

AGENDA

UW-GREEN BAY FACULTY SENATE MEETING NO. 1

Wednesday, September 13, 2023

3:00 p.m., 1965 Room and on TEAMS

Presiding Officer: Patricia Terry, Speaker

Parliamentarian: Michael Draney

- 1. CALL TO ORDER**
- 2. APPROVAL OF MINUTES: FACULTY SENATE MEETING NO. 8. May 3, 2023 [Page 2]**
- 3. INTRODUCTION OF SENATORS**
- 4. CHANCELLOR'S REPORT**
- 5. OLD BUSINESS**
 - a. No Old Business
- 6. NEW BUSINESS**
 - a. Election of 2023-24 Deputy Speaker of the Senate
 - b. Resolution in Support of Faculty Collaboration in Administrative Decisions Regarding Academic Resources for Students [Page 10]
Presented by Christine Vandenhouten
 - c. Proposal for a new unit, Applied Writing and English (AWE) [first reading][Page 11]
- 7. PROVOST'S REPORT**
- 8. OTHER REPORTS**
 - a. University Committee Report—Presented by UC Chair Clif Ganyard
 - b. Faculty Rep Report—Presented by Christine Vandenhouten
 - c. Academic Staff Report—Submitted by Nichole LaGrow [Page 21]
 - d. University Staff Report—Submitted by Becky Haeny [Page 22]
 - e. Student Government Report—Presented by Karime Golaviz
- 9. ADJOURNMENT**

[draft]

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 43rd 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 4th 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

A Resolution in Support of Faculty Collaboration in Administrative Decisions Regarding
Academic Resources for Students

WHEREAS, the faculty appreciate the administration's efforts to reduce workload, and

WHEREAS, the faculty of the University of Wisconsin-Green Bay have the primary responsibility for determining the institution's academic curriculum, and

WHEREAS, that responsibility, combined with the faculty's regular interactions with the university's students, gives the faculty a uniquely informed perspective on the kinds of academic support services our students need, and

WHEREAS, the UW-Green Bay administration, in 2021, implemented a new professional advising model without fully acting on the feedback of faculty who sought to advise their own students, and

WHEREAS, although the work of UW-Green Bay's professional advisors has been excellent and the faculty want to make it clear that this resolution is not a criticism of their work, as a campus, neither the UW-Green Bay administration nor the faculty have a full understanding of how successful that model has been, and

WHEREAS, in May 2023, the Provost's office announced its intention to implement a new model of organizing internship services that significantly departs from the way many individual academic units support student internships,

BE IT RESPECTFULLY RESOLVED that the faculty of UW-Green Bay asks the Provost's Office to solicit feedback on this internship proposal and the implications for academic units across the campus, and to collaborate with faculty from different units to either adjust expectations of the overarching model or allow individual units to serve their students in a way that best fits that unit (while providing them the support they need to do that), and

BE IT FURTHER RESPECTFULLY RESOLVED that the faculty of UW-Green Bay asks the Provost's Office to engage in a robust analysis of how well the current professional advising model serves our students, and to then use the results of that analysis to collaborate with faculty from different units to either adjust expectations of the overarching model or allow individual units to serve their students in a way that best fits that unit (while providing them the support they need to do that), and

BE IT FURTHER RESPECTFULLY RESOLVED, that the faculty of UW-Green Bay asks the Provost's Office to seek input from faculty at a foundational stage of development, any new proposals that restructure the way the academic resources are organized and/or allocated, using official lines of communication (i.e. The University Committee and/or Faculty Senate) in order to ensure our students are successful both today and in the future.

FORM K
(Ver. Sept. 2020)

UW-Green Bay
Academic Unit Actions

Academic Unit(s): Applied Writing and English (AWE)

Proposer: Rebecca Meacham, Ann Mattis, Jennie Young

Form Prepared By: Ann Mattis

Action(s) Requested:

1. Create new official academic unit, Applied Writing and English (AWE).

New Unit Information:

1. AWE will be composed of faculty in English, Writing and Applied Arts (BFA), and Writing Foundations.

Rationale:

Although this present action is inspired by the Chancellor's call for alignment of Strategic Priorities and increased organizational efficiency, this proposal has been discussed extensively over several years by colleagues who teach within and across our three separate programs. In other words, this proposal is not spontaneous, nor has its development been taken lightly. Given the overlap of pedagogy, curriculum, and personnel of our three programs, we believe the new AWE Unit would streamline efficiency of governance; allow our faculty's closely-aligned research and teaching areas greater creativity and self-determination; foster natural and organic collaboration both among our three Unit programs, and with programs and colleagues across our university; and increase our programs' capacity to meet student need and demand as enrollments climb in our Writing and Applied Arts and English majors, and Writing Foundations program.

Justification

A. Internal Drivers

1. *Efficiency of Governance*

- a. *Streamlining and Reducing Workload.* The AWE Unit faculty would consist of 19 full-time instructors: eight Teaching Professors, four Assistant Professors, two Associate Professors, and four Full Professors. This is already a large group of personnel, which in turn necessitates a large workload for personnel reviews, achieving quorum for Unit meetings and votes, and engaging in other bureaucratic operations like approvals of position requests and curricular changes. However, while substantial, the workload for conducting the operations of this new unit (AWE) would still entail a fraction of the work required in our current Unit structure, as programs within the larger unit of HUS/Humanities.
- b. *Context.* Currently, our three programs are housed within the larger unit of Humanities (HUS), which, after the merger with three other campus locations and the faculty therein, is comprised of eight majors (English, Writing and Applied Arts, History, First Nations Studies, Spanish, German, Philosophy, and Humanities) and the Writing Foundations program— and over 40 full-

time faculty. The bureaucratic operations of multiple programs housed within the HUS Unit has led to reduplication of bureaucratic approvals and created extra, time-intensive labor. To wit: within the current structure, personnel reviews, curriculum approvals, and position requests are often discussed, debated, and voted upon by ENG/BFA/WF faculty and then *again* by the HUS unit. This process reduplicates a significant amount of time and resources that could be spent more productively. Therefore, by creating a Unit (AWE) composed of English, Writing and Applied Arts, and Writing Foundations programs and faculty, we seek to streamline these necessary bureaucratic operations and approvals, in turn allowing our program faculty more time for the kind of forward-motion work and collaboration that results in student recruitment and program enrichment both within the AWE unit and across HU and non-HU disciplines.

2. *Voice and Self-Control*

- a. *Close Alignment of Faculty and Program Interests.* In the past five years, our three programs have seen the greatest increase in faculty from the merger with the three locations campuses of Marinette, Manitowoc, and Sheboygan. With these additional resources, we now have a full-time faculty among three programs that teaches courses in writing, literature, publication, and editing. Simply put, our instructors and majors overlap and enmesh. Unlike any other era in our programs' histories, a member of Writing Foundations faculty may teach both for Writing and Applied Arts and English; Writing and Applied Arts faculty teach literature courses; literature professors teach Capstones and practicums required for our two majors. This enmeshment is robust, generative, and, frankly, exciting. As a group, our meetings pop and crackle with ideas, and a culture of "yes, and" that allows for innovation as well as execution. Thus the AWE Unit would support our faculty whose functions, goals and resources are integrated on a regular basis.
- b. *DE Modalities.* This culture of "yes, and" has already delivered upon innovations which benefit our students. Our overlapping courses, and the modalities for their instruction, are intentionally planned to shorten time to degree across four campus locations and beyond. In 2021-22, English and Writing and Applied Arts collaborated on these goals with a Provost's Distance Education grant, which supported seven faculty in creating online/DE modalities for eight courses that support both majors. We are seeing the immensely successful results of this grant support in our programs' enrollment and graduation rates. We aspire to continue this seamless collaboration as we plan the next five years of our timetable.
- c. *Community Connections and Digital Transformation.* Looking beyond our current curricular synergy, we are eager to support one another in updating our programs and developing new curriculum, as we did for the Provost's Distance Education grant. By sharing ideas, access, digital tools, and user/ teacher/ student experiences, the AWE Unit would further facilitate the university's strategic priorities of "digital transformation" and "community connections." Furthermore, curriculum for both majors (including courses and internships) is outward-directed and community facing, and our faculty across all three programs collaborate on professionalizing opportunities with community partners on campus, locally, across multiple counties, and worldwide.
- d. *Natural and Organic Collaboration: Recruitment, Retention, Local and Global Partnerships.* In alignment with UWGB's current focus on both innovation and entrepreneurial thinking, we understand that ideas are the currency of the institution. The new AWE Unit structure would centralize ideas, innovation, and responses to regional needs and support the development, implementation, and longevity of new initiatives. Our unity and shared vision lead naturally to new recruitment ideas and marketing strategies, as well as availability and expertise: due to our "depth of bench" in overlapping fields of writing and literature, numerous faculty members across the proposed AWE Unit already serve as student professional mentors, represent our programs at Admissions/recruitment events, and otherwise promote our majors. In addition, due to bureaucratic streamlining, AWE's investment in collaborations would inevitably expand. For

