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**MINUTES 2022-2023**  
**UW-GREEN BAY FACULTY SENATE MEETING NO. 8**  
Wednesday, May 3, 2023

Presiding Officer: Patricia Terry, Speaker of the Senate

Parliamentarian: Steve Meyer, Secretary of the Faculty and Staff

PRESENT: Riaz Ahmed (RSE), Tanim Ahsan (RSE), Mike Alexander (Chancellor, *ex-officio*), Dana Atwood (PEA), Dhanamalee Bandara (ALTERNATE-RSE), Devin Bickner (RSE-UC), Kate Burns (Provost, *ex-officio*), Thomas Campbell (TND), Gary Christens (A&F), Tara DaPra (HUS), William Dirienzo (ALTERNATE-NAS), Clif Ganyard (HUS-UC), William Gear (HUB), Joan Groessl (SOCW-UC), Lisa Grubisha (NAS), Richard Hein (Manitowoc Campus), Todd Hillhouse (PSYCH), Elif Ikizer (PSYCH), James Kabrhel (NAS), Mark Karau (HUS), Mark Klemp (UC-Marinette Campus), Ann Mattis (HUS), Michelle McQuade Dewhirst (MUS), Samantha Meister (EDUC), Eric Morgan (DJS), Paul Mueller (HUB), Val Murrenus-Pilmaier (HUS), Aniruddha Pangarkar (M&M), Laurel Phoenix (PEA), Matthew Raunio (Sheboygan Campus), Jolanda Sallmann (SOCW), Karen Stahlheber (NAS), Patricia Terry (RSE-UC), Nischal Thapa (BUA), Christine Vandenhouten (NURS-UC), David Voelker (ALTERNATE-HUS), Tamara Wang (NURS), Sam Watson (AND), Cary Waubanasum (SOCW), Aaron Weinschenk (PEA-UC), and Joseph Yoo (CIS)

NOT PRESENT: and William Sallak (MUSIC)

REPRESENTATIVES: Bobbi Webster (ASC), Lea Truttmann (USC), and Harrison Thiry (SGA)

GUESTS: Scott Ashmann (Assoc. Dean, CHESW), Pieter deHart (Assoc. VC for Grad Studies), Sarah Denis (Graduate Admissions Recruiter), Karime Galaviz (SGA President-elect), Paula Ganyard (Library Director), Susan Grant Robinson (Chief of Staff), Marci Hoffman (Graduate Programs Manager), Brianna Hyslop (Manager, The Learning Center), John Katers (Dean, CSET), Holly Keener (Dean Asst., CSOB), Kerry Kuenzi (Assoc. Prof., PEA), McKinley Lentz (Admin. Asst., Graduate Studies and Grants and Research), Kim Mezger (SOFAS Asst.), Amanda Nelson (Associate Dean, CSET), Rasoul Rezvanian (Assoc. Dean, CSOB), Jon Shelton (Assoc. Professor, DJS), Courtney Sherman (Assoc. Provost), Kris Vespia (Director, CATL), and Mike Zorn (Assoc. Dean, CSET)

### **1. CALL TO ORDER.**

Our experiment with a hybrid Faculty Senate meeting resulted in a few last-minute tweaks. This set us back just a tad in terms of the start of the meeting. But Faculty Senate Speaker Patricia Terry was able to call to order the final Faculty Senate meeting of the 2022-2023 academic year at 3:05 p.m.

### **2. APPROVAL OF MINUTES OF FACULTY SENATE MEETING NO. 7, March 29, 2023**

With no acclamations of discontent from the Faculty Senators, March's minutes were approved by consensus.

### **3. CHANCELLOR'S REPORT**

Chancellor Alexander began by presenting traditional gifts of appreciation to UC Chair Devin Bickner and Faculty Senate Speaker Patricia Terry for their exceptional leadership of the cornerstone of faculty shared governance, the University Committee and Faculty Senate.

In university news, Chancellor Alexander shared that official groundbreaking for a new 200-person residence hall, the first new residence hall in over a decade, will take place in a week. It will be built in a way that more beds could be added in the future. The other campus building project, CTEC, is currently \$30.2M over budget. We will have to go back to the legislature and we're working on a strategy to do that. What we don't want to do is make sacrifices on what should be the signature building on our campus. Even with this complication, the building is still scheduled to be completed in 2026. Apologies for continued delays in sharing the architect's designs of the building, we just don't want to share a design that's not going to happen.

President Rothman asked each System institution to keep 30-60 days of reserve within their tuition GPR balance. We are going to end up within that range again this year – the last couple of years we were in better shape, but we had to spend that down. Going into next year, we will see how our enrollment looks and we'll take the tuition differential and use that money in many different ways to help students (including compensation and faculty lines). Regarding compensation, the tuition increase approved by System (9% overall) should cover whatever we get in PayPlan. If we get a 4% increase in PayPlan, we'll have to use that tuition increase to cover our share (30%) of that pay increase. UW System is the only state agency where the state only covers 70% of the pay increase, the individual university must cover the other 30%. The Chancellor and Provost are exceptionally proud of our students for the way they handled the discussion of tuition equalization on all campuses. These discussions are necessary as Wisconsin now ranks 43<sup>rd</sup> in the country in terms of higher education funding; we've gone over 10 years without a tuition increase.

The Chancellor asked everyone to hold 16 September 2023 on their calendar as the campus will host the largest Hispanic festival in Green Bay. Kudos to the Weidner Center's Kelli Strickland for partnering with Casa Alba to make this happen. This event will become our new Bayfest.

Lastly, the Chancellor thanked everyone for their work on the Mission Alignment responses. The submissions were incredibly thoughtful. Administration will take those responses to carefully work through the process so that all will be able to see the results of suggestions that have been provided.

### **4. OLD BUSINESS**

a. With apologies to Irving Berlin and Ethel Merman, "There's no business like 'old' business, like no business I know"...except, that is, when there is no old business.

### **5. NEW BUSINESS**

a. Resolution on the Granting of Degrees

Speaker Terry presented the Resolution on Granting Degrees for Spring 2023. **Senator Klemp moved to accept the resolution, Senator Voelker seconded.** With no discussion **the motion was approved 32-0-0.** (Guess we'll all need to show up for commencement once again.)

b. Election of 2023-24 Speaker of the Senate

In a clear attempt to corner the market on souvenir Faculty Senate gavels, **Senator Ganyard nominated Senator Terry to be the 2023-24 Speaker of the Senate, seconded by Senator Raunio.** With no other nominations and no discussion, **Senator Terry was re-elected Speaker of the Senate 32-0-1.** (Anyone desiring their own souvenir gavel ought to act before next May when Senator Terry will be presented with her fourth Speaker of the Senate gavel. Thank you, Patricia, for your dedication to shared governance and, in particular, the UC and Faculty Senate.)

c. HIPs Update

UWGB HIPs coordinator, Kerry Kuenzi, gave senate a brief update on the HIPs initiative including a preview on what to expect with high impact practices next Fall. The HIPs initiative has included a task force, a number of small working groups, and pilot studies, all working to identify best practices (better design, implementation, and assessment) around high impact classes. HIPs courses offer numerous benefits to students including increased student success (especially for historically underserved students), improved critical thinking and writing skills, and greater appreciation for diversity and inclusivity. As a result, next Fall a high impact course graduation requirement will be proposed. Specifically, the proposal will require students complete at least three high impact courses prior to graduating. The three courses would include the First Year Seminar and the Capstone courses, already currently required. For most students, this means completing one additional course that either uses experiential- or community-based learning, is project- or performance-based, or is based around diversity or global learning. Flexibility in the requirements would be considered for transfer students. Although nearly all majors already offer high impact courses, students wouldn't have to take the high impact course within their major (unless, of course, it is required by the major). Finally, the proposal takes into account the increased workload that high impact courses can entail, so there is a recommendation for course caps on high impact courses.

Questions from faculty established that:

- The proposal would be brought before senate early next Fall for approval so that the process of designating high impact courses could begin (but likely not in time to make it into the course catalog before the December deadline).
- Designating a course as "high impact" would go through a similar approval process as that for any course that proposes to be a general education course – it would process through the General Education Council and the Academic Affairs Council.
- The designation of a course as "high impact" is completely separate from the designation as a general education course (but, there could be some overlap).
- A "high impact" course would not necessarily have to be an upper-level course (i.e., that requirement is not built into the proposal). Currently, a majority of high impact courses are at the upper-level (most students are taking these courses during their junior and senior years).

d. Request for future business

It's time to call it a career  
From a place I'll always hold dear  
I gave it my best  
Now I'll give it a rest  
Say, how do I get outta here?  
(There was no new business brought forward by the senators this month)

## **6. PROVOST'S REPORT**

Provost Burns was called away to participate in the CAHSS Dean candidate interview, but returned near the end of the senate meeting to present her report. Regarding enrollment, UW System has (finally) officially finalized the spring enrollment (just in time for final exams). UW-Green Bay had a 0.6% growth in headcount and FTE, and a 0.3% increase in student credit hours versus last spring. The Provost will send out an email with all the details, including the strategic enrollment plans. Summer enrollment stands at 2384, that is 85% of last summer's overall total, so summer enrollment is trending very well. Fall 2023 is also trending pretty well as we are ahead of last year in terms of GBO (Green Bay Orientation) signups, headcount, and student credit hours.

The Provost appreciated the feedback received from the General Education Reform listening sessions. It is important for us to think about how we will connect/package Gen Ed and high impact practices. The reason we should be thinking about reducing the number of required Gen Ed credits is that we are trying to complement those two components together to provide experiences for our students. Also, whatever we do is not permanent, this will be an evolving document. Yes, we are making a change, but there will always be tweaks based on what is working and what is not working.

Earlier in the day, Provost Burns sent all faculty a detailed email regarding embedding Career Services personnel within the colleges. Administration is committed to providing students with high impact opportunities such as internships and work-based/experiential hands-on learning opportunities (which align well with the high impact courses Kerry Kuenzi spoke of earlier). Embedding Career Service personnel within each of the colleges generated lots of discussion, questions, and concerns from faculty senators. For example, senators wanted to know:

- What embedding career services into the colleges would look like? (It would be analogous to the advising model. CAHSS would have two embedded career services individuals, the other three colleges would have one each. These individuals would help students know what future career paths would look like; they would assist with the administrative side rather than the actual curricular experience);
- So, Career Services is going to create internships and workplaces? Usually, faculty creates those, and the idea of exploring career opportunities is outlined as one of the faculty's mentoring roles. (Career Services would not be creating the internships; they would serve in an administrative/logistical role by serving as a point-of-contact when employers come to the institution and they don't know where to go and who to talk to about potential internships and job opportunities. The faculty would still need to contact or check-in with the employer once the internship begins, they would also still serve as the internship evaluator. The career services personnel would also be available to

examine students' resume's, conduct mock interviews, etc., things faculty don't always have the time to do);

- What moved you to go to Career Services rather than providing resources to programs and faculty to do the work that we're supposed to be doing? For example, why not provide reassignments for faculty who could then support these kinds of projects? Also, why use the Advising model here when we haven't had the opportunity to assess whether the Advising model is working well? Some believe the Advising model is distancing faculty from students and, as a result, there is some dissatisfaction with it. It seems like a really rapid decision and move to implement for Fall without much discussion with faculty and staff. (We talked about work-based learning, high impact practices, and undergraduate research and how we could support that at the January coffee break. In a perfect world, there would be lots of new faculty and staff hires to support this program. Ultimately, we must give students what they are asking for...jobs/careers after college. And we have to think about what that support looks like in order to get them on that path).

## **7. OTHER REPORTS**

a. Academic Affairs Report. AAC Chair David Voelker provided a written report that was included in the agenda.

b. University Committee Report. Devin Bickner provided his last report to senate as his "reign of terror" as UC Chair comes to its close. This was our first attempt at a hybrid senate meeting using the "owl cams." For those who attended online, please let us what you thought of the quality of the hybrid meeting. While the UC does not usually meet over summer, if there is anything you think the UC should discuss, let one of the UC members know.

As is customary at the last senate meeting, the end-of-year introductions were made. To thunderous applause, Prof. Clif Ganyard was announced as next year's UC Chair. Chair Bickner also introduced the two new UC members who will be starting their three-year terms next Fall, Prof. William Dirienzo and Prof. Christine Smith. Chair Bickner then thanked the faculty senators and the other UC members for making his Chair responsibilities "mostly pleasant." He also extended his thanks to USC Chair Lea Truttmann, ASC Chair Laura Nolan, and SGA President Harrison Thiry for their contributions (more thunderous applause). SOFAS Meyer interrupted at this point to thank the two outgoing members of the UC, Devin Bickner and Aaron Weinschenk (and...more thunderous applause). Chair Bickner also extended his thanks to Prof. Shelton for serving the last four years as UWGB's Faculty Rep to System, Prof. Terry for once again assuming the role of Speaker of the Senate, and SOFAS Assistant Kim Mezger for all her assistance with the UC and Faculty Senate (and...more thunderous applause). [It may sound as though SOFAS Meyer is making light of the achievements of all our great colleagues with his comments of "thunderous applause," however, each and every one of these individuals has earned the respect and admiration of the entire faculty, staff, and administration at UWGB, and they all deserve a "thunderous round of applause."]

At this point, an unauthorized resolution was brought before senate (i.e., it was not included on the submitted and published agenda).

## **Resolution on the Occasion of SOFAS Steve Meyer's Retirement**

WHEREAS, there are few people who can rock a bow tie, especially when wearing an apron at convocation, and

WHEREAS, only a dedicated gardener and philanthropist could support a scholarship by annually making gallons of salsa, and

WHEREAS, this colleague, despite a science background, is so supportive of the Humanities that he includes poetry in Faculty Senate minutes, and

WHEREAS, his commitment to holiday spirit is so strong that his Halloween decorations routinely startle residents and visitors to the 4<sup>th</sup> floor of Laboratory Sciences building, and

WHEREAS, there is great appreciation among Laboratory Sciences fourth floor residents for the occasional magical days when homemade M&M cookies appear in the baskets outside office doors, and

WHEREAS, this great colleague serves part-time as a campus psychologist to many frazzled colleagues and students, allowing those in need of advice or just an opportunity to vent to nestle into his recliner and talk, and

WHEREAS, Steve is one of the most dedicated, kind, generous, and thoughtful humans that we all have the honor of knowing,

THEREFORE, be it resolved, that the positive impact Steve has had on the UW-Green Bay campus, his colleagues, and students, is an inspiration that will be felt long past his retirement. His sense of humor and listening ear will be missed far more than he knows, and this is not a good-bye because we expect to see him at future Heirloom Plant Sales and other campus activities. The UW-Green Bay Faculty Senate, on behalf of all faculty, thanks you, Steve, for your many years of service, support, leadership, and friendship.

SOFAS Meyer was then lavished with gifts that were far too generous: engraved gardening tools to ensure he continues his passion for salsa-making; a special "Gardening Guy" t-shirt to wear while gardening (and to make his neighbors jealous); his very own self-powered toy golf cart; and very generous gift cards to "Golf Galaxy" for him to "feed (his) golfing habits." The gifts were followed by a delicious butter-cream iced cake and, best of all, wonderful conversations with awesome friends.

The SOFAS will now take the liberty, as humble scribe of the Faculty Senate minutes, to say THANK YOU for allowing me to serve as your Secretary of the Faculty and Staff these past eight years, it has been an honor that I will always treasure in my heart. THANK YOU for the lovely and all-too-generous gifts, it is so very kind of all of my faculty and staff colleagues. THANK YOU for the very touching resolution, your kinds words literally brought a tear to my eye as I wrote these minutes. THANK YOU for being my colleagues. I've heard many people express upon their retirement that the thing they will miss the most is the people. I now know

exactly what they mean; I will miss all of my faculty and staff colleagues, but I will be around and I'm sure I'll see you in the hallways.

c. Faculty Rep Report. For his last report as UWGB's Faculty Rep, Jon Shelton shared that Christine Vandenhouten will be taking over as Faculty Rep starting next Fall. With the support of System administration, the Reps have been trying to codify a set of System-level shared governance procedures. The procedures include encouraging System to have conversations with the Faculty Reps before they create policies that could potentially have unintended consequences – all with the understanding that the Faculty Reps are strictly an advisory group.

At their last meeting the Reps spent a considerable amount of time discussing the free speech issue as it pertains to so-called indoctrination of students. So, conversations are being had with System administration and President Rothman about how they navigate the free speech survey.

Lastly, there's been discussion at the System-level of allowing Chancellors to have a portion of the upcoming PayPlan salary increase to use for discretionary funding. If that comes to pass, we should have a conversation with Chancellor Alexander regarding whether that is something we should be doing and, if so, how should that funding be used.

d. Academic Staff Committee Report. Bobbi Webster, representing the ASC, shared that the ASC continues to meet monthly, with their last meeting on 19 April 2023. There have been some recent membership changes, so the committee is made up of Chair Laura Nolan, Vice Chair Katrina Hrivnak, Roshelle Amundson, Bethany Welch, Virginia Englebert, Lynn Niemi, and Bobbi Webster. The Professional Development Allocation Committee has been gifted with some funding. There have been discussions with PDAC Chair Daniela Beall and Provost Burns about how to best use those funds. The ASC recently made appointments to Academic Staff appointive committees based on names put forward by the Leadership and Involvement Committee. The ASC commented on Regent Policy Document 20-27, the selection process for System President, Chancellors, Vice Chancellors, and UW System Leadership; ASC requested two seats for Academic Staff on those search committees. Christopher Paquet approved this request and forwarded it on to UWSA. The next Academic Staff meeting will be the Academic Staff Assembly on 17 May 2023.

e. University Staff Committee Report. Lea Truttmann, Chair of the USC, provided a written report found on page 9 of the faculty senate agenda.

f. Student Government Association Report. Making a return engagement for his "last" SGA report, President Harrison Thiry reported that Karime Galaviz will be the university president for student government next year. Harrison reiterated that the Green Bay campus is seceding from the university SGA. So, the university SGA currently represents students at all four campuses, but not necessarily the Green Bay campus SGA. Hopefully, a more feasible long-term solution can be worked out in the future.

The Green Bay campus passed a resolution on the use of artificial intelligence (drafted by Harrison). AI tools are prevalent, they are proliferating, and they are powerful. They are very good at completing certain types of assignments, but they are not very good at generating

original ideas and thinking. For anyone interested in resources and references regarding AI in education, Harrison recommends you look up work (blog posts and research articles) by Ethan Mollick, a professor at Wharton School at the University of Pennsylvania. SGA's thoughts are to integrate these tools in a way that is going to aid in education and as a skill to increase people's readiness for the workforce.

**8. ADJOURNMENT** at 4:45 p.m.

Respectfully submitted,

Steve Meyer, Secretary of the Faculty and Staff