Slate of Candidates for the Faculty Elective Committees
Tetyana Malysheva, Chair of the Committee on Committees and Nominations, stated the CCN met Thursday, 18 February 2020, to create the Faculty Elective ballot that is now before the senate. If anyone would care to add a name to the ballot, s/he can do so through a petition of three voting faculty members (and the consent of the person they wish to add to the ballot – no surprise nominations!). Petitions are due into the SOFAS Office by 1 March 2020. Senator Nesvet moved acceptance of the slate of candidates created by the CCN, seconded by Senator Mueller. Senator Shelton (also a member of the CCN) extended kudos to a blushing
SOFAS and SOFAS Assistant, Mary Kate Ontaneda, for their assistance with the ballot creation process. The senate accepted the slate of candidates by a vote of 34-0-0.

b. Revised Faculty Reviews Procedures
Senator Shelton provided a brief history on events leading up to the revision of the annual review procedures. Discussion began in Fall 2019 when Dean Rybak brought to the attention of the University Committee a discrepancy between the deadline dates established for designating a faculty member as research/service active and the annual reviews. As a result, Faculty Senate voted to push back the deadline for annual reviews to 7 February 2020. This “issue” pointed to the need to have a larger conversation about the various faculty reviews. About this time, UW System released a new policy creating a set of standards for annual reviews; in order to qualify for any PayPlan increases the employee must meet the standards outlined in the annual review policy. Provost Alexander suggested that shared governance find a way to simplify the review process. The conversations over the following months led to the policy before senate.

The policy brought forward by the UC proposes that the amended annual review procedures and the Provost’s policy on the 24-credit hour teaching load work in tandem. Through conversations with the Provost, an agreement was reached to no longer have the designation of research/service active; rather the expectation is that everybody is research/service active, thus, the three credit reassignment will be universal. The annual review process is streamlined and would be in compliance with the UW System policy. To try to keep the procedure in the hands of faculty as much as possible, reviews would be based on goals that faculty members set for themselves the previous year. The executive committee (or chair) of the interdisciplinary unit would designate the faculty member as “Meets Expectations” (at which point the review is completed) or “Needs Improvement.” A designation of “Needs Improvement” can be reconsidered through a written request to the respective Dean, the CRR, and the Provost, in that order. If any of those three determine the faculty member “Meets Expectations” the review is considered completed. A designation of “Needs Improvement” would result in a formative process to assist the faculty member to “Meet Expectations.”

c. Request for Authorization to Implement a B.S. in Electrical Engineering at UW-Green Bay
College of Science, Engineering, and Technology Dean John Katers introduced the RAI to senate by providing some historical background on the engineering program. The Resch School of Engineering was established in July 2018, starting with three Engineering Technology programs – Mechanical, Electrical, and Environmental. Rapid growth in those programs provided the rationale to establish the Mechanical Engineering program, also in July 2018. The hope was to have 55 students declared in the Mechanical Engineering program as of Spring 2020, currently there are close to 100 students. Some Mechanical Engineering Technology students switched to Mechanical Engineering – 2018-19 enrollment in the two programs combined was about 85, 2019-2020 enrollments are about 145. Enrollment in Electrical Engineering Technology has continually increased and is now around 50 students (about the same as Michigan Tech). This momentum has built excitement for offering an Electrical Engineering program.
Accreditation documents have been submitted for Engineering Technology. A self-study will get underway in the summer and site visits for all three engineering technology programs will take place in Fall 2020. The Engineering Technology programs must be accredited before System will allow UW-Green Bay to move forward with Electrical Engineering. Everything is in place to earn accreditation. Historically, Electrical Engineering Technology majors have been about 60% of the Mechanical Engineering Technology majors; thus, estimates for Electrical Engineering majors was based on those data. To the manufacturing companies in northeast Wisconsin, it is very important to have an Electrical Engineering program to go along with the Mechanical Engineering program. Over 30 letters of support have been solicited from Wisconsin companies. Enrollment projections were based on a moderate enrollment growth model, which Dean Katers believes is a conservative estimate. NWTC will continue to be a strong partner in growing engineering and engineering technology.

Staffing Electrical Engineering begins with Profs. Hossain and Mahfuz (both should be tenured after this year). Future staff growth includes no new staff in year one, then one new tenure-track assistant professor in each of years 2, 3, 4, and 5; additional staff in the programs that support engineering (i.e., Math and Physics) would also be required. Regarding space, a $5.7M renovation project in the IS building has been approved; the first meeting with the architect will take place in April. It is anticipated that space will be ready by January 2022 and will include room for Physics labs, Electrical Engineering Technology and Electrical Engineering labs, and some space for communications. Profs. Hossain and Mahfuz have been getting bids on equipment needs. The RAI includes a detailed budget; similar to the Mechanical Engineering program, no state resources nor existing campus resources are going into this program. So Electrical Engineering would not be established to the detriment of some other program – the revenue from this program and the outside funding is what will support this program.

One question raised by a senator asked about the role of the Additional Locations in this major. Dean Katers stressed the fact that the Additional Locations are very important to this major; Sheboygan, in particular, has a very strong interest in electrical engineering (where mechanical engineering is also being rolled out). We are currently in the process of rolling out Electrical Engineering Technology at the Marinette campus. Having a stronger Engineering School in Green Bay allows us to better serve the Additional Locations.

The Board of Regents asked that UW-Green Bay expedite this process due to the transition to a new UW President in the near future; President Cross is onboard with the program, so we should move forward with it while he is still our sitting President. As a result, Senator Loebl moved to suspend the rules that would require a second reading of the “Request for Authorization to Implement a B.S. in Electrical Engineering at UW-Green Bay,” seconded by Senator Kabrhel. After a brief explanation by Interim Chancellor Van Gruensven regarding why this RAI needed to get before the Regents quickly, the senate voted to suspend the rules 35-0-0.

Next, Speaker Klump as for a motion to accept the RAI, Senator C. Sherman so moved, seconded by Senator Sallak. One question was raised: given the rapid growth of Mechanical Engineering, if Electrical Engineering were to grow faster than expected, is there a plan for accommodating that growth? Since this program is revenue driven, if growth were to occur
faster than what is expected based on the model, we would be able to accelerate the hiring process. The motion passed 35-0-0.

d. Request for future business
As we rapidly head into spring
And the warmer weather it will bring
We anticipate irises
Instead we get viruses
No Madness, no baseball, nothing
(There was no new business brought forward)

6. PROVOST’S REPORT
Provost Alexander started by introducing the new Associate Vice Chancellor for Graduate Studies, Pieter deHart. Pieter has been busy visiting programs, learning the current state of each program, what resources they need to be successful, and where potential growth may occur. He will also assist with enrollment for the 5-6 new graduate programs that are starting in Fall 2020. Next, the Provost extended thanks to the members of the University Committee for their collaborative work on revamping the annual review process. Christopher Paquet was also recognized for role he played in making sure our annual review worked within System’s rules.

The Provost next touched on retention, mentioning the launch of the new Office of Student Success (OSS). Associate Provost Clif Ganyard and Interim Vice Chancellor for Student Affairs and Campus Climate Gail Sims-Aubert put together a vision for developing conversations across units to minimize duplication of efforts/initiatives to help students succeed. The purpose of the OSS is to start conversations across all areas of the university – academics, residence life, financial – that we must examine holistically. The purpose of the OSS will be to communicate initiatives, listen to struggles faculty/staff might be having with students to help to solve them, and make sure we are working collectively as a university instead of as an individual unit.

We are in the process of hiring Institutional Researchers, as a result, we do not have official retention rates from Fall to Spring semester. However, early indications based on enrollment are very good. Our numbers in retention compare well with national norms, but the Provost challenges the university to strive to be even better in our efforts toward being leaders in student success and retention.

7. OTHER REPORTS
a. Academic Affairs Council Report. The AAC report is found on page 44 of the agenda.

b. Graduate Academic Affairs Council Report. The GAAC report is found on page 46 of the agenda.

c. University Committee Report. UC Chair Loebl reiterated that the UC has been diligently working on the annual review policy, presented moments ago to senate as a first reading. Chair Loebl thanked the Provost and Christopher Paquet for their collaboration on that effort. The UC has also been working on a policy for lecturers, looking for a way at improving their job security
and providing opportunities for compensation increases. The UC submitted a second draft of this policy to the Provost. One of the complicating issues is that System’s new Title and Total Compensation Policy provides only one category under “Lecturer”. We will have to use the current business/working titles to differentiate among the lecturers to give them opportunities, based on meeting goals, to increase their compensation. The UC is concerned about the treatment of lecturers, especially those given non-renewable contracts for multiple years, who are then not receiving PayPlan increases and do not have the security of knowing whether they will be back the next semester/year. The UC will meet with Instructional Academic Staff on March 25 to get their input on the policy. The request from Senator Sallak for a presentation on the IBB model will be coming at the May meeting; also, the IBB model is not scheduled for full implementation next year due to executive staffing issues in the Business Office (that is what you get when you make the university’s CBO the Interim Chancellor). At the request of Senator Vandenhouten, the UC is looking into the evaluation of Associate Lecturers.

d. Faculty Rep Report. Other UW’s are already completing electronic evaluations, so perhaps it is just a matter of time before UW-Green Bay follows suit. There is a lot of uncertainty surrounding the Title and Total Compensation Policy, especially around the lecturer policy (again, every lecturer being in one category). With a very collaborative Provost, the UC has been working to use the new parameters to improve working conditions and security for lecturers. Ray Cross will push a really big “ask” in the next budget cycle for UW System. At the last Faculty Reps meeting, the reps were told of dire program cuts at UW-Whitewater, especially in their College of Letters and Sciences. This led to a discussion of campuses competing with each other.

e. Academic Staff Committee Report. ASC Vice-Chair Sherri Arendt reported that the ASC has participated in the Chancellor search through lunchtime discussions with the candidates. The low rate of return on Academic Staff preference surveys is a frustration. Academic Staff appreciate that their feedback on the Title and Total Compensation Policy is being solicited, they also appreciate having a seat around the table at UC meetings every Wednesday.

f. University Staff Committee Report. Kim Mezger echoed Sherri Arendt’s comments regarding participation at the UC meetings. University Staff has attended forums on the Title and Total Compensation Policy. They have also provided guidance to facility and operations employees on how to provide feedback since those colleagues are often not able to attend these forums. University Staff is also in the middle of the preference survey process for filling shared governance committees; a low rate of return on surveys frustrates University Staff also.

g. Student Government Association Report. SGA Vice President Guillermo Gomez informed senate that SGA just got approval to spend their sustainability fund on the composter. SGA attended the Student Representative Body meeting two weeks ago. President Abbie Wagaman was elected Chair of the Student Representatives of the UW System. Abbie and Guillermo are working on the Student Bill of Rights. SGA is working on a constitutional review. Planning for Earth Day 50 continues; plans include teaching about sustainable practices, cleaning the trails, and panel discussions.
8. ADJOURNMENT at 4:15 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff