MINUTES 2019-2020
UW-GREEN BAY FACULTY SENATE MEETING NO. 7
Wednesday, April 8, 2020
From All Across Northeastern Wisconsin

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

PRESENT: Mike Alexander (Provost, ex-officio), Jason Cowell (PSYCH), Joan Groessl (SOCW), Richard Hein (Manitowoc-NAS), Maruf Hossain (NAS), Amy Kabrhe (NAS), Mark Karau (HUS), Mark Klemp (Marinette-NAS-UC), Sampath Kumar (BUA), Jim Loebl (BUA-UC), Kaoime Malloy (THEATRE), Tetyana Malyshewa (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), Shery Van Gruensven (Interim Chancellor, ex-officio), Christine Vandenhouten (NURS), Sam Watson (AND), Brian Welsch (NAS), and Julie Wondergem (NAS-UC)

NOT PRESENT: Marcelo Cruz (PEA), Kristy Deetz (AND), Stefan Hall (HUS), Ray Hutchison (PEA), and Dean VonDras (PSYCH)

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

GUESTS: Sherri Arendt (Vice Chair, ASC), Scott Ashmann (Assoc. Dean, CHESW), Scott Berg (ATS), Sue Bodilly (Marketing and Communications), Vallari Chandna (Chair, Marketing and Management), Matt Dornbush (Dean, AECSOB), Kate Farley (CATL), Susan Gallagher-Lepak (Dean, CHESW), Clif Ganyard (Assoc. Provost), Paula Ganyard (Asst. Vice Chancellor of IT and Library Director), Bill Gear (Asst. Prof., HUB), Kpoti Gunn (Asst. Prof., RSE), Jamee Haslam (ASC member), Patricia Hicks (ASC member), Doreen Higgins (Assoc. Prof., SOCW), Ben Joniaux (Chief of Staff), John Katers (Dean CSET), Holly Keener (Provost Asst.), Luke Konkol (CATL), Amanda Nelson (Assoc. Dean, CSET), Mary Kate Ontaneda (SOFAS Asst.), Alsion Staudinger (Chair, DJS), Mussie Teclezion (Chair, Accounting and Finance), Jessica Van Slooten (Assoc. Prof., HUS), and Mike Zorn (Assoc. Dean, CSET)

1. CALL TO ORDER.
Just like an experienced car salesman, Speaker Mark Klemp took the first 10 minutes of the senate meeting to acquaint all senators with the fancy details of their “new wheels,” otherwise known as BlackBoard Collaborate (BBC). Once the “rich Corinthian leather” (shout out to Ricardo Montalbán, for those old enough to remember the 1975 Chrysler Cordoba commercial) and other fine appointments of BBC were made known, the seventh Faculty Senate meeting of the 2019-2020 academic year senate meeting officially began at 3:10 p.m.
2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 7, April 8, 2020
A couple of senators tried out their “new wheels” by moving to approve the minutes of February’s senate meeting using the “chat” feature. Minutes were then approved via consensus.

3. INTERIM CHANCELLOR’S REPORT
Sheryl Van Gruensven addressed senate for the last time as Interim Chancellor. She first wished to acknowledge and congratulate our new Chancellor-elect, Michael Alexander, promising her full support as the university moves forward and transitions to the new Chancellor. Sheryl and Chancellor Alexander will host an online Coffee Chat on May 1. Next, Interim Chancellor Van Gruensven extended her deepest thanks to all faculty and staff for demonstrating tremendous leadership and mentorship during these strange and chaotic times. Sheryl encouraged faculty and staff to continue to recruit and retain our students by providing as much support and encouragement as possible (that is one of the few things we can control at this time).

UW Chancellors have been in contact via conference calls three times a week trying to work through issues. One of those issues is a decision regarding whether students will be back on campus this Fall; look for a System-wide collective decision the first week of July. UWGB has made a commitment to pay all employees through April 30. In the meantime, we will continue to gather information to see how the financial picture looks before making other revenue decisions. We were on a strong financial track to finish out the year, but we have lost revenue from student housing, dining commissions, and program revenue (on-campus events). The state is losing a lot of tax revenue, so that will likely hurt the UW System. UWGB is receiving a $3.4M federal stimulus package, half of which must go directly to students (distributed to students in the form of emergency funds to help students survive or tuition to help them remain in school). We have provided $400K of campus revenue for emergency grants for students this past month, with more emergency funding anticipated in the future. The other $1M we receive will go to operations.