instance, the English and Writing Foundations faculty are collaborating to host and run the first of a planned annual Summer Institute for teachers in our CCIHS program, where our AWE faculty (across programs) and local secondary educators will discuss the promise and problems of CHAT GPT and AI writing—a topic that unites us all. Finally, the Writing and Applied Arts major and English major faculty have embarked upon a long-term institutional collaboration and travel course exchange program with Cardiff Metropolitan University (CMU) in Wales, bringing students of both institutions across oceans for intellectual and cultural exchange.

All told, it's wonderful to generate ideas, but it's challenging to sustain their delivery over the long term. The members of the AWE Unit look forward to staffing, supporting, and broadening our initiatives for years to come.

B. External Drivers

1. *Program Growth and Capacity.* Altogether, the AWE Unit's two majors are at record enrollment in the past 20 years. A key factor was the launch of the Writing and Applied Arts BFA program in 2019, which has surpassed enrollment targets every year, including in enrollment at our three other locations. In 2023-24, we expect enrollment to rise with the unveiling of four new declarable emphases. In English, our Education emphasis enrollment has steadily increased for years, and we expect enrollment to rise as we overhaul our requirements and strengthen connections with local educators. Finally, another driver to our growth will be the recent change for General Education, now that students are required to pass two Writing Foundations courses.

With growth comes the need to advocate for more resources and support. A coherent, unified Unit of AWE would allow our program chairs to be more nimble, efficient, and collaborative as we respond to student demand.

2. *The Chancellor's Call for New Ideas.* UWGB's current Mission Alignment initiative asks us to get radical and to consider how altering current governance structures could liberate faculty to focus on curricular development and student engagement. We believe that removing a layer of governance and its associated meetings will allow AWE Unit members more time to collaborate on, and put into action, such development and engagement.

Important Qualifiers

AWE Unit members remain interested in continued collaboration and exchange of ideas with Humanities colleagues in Philosophy, First Nations Studies, History, Humanities, and Modern Languages—just as we already exchange ideas with members from other Units and programs on campus (Design Arts, Communication, Computer Science, Cofrin Center for Biodiversity, Sustainability, etc).

AWE Unit members remain interested in teaching courses and engaging in other collaborative opportunities for students in the Humanities major as availability allows, and as we already do with Women's, Gender Studies, and Sexuality Studies, Humanities, Communications, and more.

Personnel:

Tenure and Appointment Assignments:

Roshelle L. Amundson- Associate Teaching Professor – CAHSS/AWE
Paul Belanger - Associate Teaching Professor – CAHSS/AWE

Julialicia Case - Assistant Professor – CAHSS/AWE
Tara DaPra - Assistant Teaching Professor – CAHSS/AWE
Jonas Gardsby - Assistant Professor – CAHSS/AWE
Ann Mattis - Associate Professor – CAHSS/AWE
Rebecca A Meacham – Professor – CAHSS/AWE
Valerie Murrenus-Pilmaier - Associate Professor – CAHSS/AWE
Rebecca L Nesvet - Professor – CAHSS/AWE
Kristopher Purzycki - Assistant Professor – CAHSS/AWE
Jennifer Ronsman – Associate Teaching Professor – CAHSS/AWE
Charles A Rybak – Professor – CAHSS/AWE
Tracy Rysavy - Associate Teaching Professor – CAHSS/AWE
Albert C. Sears - Assistant Teaching Professor – CAHSS/AWE
Linda Toonen – Associate Teaching Professor – CAHSS/AWE
Jennifer Young - Professor – CAHSS/AWE
Erica Wiest - Assistant Teaching Professor – CAHSS/AWE
Christopher Williams - Assistant Professor – CAHSS/AWE
William M. Yazbec - Associate Teaching Professor – CAHSS/AWE

Program Assignments:

N/A

Governance Unit Chair Assignments:

AWE: TBD

Reviews and Recommendations:

Humanities

Date: 4/7/2023

Chair: Cristina Ortiz

Recommendation: Humanities expressed support for the new unit.

Academic Affairs Council

Date: 5/4/2023

Chair: David Voelker

Recommendation: AAC is supportive of the new unit.

Personnel Council

Date: 4/28/2023

Chair: Eric Morgan

Recommendation: Personnel Council expressed support for the new unit.

Registrar

Date: 4/12/2023
Chair: Daniel Vande Yacht
Recommendation: The Registrar's Office can handle the change.

University Committee

Date: 9/6/2023
Chair: Clifton Ganyard
Approved: X

Authorizations:

Dean CAHSS – Chuck Rybak

Date: 4/12/2023
Approved: X
Denied: _____

Faculty Senate

Date:
Speaker: Patricia Terry
Approved: _____
Denied: _____

Provost – Kathleen Burns

Date:
Approved: _____
Denied: _____

Chancellor – Michael Alexander

Date:
Approved: _____
Denied: _____

Attachments:

1. Humanities Meeting Minutes (4/7/2023)
2. AAC Memorandum (5/4/2023)
3. Personnel Memorandum (4/28/2023)

4. Email from Daniel Vande Yacht, Registrar (4/12/2023)
 5. University Committee Memorandum (9/7/2023)
 6. Email from Chuck Rybak, Dean, College of Arts, Humanities, and Social Sciences (4/12/2023)
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Minutes HUS Meeting 4/7/2023 1:30-3:00 via TEAMS

Attendance: Roshelle Amundson, Paul Belanger, Julie Case, David Coury, Tara DaPra, Tracy Rysavy Fernandez, Hernán Fernández-Meardi, Clif Ganyard, Jonas Gardsby, Dan Kallgren, Mark Karau, Zach Kruse, Ann Mattis, Rebecca Meacham, Kris Purzycki, Heidi Sherman, David Voelker (minutes), Erica Wiest, Christopher Williams, William Yazbek, Jennie Young, and Cristina Ortiz (Chair). Meeting was called to order at 1:30 pm.

The minutes from the Feb. 3, 2023, meeting were approved.

Deactivation of Environmental Humanities minor track (Voelker) — David Voelker noted that this program has existed for about 5 years and has struggled to find students. He moved to deactivate the program for the 24-25 catalog. Cristina seconded. 1 abstained. 20 in favor. David noted that he plans to recommend that we add a learning outcome related to sustainability to the Humanities major.

Election of Unit Chair (Ortiz) — Cristina noted that we are holding this election a bit late in the semester, because she was in conversation with Chuck about how to structure and compensate the humanities chair position. Whoever is elected chair will get a 2-course reassignment and \$2,000 in the summer. Mark Karau has expressed willingness to serve in the position. Mark nominated himself, and David Voelker seconded the nomination.

Election of Program Chair (Ortiz) — Mark noted that a number of curricular changes for Humanities are underway, including creating an online major and also probably discontinuing one or more emphases. Hernan nominated himself. David Voelker seconded the nomination.

Faculty voted for the chair elections by emailing Jessica Hankemeier, who reported the following results via an email to Cristina: Unit Chair: Mark Karau - 10 No Vote/abstained – 12 Program Chair: Hernan Fernandez-Meardi – 8 No Vote/abstained – 14 Information/discussion: Update from the Curriculum Working Group (Karau): In addition to what's noted above, the Religious Studies minor will probably be discontinued, after consultation with Philosophy faculty who agreed to this change. Mark will be talking with Lindsay, the professional advisor for Humanities, to better understand how students are choosing majors, minors, and courses. The hope is to reinvigorate the major and minor.

Faculty input on new advising model (Ganyard-UC): The UC is discussing the advising model and has invited Jen Jones and Darrel Renier to the UC to discuss assessment and changes to this model. Clif would like feedback on the advising model, whether right now or via email, etc. Feel free to ask other faculty to share feedback with Clif. Cristina pointed out that this model is bad for minors. The problems with minor advising are affecting programs. Many students minor in languages, so they are experiencing these problems. Global studies is another area of concern. Cristina thinks that program chairs/advisors should be more involved.

English memo regarding creation of a new unit (Applied Writing and English/AWE) (Mattis) - Cristina asked the Provost's office about the process and found that we don't have to make vote on this. Clif noted that we can make a non-binding recommendation for the people who do make the decision to consider. Clif recommended that we have a good discussion and consider seriously what this means for Humanities

as a unit. Cristina asked us to think about the purpose of a discussion about a decision that English has already made. Ann noted that English genuinely wants to hear what Humanities has to say; the decision wasn't made easily, but the support in English was "pretty unanimous," after much discussion. A huge part of the decision was the size of the unit, which English perceives as inefficient. The three programs that would create a new unit are so enmeshed. English is still supportive about collaboration across the disciplines, including with Humanities. They are excited about what they could do within a new unit. They don't part in an ungracious way. Ann raised the example of working on the Teagle grant and appreciating that and hoping for more exchanges in the future. David Voelker spoke some words of appreciation about sharing a unit with English and Composition for twenty years and about being inspired by the innovations in English, the BFA, and Composition. He wondered about the timing of the change. Clif said he is disappointed but also very supportive. He thinks that this change has some major implications for humanities in the future. He thinks we will have to have some very significant discussions about what the unit will look like in the future, and even if it will continue in the current form. He thinks that the implementation of the change will take a long time. Mark added that this change will especially affect DPH. Hernan wondered how collaboration might continue in the future. Ann noted that English faculty could still teach Humanities classes. That wouldn't change. Rebecca Nesvet noted in the chat that she wants to continue teaching Humanities courses. Rebecca Meacham noted that she is also sad about this change. Her understanding is that once this proposal gets through Senate (likely in October), it would go into effect immediately. She supports continued collaboration and thinks that some BFA classes could be put into the digital humanities emphasis. Hernan asked about how this would affect governance when it comes to curricular decisions. Rebecca Meacham noted that if there's an interest in English/BFA courses for Humanities programs, it's very easy to use CourseLeaf to secure approval. Mark asked a very practical question: does this change anything about the curriculum, such as English classes on the books for Humanities. Several people noted that there was no effect. All of the curricular programs remain in place. Ann said she's looking forward to more collaboration about public humanities and library/archives work, etc. This change won't impede collaborations. Hernan asked about how this would affect Senate representation. Clif said that both units would get representation based on the number of faculty. Humanities would lose some Senate seats and AWE would get some of those seats. Cristina also noted that the budget and professional development funds would be divided. Mark confirmed the programs that would continue as part of the Humanities. Dan said that this comes down to, "It's not you, it's me"—to add some levity. Cristina said that she has some issues about how the Humanities unit was described in the AWE proposal, but she wishes the faculty good luck. Clif asked if we should have a vote. Cristina didn't think so, but she said that anyone could make a motion. She thinks that the decision will be made based on the merits of the proposal. She doesn't think that it's worth the possible divisiveness of a vote. She thinks it's better to just have the discussion and wish the proposed AWE faculty best of luck and to be clear that we look forward to collaboration. Ann wanted Cristina to know that her leadership didn't play any role here. Cristina indicated that she wasn't taking things personally. Cristina did see mentions of conflict in the unit, and she thought it was "strange" to emphasize these perceptions over the intrinsic merits of the proposal. Ann said that they definitely don't want to put Humanities' reputation at risk but emphasized the frustration that came from the duplication of work, and the ways that the large unit felt "unwieldy." Ann noted that she doesn't have the same nostalgia as long-time Humanities faculty and that the merger brought a lot of painful changes to the Sheboygan campus, for example. More words of appreciation were spoken here. There was some additional discussion, including in the chat, about the description of "conflict" in the document, and Ann and Rebecca Meacham both said that they could take another look at the document. Cristina closed the discussion by wishing the AWE folks the best of luck and that she looked forward to continued collaboration. Rebecca Meacham noted that Humanities will still need the attendance of English, BFA, and Composition faculty to achieve quorum.

Meeting adjourned at 2:32 PM.
Minutes submitted by David Voelker

Date: May 4, 2023

To: Associate Provost Courtney Sherman

From: David Voelker, chair of the Academic Affairs Council (AAC)

Subject: AAC review of proposal for creation of Applied Writing and English (AWE)

At its meeting on April 27, 2023, the Academic Affairs Council (AAC) reviewed and discussed the proposal by faculty in Writing Foundations, English, and Writing and Applied Arts to create a new academic unit: Applied Writing and English (AWE). The committee generally found that the Form K submitted by said faculty on April 11, 2023, contained a strong rationale for the creation of the new unit, especially given the size Humanities Studies, to which these faculty currently belong.

AAC members raised a few concerns that merit further discussion as this proposal moves through the approval process. First, will Humanities be open to members of AWE continuing to teach HUM STUD courses, and, if so, under what conditions? (Would AWE faculty who teach these courses need to attend Humanities program meetings, for example?) Second, the description of “conflict” in Humanities seems inconsistent with the fact that Humanities has fully approved and supported every curricular proposal from Writing Foundations, English, and Writing and Applied Arts over the past several years. The AAC encourages English to consider removing the description of “conflict” from the form K, as it detracts from the strength of the proposal. Third, AAC members wonder whether this shift will impact the ability of Humanities to offer necessary courses, including the Humanities curriculum and General Education courses for all locations.

Cc:

Academic Affairs Council members

Eric Morgan, chair of Personnel Council

Secretary of the Faculty and Academic Staff

April 28, 2023

TO: Courtney Sherman, Associate Provost

RE: Applied Writing and English (AWE)

FROM: Personnel Council – Michelle McQuade Dewhirst, David Helpap, Md Maruf Hossain, Eric J. Morgan (chair), Jolanda Sallmann

The Personnel Council has reviewed the proposal to establish a new academic unit, Applied Writing and English (AWE). The Personnel Council has no major objections to the proposal but does wish to recognize the bittersweet nature of the transformation while supporting the wills expressed by both the future AWE faculty (in Curriculum Form K) and the Humanities faculty (in the unit’s meeting minutes of April 7, 2023). Given the large number of faculty involved in the creation of AWE who will be leaving Humanities, a written response from Humanities on the impact of the proposal (as required in step 3 of the approval process in the Curriculum Planning and Procedures guide) would have been helpful to the Personnel Council. Otherwise, the Personnel Council offers its recommendation for the proposal.

Vande Yacht, Daniel <vandeyad@uwgb.edu>

Wed 4/12/2023 12:11 PM

To:
Sherman, Courtney <shermanc@uwgb.edu>;
Rybak, Charles <rybakc@uwgb.edu>;
Hrivnak, Katrina<hrivnakk@uwgb.edu>

Thank you, Chuck and Courtney,

Katrina and I talked and based on our understanding, Katrina will add a new Academic Unit which is an Academic Organization in PeopleSoft (SIS)-“Applied Writing and English”.

So, once approved the RO will:

- Add a new acad_org of AWE – Applied Writing and English
- Associate the subjects of ENGLISH and WF with this new org
- Associate the academic plans of ENGLISH, ENGLISH-I, WRIT_AA with this new org

Again, thank you.

Sincerely,

Dan Vande Yacht
Registrar
Registrar’s Office
Division of Enrollment Services, Room 1355, Student Services
UW-Green Bay, 2420 Nicolet Drive, Green Bay, WI 54311 e-mail: vandeyad@uwgb.edu
Serving campuses in Green Bay, Marinette, Manitowoc and Sheboygan 1.

TO: Courtney Sherman, Associate Provost
FROM: Clifton Ganyard, Chair, University Committee
DATE: September 7, 2023
RE: Establish Applied Writing and English (AWE) Unit

The University Committee met on September 6, 2023 and discussed the proposal to establish a new academic unit, Applied Writing and English (AWE) Unit. The UC voted unanimously in support of the proposal.

cc. University Committee
SOFAS

From: Rybak, Charles <rybakc@uwgb.edu> **Sent:** Wednesday, April 12, 2023 10:49 AM **To:** Vande Yacht, Daniel <vandeyad@uwgb.edu>; Hrivnak, Katrina <hrivnakk@uwgb.edu> **Cc:** Sherman, Courtney <shermanc@uwgb.edu> **Subject:** Form K and Rationale: Applied Writing and English (AWE) Unit

Dear Dan and Katrina,

I wanted to share with you a proposal that I am supporting, which is the formation of a new Unit in The College of Arts, Humanities, & Social Sciences. (Really, a group of programs is splitting off from our giant Humanities unit to make work more manageable.)

Courtney, my signature and approval are on the attached document.

Sincerely,

Chuck Rybak, Dean, College of Arts, Humanities, and Social Sciences
Professor of English and Humanities
Theater Hall 335F
UW-Green Bay 2420 Nicolet Dr. Green Bay, WI 54311-7001 Phone: (920) 465-2476
Fax: (920) 465-2718
Email: rybakc@uwgb.edu

September 2023 Academic Staff Committee Report

- The Academic Staff Committee continues to meet monthly and held its monthly meeting on Wednesday, August 23rd.
 - CURRENT MEMBERSHIP
 - Laura Nolan, Green Bay campus (Chair,)–CECE Program Manager
 - Katrina Hrivnak, 21-24, Assistant Registrar –(Vice Chair)
 - Roshelle Amundson, Assistant Teaching Professor
 - Bethany Welch, Marinette campus – Academic Advisor
 - Bobbie Webster, Natural Areas Ecologist, Ctr for Biodiversity
 - Samuel Robinson, 23-26, Enrollment Services Manager
 - Hleeda Vang, 23-26, Student Success Coach

- At our August meeting, we discussed the following:
 - We discussed shared governance and possible structure changes
 - We reviewed ASC rep appointments for 2023-2024
 - Melissa Nash did a presentation on the Federal Affirmative Action Plan and Workforce Compensation data; this info gets shared with the Workforce & Compensation Committee each year

Our next meeting will be held on September 20th at 1:30pm.

Respectfully submitted by Laura Nolan, ASC Chair 2023-24

**USC Report for Faculty Senate Meeting
September 13, 2023**

- Our Fall Conference will be held on Friday September 22nd, 2023 at the Tundra Lodge. The theme is Fostering Positivity in the Workforce! We are hoping for a big turnout as we have opened this conference to Academic Staff as well.
- Our 2023-24 UW System Rep is Kim Mezger. Thanks Kim!
- Our first University Staff Committee monthly meeting will be Thursday, September 21, 2023 at 10:00am virtually via Microsoft Teams. Please email truttmal@uwgb.edu for the meeting link. The decision was made to continue meeting via TEAMS as a means of inclusion and equity across all groups and locations.

Respectfully submitted,

Lea Truttmann, Chair
University Staff Committee