Gov. Evers stated that Wisconsin is receiving about $3B in aid, for which he has quite a bit of discretion. System is making a case for getting a share of that revenue based on revenue lost because of COVID-19. Gov. Evers has requested a meeting with UW System leadership to better understand UW’s financial position and needs. UWGB and System are both working on potential scenarios at various timescales to prepare for what the landscape may look like next month, over summer, and next fall, if students are not back on campus.

In opening the floor to questions, some wondered why spring break was not extended an extra week. Administration wanted to prevent extending the semester out any longer, which would require students remaining on campus an extra week, faculty and staff supporting those students for an extra week, and the potential of butting up against summer activities (camps, summer courses, etc.). At that time, everyone thought this would be a 2-3 week disruption and at some point in the semester we would come back.

Before moving on to old business, Faculty Rep Jon Shelton expressed his appreciation to Interim Chancellor Van Gruensven acknowledging the outstanding job she did serving as UWGB’s Chancellor this past academic year. Ever so humble, Sheryl stated it was an honor to serve the institution. Meanwhile, the “Chat” sidebar blew up with thunderous applause from senators (my
computer was “binging” so much, my screen almost vibrated off the desk). In related news, reports indicated that stock in clapping hands icons skyrocketed for several minutes at this point.

4. OLD BUSINESS
a. Revised Faculty Reviews Procedures (and the accompanying Twenty-four Credit Hour Teaching Load Policy)
In presenting the proposed revision to the faculty review procedures (Faculty Handbook section 3.10 (1)), UC Chair Jim Loebl informed senate there were no substantial changes made since the first reading. However, the UC made it clear that these procedures will supersede the current annual review procedures currently found on pages 91-92 of the Handbook. Regarding the accompanying 24 credit hour teaching load policy, Provost Alexander is waiting until after the senate votes on the revisions to the review procedures before he will amend the workload policy (which UC Chair Loebl promised would happen – it involved ropes and tying the Provost down to make sure he signs, it all sounded rather messy – but we will take Jim at his word). The new 21 credit hour teaching load policy would go into effect in Fall 2020. Senator Shelton moved acceptance of the revised faculty reviews procedures, seconded by Senator Sallak. One senator wondered if the 21 credit hour teaching load would affect the minimum number of students needed in a course before it is canceled. The Provost noted it should not make a difference. Another senator wondered if sending the Annual Evaluation Form to HR was new. Under a new UW policy, evaluation forms are now sent to HR. The senate accepted the revised review procedures by a vote of 31-0-1.

5. NEW BUSINESS
a. Resolution in Support of Equitable and Accommodating Academic Grading
Given the unusual circumstances associated with the COVID-19 crisis, some campuses have decided to go to a pass/fail grading system for this semester. Provost Alexander, after consulting the UC, elected not to take this route for UWGB. Representing the UC, Senator Jon Shelton proposed a resolution that would let students know faculty are aware of the serious impediments to learning that many of them are facing. The resolution states that, given the unprecedented set of circumstances, faculty have the discretion (but not required) to adjust their personal grading standards for this semester only. The resolution provided some options faculty might consider in adjusting their grading standards. Senator H. Sherman moved acceptance of the resolution, seconded by Senator Morgan. Responding to a senator’s question, Senator Shelton reiterated that any grading adjustments are at the discretion of the instructor, nothing is mandatory. Clif Ganyard mentioned that CATL and Distance Ed are helping provide assistance in support of this resolution. Another senator asked if the university will extend the due date for the submission of grades this semester (administration has worked with the Registrar to extend the grade submission deadline to May 22 or 23). Senator Shelton wanted to make it clear that we also need to balance this resolution against our workload expectations. The resolution is not intended to create even more work for faculty by doing whatever it takes to help students, rather it is simply to let students know the faculty are aware of the uniqueness of the situation and that they are compassionate bunch. The senate accepted the slate of candidates, 32-0-0.
b. Resolution in Support of the Guidelines for the Administration and Use of Student Evaluations of Teaching in Spring 2020 Recommended by the Co-Chairs of the Evaluating Teaching Effectiveness Working Group

In the wake of having to move all courses to online delivery, the Co-Chairs of the Evaluating Teaching Effectiveness (ETE) Working Group, Caroline Boswell and Jessica Van Slooten (both of whom are on sabbatical this semester), drafted a “Guidelines for Faculty on Student Evaluations for Spring 2020” document and a course evaluation “Student Feedback Form” for use this semester. The form gives the students the opportunity to share their experiences when forced to shift to an online delivery form of learning, but does so by trying to guide the students to focus on the positive strategies and approaches the professor and the student use to learn.

The UC stressed that no data from Spring 2020 student evaluations should be included in a faculty member’s PAR, nor their annual review next year. However, faculty are encouraged (but are not required), to include in their PARs a self-reflection of their experience teaching online this spring semester. Senator Shelton moved acceptance of the resolution, seconded by Senator Hossain. In response to a senator’s question, UC Chair Loebl reiterated that there is to be no use of these data in any evaluative way (contract renewals, merit reviews, annual reviews, etc.). Responses from students are only for the instructor to use in improving online delivery of their course; the instructor may, at their own discretion, include any student comments in their PAR, but are not required to do so. The senate accepted the resolution, 33-0-0.

c. Request for Authorization to Implement B.B.A in Finance, Marketing, Management, and Human Resource Management at UW-Green Bay

Austin E. Cofrin School of Business (AECSOB) Dean Matt Dornbush introduced the RAI to senate by providing some background on what brought us to this point. The AECSOB started with the endowment of the Cofrin School of Business in 2010, was elevated to a “College” in 2016, was reorganized in Fall 2019, and now is seeking B.B.A. majors in four of its highest enrolled programs/majors – Finance, Marketing, Management, and Human Resource Management. This proposal is based on feedback from faculty, students, external stakeholders, and university administration (including admissions). Our current structure does not allow UWGB to properly credential our students for the skills they are acquiring. This, in turn, hampers the students’ ability to easily communicate with prospective employers, the College’s ability to easily communicate its programs to external partners, and the university’s ability to effectively recruit and market the program to prospective students. Our current structure reflects a smaller, private liberal arts college, not a regional comprehensive university.

The proposal seeks to change our current Business Administration emphases of Finance, Marketing, Management, and Human Resource Management to independent majors. AECSOB would still retain its independent majors in Accounting and Business Administration, with emphasis options for General Business Administration, Supply Chain Management, Entrepreneurship, and Business Analysis. Finance and Accounting would be housed in the Department of Accounting and Finance. Marketing, Management, and Human Resource Management would be housed in the Department of Marketing and Management. Business Administration and its associated emphases would be housed in the Department of Business Administration.
Current enrollment in these programs is as follows: Accounting (202) and Finance (167); Marketing (266), Management (265), and Human Resource Management (169); General Business Administration (194), Supply Chain Management (75), Entrepreneurship (49), and Business Analysis (31).

The principles around which the AEC SOB designed their undergraduate programs include: 1) create a simple pathway to degree progression, 2) minimize prerequisites when possible, 3) provide the opportunity to explore without losing progress toward degree, 4) create foundational competencies that prepare students for future careers (critical thinking, problem solving, team work), and 5) provide specialty skills in a marketable, clearly defined discipline. All programs in AEC SOB are regionally aligned based on feedback from external stakeholders – the people who will be hiring our graduates.

Dean Dornbush will return in May for a second reading of the RAI and a vote of approval by senate.

d. Request for future business
The Senate is meeting online
With this I’m actually fine
But connecting issues
Lead to tear-soaked tissues
and multiple glasses of wine
(There was no new business brought forward)

6. PROVOST’S REPORT
Reporting for the last time as Provost Alexander, Mike thanked the faculty and staff for all the work done to move the University to teaching through alternative delivery methods. He made a point of saying how proud he was of the way have reacted to our new normal, for the compassion we have shown our students, and the way we have been able to adjust midstream. He also wanted to acknowledge the work of Interim Chancellor Sheryl Van Gruensven. He referred to her as a “remarkable person” who served as the Provost’s “mentor” these past nine months – “we all owe her a huge debt of gratitude.”

Together with the Administrative Council, the Provost will make a decision on April 15 regarding the status of summer courses. We will likely offer only online courses, while also expanding the number of course offerings. In early to mid-July, UW System will give us guidance on Fall courses. In the meantime, we are doing as much contingency planning as possible to plan for any eventuality for the Fall semester.

There are lots of unknowns in relation to the coming budget, but the one thing we control in terms of budget is enrollment. Our enrollment projections look incredibly well, but we do not know how students are going to react to this current crisis. Universities around the country are preparing for 10-25% reductions in their student population for the Fall but, fingers crossed, we do not anticipate those reductions here. As of 8 April 2020, we have 581 students signed up for
Green Bay Orientation (GBO) and 67 students at the three Additional Locations, so we are on target for hitting our enrollment goals. Graduate student enrollment is up considerably (15%). Also, our enrollment in CCIHS is up 10%.

Before taking questions, the Provost acknowledged the work the University Committee has done all year and, especially, recently given the current state of the world. Important conversations regarding governance issues have occurred all year [NOTE: the transparency of those conversations and the flow of information being exchange this year has been appreciated].

Questions directed to the Provost included:

- Assuming we will be teaching online only for the summer, will the campus be open for faculty to pursue their scholarship activities? The number one priority is the safety of faculty, staff, and students, so that would be the guiding principle we would use in making that decision. As soon as it is safe, we would allow people back on campus.
- Many large organizations are canceling their summer programs and activities nationwide. Do you have an inkling which way UWGB is leaning regarding on-campus summer activities? It is almost certain summer courses will be online, but we will wait until 15 April 2020 to make any announcement.
- Regarding an Interim Provost, do you see that as a one-year position and are you going to fill that role as soon as possible? UWGB is hoping to name an Interim Provost in the next week or so. The Provost/Chancellor-Elect is fully committed to a national search for our next Provost.
- Is the decision to open up UWGB a local decision or is that up to UW System? We would work in collaboration with System on this decision. The Provost is not sure System would prevent us from opening, but we would not make a decision without System’s input. Also, we would likely work in unison with the other UW comprehensives and Brown County Health Department.

7. OTHER REPORTS

a. Academic Affairs Council Report. The AAC report is found on page 72 of the agenda.

b. Graduate Academic Affairs Council Report. The GAAC report is found on page 74 of the agenda.

c. University Committee Report. At the request of the Provost, UC Chair Loebl has been serving as the faculty representative on the Emergency Operations Committee. Chair Loebl expressed how impressed he was with all of the administrative heads who serve of this committee, keeping things running smoothly in these uncertain times, and emphasizing that UWGB is certainly in good hands. As Chair Loebl gave each member of the committee a shout out, the chat column of Blackboard crazily binged away as faculty senators joined Loebl in celebrating the outstanding contributions of this committee. (Seriously, you should invest in clapping hands icons stock!).

Chair Loebl also extended his heartfelt thanks (were those tears I saw welling up in his eyes) to the faculty and staff members on the Chancellor search and screen committee: Mike Draney, Jenell Holstead, and Sgt. Cindy Estrup (more binging on the Chat column).
The UC has been busy discussing resolutions (those voted on today). They have also been working with the Provost to create the statement on extending the tenure clock of probationary faculty by one year (if they so desire) as a result of potentially losing time that could have been spent on scholarship, courtesy of COVID-19. This statement, read aloud by Chair Loebl, was signed into effect on Monday, 30 March 2020 by UC Chair Jim Loebl, ASC Chair Lynn Niemi, and Provost Alexander. The UC has also made progress on a Lecturer Policy (a second draft has been sent to Christopher Paquet); the UC was going to meet with the Academic Staff Committee on 25 March 2020 to discuss the policy, but then the world went crazy. This policy will likely become an agenda item for next year’s UC.

d. Faculty Rep Report. Senator Shelton reported the UW System President search is moving forward. The first round consideration of all applications is complete and the list of viable candidates has narrowed, but is not down to a list of finalists. It is possible COVID-19 will delay the search as candidates will not be able to interview on-site.

The opportunity for the public to provide feedback on a UW System policy (RPD 20-2) was extended to April 24. According to Senator Shelton, the policy, entitled “Student Evaluation of Instruction,” does not contain substantial changes. Anyone who wants to provide feedback on the policy can do so through a link that Senator Shelton will send to SOFAS who, in turn, will send it out campus-wide.

e. Academic Staff Committee Report. Patricia Hicks reported that the Academic Staff Assembly scheduled for May is canceled; it will likely be rescheduled for Fall. Academic Staff are working on a document regarding annual reviews; the document states that employees cannot be held accountable for unattained annual goals as a result of working remotely due to COVID-19.

f. University Staff Committee Report. Kim Mezger reported the last USC meeting was canceled (the first week of working remotely); the next meeting will be on April 16. USC is sending a survey to its membership just to check in and determine if there are challenges being faced that others can help with.

ɡ. Student Government Association Report. SGA President Abbie Wagamann reported SGA is reaching out to the student body regarding concerns such as housing, student workers, commencement, academics/grading scales, refunds, etc. These concerns have been brought to administration. SGA general assembly met to discuss a resolution on academic grading under the alternative delivery methods; they are holding off on passing their resolution until they see the faculty resolution. SGA will no longer be meeting unless absolutely necessary. UW System student reps are meeting Saturday, April 18.

8. ADJOURNMENT at 4:55 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff