

Annual Reports of University Elective and Appointive Committees 2012-2013

University of Wisconsin—Green Bay

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FACULTY ELECTIVE COMMITTEES

University Committee

General Evaluation

During the 2012-2013 academic year, the University Committee met every Wednesday from 3:00-5:00 p.m. except during the Faculty Senate meetings and holidays. We also convened for one summer meeting with the Chancellor. Members of the University Committee included Greg Davis, Derek S. Jeffreys (Chair), Mimi Kubsch, Ryan Martin, Steven Meyer, Bryan Vescio (Speaker of the Faculty Senate), Leif Nelson and Kristy Aoki (Academic Staff Representatives), and Heba Mohammad (Student Government Association Representative).

The University Committee had a busy and productive 2012-2013 academic year. I was impressed with how well we worked together. This year's University Committee included people with a great deal of experience with university governance. They were very knowledgeable about higher education. They were always willing to talk through an issue carefully before taking action. Members exhibited the virtue of thoughtful deliberation. Without hesitation, they also expressed concerns to the Provost and the Chancellor. I am grateful to my colleagues for their able service to the University.

In general, this year's University Committee aimed at developing greater communication with administrators and faculty. To this end, it met regularly with the Provost and several times with the Chancellor. The University Committee also streamlined course approval processes and university assessment procedures. Finally, we promptly communicated with other committees and quickly shared information with the Faculty Senate. The following are the major projects that occupied our attention this year:

Fall, 2012

1. **UW System Flexible Degree Option.** The University Committee devoted many meetings to considering the UW System's proposal for Flexible Degree Option. Members held that it raised serious questions about the aims and methods of education. They also worried that the UW system was rushing to implement the Flexible Degree Program, and failing to go through proper faculty governance procedures. After receiving information about this proposal, we invited Mark Nook, Senior Vice President for Academic & Student Affairs, to speak to the Faculty Senate. Following an extended discussion with Mr. Nook, the University Committee crafted a two-part resolution on the proposed Flexible Degree program. It recommended that UWGB refrain from participating in the program and refuse to send a representative to a committee constructing it. The Faculty Senate affirmed the first part of the resolution while rejecting the second half. Although the Faculty Senate declined to participate in the Flexible Degree Program, it appointed Professor Brian Sutton as a representative to the Flexible Degree Committee. Professor Sutton met with the University Committee to report on his experiences with the committee. UC member Steve Meyer, who served as Faculty Representative to the UW system, also reported regularly on the progress of the Flexible Degree program.

2. **General Education Reform.** Working with Dean Scott Furlong, the University Committee brought a General Education Reform proposal before the Faculty Senate. After a vigorous discussion, the Senate passed the proposal. We then monitored the implementation of the new General Education curriculum.

3. **Other Business.** The University Committee met with Kim Desotell to discuss faculty complaints about the Phuture Phoenix program. She agreed to develop a formal letter that students could use to excuse themselves from class when they were active in Phuture Phoenix activities. We also met several times with Associate Provost Andrew Kersten and Academic Affairs Committee Chair, Kaoime Malloy. They consulted on course and program approval, and created greater transparency about both these procedures. Working with Professor Illene Cupit, the University Committee also brought a revised proposal for a University Honors Program to the Faculty Senate. The Senate approved this proposal. We also met with Secretary of the Faculty Cliff Abbott to discuss how to better implement the Professional Activities Report. Finally, the University Committee met with Steven VandenAvond to learn more about the Adult Degree Program. We discussed ways to better integrate the Adult Degree program with traditional degree offerings.

Spring, 2013

1. **Research Center.** The University Committee devoted considerable time to discussing the possibility of developing a UWGB research center. After consulting with faculty members, deans and others, the UC embraced the idea of a center resembling the current CATL center. It would seek to enhance faculty research at UWGB. The center would be located on campus, and would serve as a locus for information about grants and faculty scholarship. The proposed center would also offer several course releases for faculty members assisting it. One might be granted to a statistician helping faculty with statistical work. Another course release might go to someone familiar with grant-writing. A final one might be accorded for administrative duties. In the 2013-2014 academic year the University Committee will develop a formal proposal for a UWGB Research Center.

2. **Engineering Technology Programs.** Working with faculty members and administrators, the University Committee approved new programs in Engineering Technology. After extensive discussion, the Faculty Senate also approved them.

3. **Assessment.** The University Committee worked with Professors Andrew Kersten and Angela Bauer as they developed new assessment tools. We also met with Dean Sue Mattison to discuss assessment procedures. Professors Kersten and Bauer also shared their plans for the upcoming HLC visit. Finally, the University Committee discussed the HLC process in several meetings with the Provost.

4. **Other Business.** The University Committee met with the Chancellor to discuss the UW System budget. It also worked with the Social Work program to dissolve the Collaborative Program in Social Work. Additionally, the University Committee crafted a resolution on Workload and Compensation, which the Faculty Senate then approved. Finally, we also held a Faculty Senate Forum on University Advising.

Respectfully submitted,
Derek S. Jeffreys, Chair

Committee of Six

During the 2012-2013 academic year, the following served on the Committee of Six Full Professors: Angela Bauer, Robert Howe, Tian-You Hu, Meir Russ, Jeff Entwistle, and Regan Gurung.

Seven recommendations for appointment at the rank of full professor were received by the Committee from appropriate faculty units. After thorough review and discussion, the Chair forwarded recommendations from the Committee of Six to the Dean of Liberal Arts and Sciences.

The Committee reviewed and revised the information contained in the document entitled: Guidelines for Preparation of Materials in Support of Candidates for Promotion to Full Professor Rank.

Committee members also discussed the possibility of additional reviews of Full professors every so many years possibly tied to salary raises.

Committee of Six - 2012-13 Annual Report
Cliff Abbott

Academic Affairs Council

Chair: Kaoime E. Malloy

Members: Cliff Ganyard, Stephen Kimball, Franklin Chen, Dean VonDras, Franklin Tibideau

Ex Officio: Andrew Kersten

Invited: Amanda Hruska

Summary

During the 2012 – 2013 academic year, the AAC met with increased frequency compared to the previous year in order to address the large number of academic forms and programmatic self-studies that required our review. Many programs underwent significant revisions during this academic year, which necessitated the institution of major curricular changes. Most of this work was simple and easy for the committee to perform, though it was noted that the creation of an online form to streamline the submission process for the AAC Form Z on curricular approval would assist the chair in the performance of her or his duties. This year, the Registrar was invited to attend the committee meetings in order to determine if reinstating that position on the committee would be beneficial with regards to the effects that curricular changes have throughout the various programs in the university. By and large, the committee members found that having the Registrar on the committee was highly useful.

Actions

During the year, the committee considered and approved several key reforms that will assist in the process of curricular review and maintenance, as well as general housekeeping.

- The committee reviewed and approved the Graduate Policy Statement developed by Andrew Kersten, which served to affirm the policies that are already in effect on campus. The chair of the committee informed the University Committee directly of this action, in order to determine if the policy should be distributed to the faculty senate.
- The procedures for taking graduate and undergraduate courses were approved unanimously. Andrew Kersten also recommended that the University Committee should be informed of this action by the AAC chair. These procedures simply document what is currently in practice on the campus.
- The credit hour definition developed by Andrew Kersten in line with federal guidelines was approved unanimously. The text of that definition is provided below.

Credit Hour Definition

Purpose:

The federal government and the Higher Learning Commission now require the University to post its definition of a credit hour in places normally viewed by students.

Definition:

A credit hour is the amount of work represented in intended student learning outcomes and verified by evidence of student achievement that is an institutionally-established equivalency that reasonably approximates not less than one hour of classroom or direct faculty instruction and a minimum of two hours of out of class student work each week for approximately fifteen weeks for one semester, or the equivalent amount of work over a different amount of time, or the equivalent amount of work for other activities as established by the University including but not limited to graduate work, internships, practica, studio work, and other academic work leading toward the awarding of credit hours.

Implementation:

1. The Associate Provost presents the draft credit hour to the Academic Affairs Council (AAC).
2. AAC approves the definition and informs the University Committee (UC).
3. Definition is posted on the registrar's, financial aid's, provost's and bursar's websites. It is also included in the new financial statement that students will sign during registration. And, it will be included in the 2013-2014 Undergraduate and Graduate Catalog.

The committee reviewed and evaluated the following programmatic self-studies:

- First Nations Studies
- Information Sciences
- Interdisciplinary Studies
- Communication
- Computer Sciences
- Bachelors of Social Work
- Humanistic Studies

The AAC reviewed and approved the following curricular proposals:

- CLAS 139 Form AA HistMajMin
- CLAS 154 Form CMF AVD 142
- CLAS 155 Form CMF AVD 477
- CLAS 156 Form CMF AVD 198
- CLAS 157 Form CMF AVD 299
- CLAS 158 Form CMF AVD 497
- CLAS 159 Form CMF AVD 498
- CLAS 160 Form CMF AVD 499
- CLAS 167 Form AA GLOBSTUD Minor
- CLAS 168 Form CMF HUS 352
- CLAS 181 Form CMF GEOSCIENCE 301
- CLAS 182 Form CMF GEOSCI 340
- CLAS 187 Form CMF NUTSCI 260

- CLAS 192 Form CMF Music 103
- CLAS 193 Form CMF Music 209
- CLAS 194 Form CMF Music 480
- CLAS 204 Form CCF Art 105
- CLAS 205 Form CCF Art 106
- CLAS 206 Form CCF Art 107
- CLAS 207 Form CCF Art 210
- CLAS 208 Form CCF Art 220
- CLAS 209 Form CCF Art 230
- CLAS 210 Form CCF Art 250
- CLAS 211 Form CCF Art 260
- CLAS 212 Form CCF Art 270
- CLAS 213 Form CCF Art 302
- CLAS 214 Form CCF Art 304
- CLAS 215 Form CCF Art 309
- CLAS 216 Form CCF Art 310
- CLAS 217 Form CCF Art 311
- CLAS 218 Form CCF Art 321
- CLAS 219 Form CCF Art 331
- CLAS 220 Form CCF Art 355
- CLAS 221 Form CCF Art 364
- CLAS 222 Form CCF Art 373
- CLAS 223 Form CCF Art 375
- CLAS 224 Form CCF Art 402
- CLAS 225 Form CCF Art 410
- CLAS 226 Form CCF Art 421
- CLAS 227 Form CCF Art 431
- CLAS 228 Form CCF Art 453
- CLAS 229 Form CCF Art 463
- CLAS 230 Form CCF Art 470
- CLAS 231 Form CCF Design 331
- CLAS 232 Form CCF Design 332
- CLAS 233 Form CCF Design 431
- CLAS 234 Form CCF Design 433
- CLAS 235 Form CCF Design 436
- CLAS 236 Form CCF Design 437
- CLAS 237 Form CCF Design 438
- CLAS 238 Form CCF Design 439
- CLAS 195 Form CA Comm_Major (as amended)
- CLAS 196 Form CA CORPCOMM_Major (as amended)
- CLAS 197 Form CA INFOSCI_Major (as amended)

- CLAS 200 Form CA GEOSCI Maj_Min
- CLAS 201 Form CCF GEOSCI 102
- CLAS 202 Form CCF ARTSMGT 354
- CLAS 240 Form CCF HISTORY 314
- CLAS 241 Form CCF THEA 333
- CLAS 242 Form CA MUSIC_AOE Applied Music
- CLAS 244 Form CA MUSIC_AOE HistoryLit
- CLAS 245 Form CA MUSIC_AOE IndividualStudies
- CLAS 246 Form CA MUSIC_AOE JazzStudies
- CLAS 247 Form CA MUSIC_AOE InstrumPerf
- CLAS 248 Form CA MUSIC_AOE VocalPerform
- CLAS 249 Form CCF MUSIC 301
- CLAS 250 Form CCF MUSIC 311
- CALS 251 Form CCF MUSIC 319
- CLAS 252 Form CCF MUSIC 347
- CLAS 254 Form CA MUSIC_AOE Choral Certification
- CLAS 255 Form CA MUSIC_AOE Instrumental Certification
- CLAS 256 Form CA MUSIC_AOE General Certification
- CLAS 243 Form CA MUSIC_AOE Composition (as amended)
- CLAS 235 Form CMF MUSIC 423 – change periodicity
- CLAS 257 Form CMF ART 380 – New course
- CLAS 259 Form CCF PSYCH 300 – add writing emphasis
- CLAS 261 Form CCF AVD 298 – discontinue course
- CLAS 262 Form CCF AVD 478 – discontinue course
- CLAS 263 Form CCF BIO 202 - change prerequisite
- CLAS 264 Form CCF BIO 302 – change prerequisite
- CLAS 265 Form CCF BIO 304 - change prerequisite
- CLAS 266 Form CCF BIO 308 – change prerequisite
- CLAS 267 Form CCF BIO 340 – change prerequisite
- CLAS 268 Form CCF BIO 402 – change prerequisite
- CLAS 269 Form CCF BIO 411 – change prerequisite and periodicity
- CLAS 270 Form CCF HUB 204 – change prerequisite
- CLAS 271 Form CCF HUB 208 – change periodicity
- CLAS 272 Form CCF HUB 210 – change periodicity
- CLAS 273 Form CCF HUB 331 – change periodicity
- CLAS 274 Form CCF HUB 350 – change prerequisite
- CLAS 275 Form CCF HUB 351 – change prerequisite
- CLAS 276 Form CCF HUB 403 – change prerequisite
- CLAS 277 Form CCF HUB 405 – change title and prerequisite
- CLAS 278 Form CCF HUB 413 – change periodicity
- CLAS 279 Form CCF HUB 423 – change prerequisite

- CLAS 280 Form CCF HUB 444 – change periodicity
- CLAS 281 Form NCF HUB 426 – new course
- CLAS 282 Form NCF HUB 427 – new course (lab for 426)
- CLAS 284 Form CCF COMMSCI 205 – change catalog description
- CPS# 74 Form CCF Bus Admin 216 – change catalog description
- CLAS 284 Form CCF COMMSCI 205 – change catalog description
- CLAS 287 Form CA ElecEngTech Major – establish new collaborative major
- CLAS 288 Form CA EnviroEngTech - establish new collaborative major
- CLAS 289 Form CA MechEngTech - establish new collaborative major
- CLAS 291 Form CCF IST 400 – change catalog description
- CLAS 294 Form CMF HMONG 298 – New course – independent study
- CLAS 295 Form CCF FNS 399 – change prerequisite
- CLAS 296 Form CCF ENV S & P 794 – change periodicity
- CPS#73 Form CA International Business Minor – Change language requirement
- Curriculum Form CA – Conflict Resolution – establish new emphasis in COMM
- CLAS 239 FORM NCF – PHILOS 351 – new course
- CLAS 285 FORM CCF – PSYCH 438 – change title and course description. Modify GEN ED designation
- CLAS 292 Form NCF – HMONG 250 – new course
- CLAS 293 FORM NCF – HMONG 200 – new course
- CLAS 301 FORM CCF – FNS 224 – change title and catalog listing
- CLAS 302 FORM CCF - PSYCH 350 – change prerequisite
- CLAS 303 FORM CA - ISC_Photo – Modify existing degree, drop emphasis
- CLAS 304 FORM NCF - UR RE ST 431 – new course
- CLAS 305 FORM CCF - PU EN AF 430 – change prerequisite, cross listing, catalog description, reactivate
- CLAS 306 FORM CCF -COMM 201 – discontinue course
- CLAS 345 FORM CCF – PU EN AF 323 – change title
- CLAS 307 FORM CCF – COMM 280
- CLAS 308 FORM CCF COMM 282
- CLAS 309 FORM CCF COMM 303
- CLAS 310 FORM CCF COMM 309
- CLAS 311 FORM CCF COMM 335
- CLAS 312 FORM CCF COMM 336
- CLAS 313 FORM CCF COMM 337
- CLAS 314 FRM CCF COMM 353
- CLAS 315 FORM CCF COMM3662
- CLAS 316 FOM CCF COMM 380
- CLAS 317 FORM CCF COMM3822
- CLAS 318 FORM CCF COMM 403
- CLAS 319 FORM CCF COMM 430
- CLAS 320 FORM CCF COMM 445

- CLAS 321 FORM CCF COMM 450
- CLAS 322 FORM CCF COMM 480
- CLAS 323 FORM CCF COMM 326
- CLAS 324 FORM CA CORP COMM_Minor
- CLAS 325 FORM CCF COMM 487
- CLAS 326 FORM CCF COMM 525
- CLAS 327 FORM CA COMM_AOE- Public Relations
- CLAS 328 FORM CA COMM_AOE – Organizational Comm
- CLAS 329 FORM CA_AOE – Journalism
- CLAS 330 FORM CA COMM_Minor
- CLAS 331 FORM CA COMM_AOE Electronic Media
- CPS 77 FORM CA – NURS – modification of the major requirements
- CPS78 FORM NCF – NURS 407 – new course
- CPS79 FORM NCF – NURS 441 – new course
- CPS80 FORM NCF – NURS 446 – new course
- CPS81 FORM NCF – NURS 447 – new course
- CPS82 FORM NCF NURS 453 – new course
- CPS83 –FORM NCF NURS 484 – new course
- CLAS 347 FORM CA ECON_Major – cross list course
- CLAS 367 FORM NCF PUENAF 426 – new course
- CLAS 369 FORM NCF PUENAF 250 – new course
- CLAS377_FormCA: PUENAF Major – modify major, add elective
- CLAS 378 Form CA EPP Major – modify major, change requirements
- CLAS380_FormCA: DJS Major – modify requirements
- CLAS 381 FORM CCF ECON 307 - change crosslisting
- CLAS 382 FORM CCF HUB_ENVSCI 207 – change prerequisite
- CLAS 383 FORM CCF MUSAPP 151 – change from inactive to active
- CLAS384_FormCA: IST_BA Major – modify major – require AOE rather than a minor
- CLAS385_FormCA: IST_BAS Major - modify major – require AOE rather than a minor
- CLAS 386 FORM CCF COMM 205 - remove prerequisites
- CLAS 387 FORM CCF COMM 237 - remove prerequisites
- CLAS 388 FORM CCF COMM 381 – change prerequisites and periodicity
- CLAS 392 FORM CA HIS Min – modify minor requirements
- CLAS 393 FORM CCF ANTHRO 340 – change prerequisites
- CLAS 394 FORM CA HUB MajMinAOE – modify maj, mon, AOE
- CLAS 290 FORM CCF IST 106 – change catalog description
- CLAS 343 FORM CA IST_AOE Non Profit leadership
- CLAS 395 FORM CCF MUSAPP_various – change prefix from music app to music ens

It was determined that no action was needed on the part of the AAC for the following curricular proposals:

- CPS#75 Form CCF NURS 492 – change course topic title, variable topic course
- CPS# 76 Form NCR NURS 492 – new topic in variable topic course
- CLAS 300 – change title of an X course
- CPS 89 FORM NCF NURS 492 – new topic in a variable topic course

The committee has held the following curricular forms, pending a response from the program submitting the proposals, which will therefore carry over to the fall semester. It should be noted that the committee supported both proposals:

- CLAS363: FormNCF_HUB401 Arts and Science (put on GBShare on 4/2/13) – waiting on edits re: gen ed requirements and senior capstone designation.
- CLAS379: FormCA_PUENAF NonprofitMgmtCert (put on GBShare on 3/11/13) – waiting on response regarding our questions and suggestions on wording from the Registrar.

Respectfully submitted,
Kaoime E. Malloy, Chair

Personnel Council

Members of the Personnel Council were Scott Ashmann, Brian Sutton, Michael Zorn, Christine Style and Georjeanna Wilson-Doenges (Co-chairs).

The members of the Personnel Council believe the council to be effective and useful in the role of evaluating tenure candidates from the broader perspective of the university faculty as a whole. The members of the Council also feel that the evaluation of tenure candidates by this group is an important recognition of the candidates' career accomplishments and serves to reinforce that their efforts are noticed and appreciated.

1. The Personnel Council reviewed tenure files and recommended promotion to Associate Professor with tenure for the following individuals:

Adolfo Garcia
Doreen Higgins
Christopher Martin
Michelle McQuade Dewhirst
Janet Reilly
Chuck Rybak
David Severtson

2. The Personnel Council reviewed tenure files and did not recommend promotion to Associate Professor with tenure (with a split vote) for the following individual:
Jill White

3. The Council recommended two candidates each from the Arts and Humanities program for election to the Committee on Committees and Nominations.

Christine Style and Georjeanna Wilson-Doenges, Co-Chairs, Personnel Council

General Education Council

GEC MEMBERS: Jeffrey Entwistle, Heidi Fencl, Jennifer Ham, Woo Jeon, William Lepley, Thomas Nesslein - Donna Ritch and Andrew Kersten.

The GEC was chaired in the Fall of 2012 by Professor Thomas Nesslein and another election was held at the end of the Fall semester and Professor Jeffrey Entwistle chaired the Council for the remainder of the academic year. Numerous new General Education courses were proposed during the year as well as other existing GE course changes. Those courses will all be listed below. The greatest amount of GEC focus during the spring semester was spent in finalizing the new Measureable Learning Outcomes based on the General Education Task Force Proposal that had been approved by Faculty Senate during the fall semester. Since this new General Education Program will include General Education Assessment for the first time in our campus history the council had to take great care in crafting the specific language to be used in the measureable outcomes. The GEC also met with highly regarded Consultant Barbara Walvoord, who reacted very positively to the Final Draft of those Measureable Outcomes crafted by the GEC and discussed numerous implementation and assessment strategies that might be considered. The members of the GEC were generous with their time and their collegiality and work ethic this past year. (An attachment of those Measureable Learning Outcomes will be appended to this document.)

COURSES CONSIDERED BY GEC (Fall 2012 – GEC Chair Thomas Nesslein)

1. Music/History 483X: The Jazz Age
2. Nut Sci 260: Childhood Obesity: Challenges and Solutions
3. Hum Stud 298: Humanities, Business and Critical Thinking
4. Hum Stud 352: Literatures in Translation: French and Francophone Women's Autobiography
5. Psych 300: Experimental Psychology

COURSES and CHANGES CONSIDERED BY GEC (Spring 2013 – GEC Chair Jeffrey Entwistle)

1. Art 198: Art at the Movies
2. PU EN AF/POL SCI 198: On the Line of Scrimmage: Politics in Sports
3. Music 151: Orchestra – Course reinstated but removed from the General Education Fine Arts List to allow students to play with the Green Bay Civic Symphony for Credit.
4. HUM DEV 198: The Nature and Nurture of Intelligence, Gender and Play
5. DJS 198: Here We Are Now, Entertain Us: Generation X, Grunge, and the 1990's - Added the Social Science 2 Designation to this Freshman Seminar Course.
6. PU EN AF 198: Hopscotching The World of Nonprofit Organizations – SS2 and World Culture Designations.
7. HUM STUD 483X: Humanities, Business and Critical Thinking
8. HUM STUD 483X: Latino/a Civilization and Culture

UW-Green Bay MEASURABLE Learning Outcomes
General Education Learning Outcomes
(GEC Approved 5-14-2013)

Interdisciplinary Learning Outcomes:

Students will be able to:

- Describe interdisciplinarity.
- Communicate why interdisciplinarity is important to fully understand issues and problems
- Recognize and identify different disciplinary perspectives being used when discussing issues/problems.
- Articulate how these different perspectives enhance our ability to understand a problem/issue and articulate shortcomings.
- Apply interdisciplinary thinking to issues and problems.

Problem Solving Learning Outcomes:

Students will be able to:

- Describe the process of problem solving.
- Articulate a problem including assumptions and definitions.
- Identify and employ techniques for generating possible solutions.
- Identify criteria by which to evaluate possible solutions.
- Defend the choice of a solution against alternatives.

Communication Learning Outcomes:

Students will be able to:

- Distinguish communication that is clear and coherent from communication that is not.
- Adjust a message to engage different audiences.
- Select appropriate channels or mechanisms of communication.
- Interpret complex messages from and using multiple perspectives.
- Speak and write effectively.
- Apply their communication skills to enhance collaborative work with people of diverse backgrounds or expertise.

Quantitative Literacy Learning Outcomes:

Students will be able to:

- Demonstrate competence in performing quantitative operations.
- Communicate and validate quantitative information based on various contexts
- Apply analytical concepts and operations to aid in problem-solving, decision-making, and other real-world problems.
- Interpret models such as formulas, graphs, tables, or schematics, and draw inferences from them.

Information Literacy Learning Outcomes:

Students will be able to:

- Identify the nature and extent of the information needed
- Collect needed information effectively and efficiently
- Evaluate information and its sources critically
- Use information effectively to accomplish a specific purpose
- Recognize the legal and ethical issues surrounding the use of information and access

Ethnic Studies Learning Outcomes:

Students will, within the context of the United States, be able to:

- Identify ethnic, racial, and cultural contrasts and similarities.
- Describe ethnic/racial relations from multiple perspectives.
- Articulate causes and effects of stereotyping and racism.

Global Culture Learning Outcomes:

Students will be able to:

- Demonstrate an understanding of individual and cultural differences outside the United States.
- Explore issues that cross geographic, political, economic and/or socio-cultural boundaries outside the United States
- Engage in informed judgments about global issues and problems as a socially responsible citizen

Sustainability Learning Outcomes:

Students will be able to:

- Think critically regarding the array and implications of alternative sustainability definitions;
- Discuss sustainability within the context of ethical decision-making on earth
- Describe why actions to achieve sustainability are complex and contentious;
- Express how failure to achieve sustainability has implications for human survival and planetary life quality over time.
- Engage in informed judgments about sustainability and problems as socially responsible citizens.

Natural Sciences Learning Outcomes:

Students will be able to:

- Explain central principles and theories of physical sciences
- Explain central principles and theories of biological sciences
- Describe the inquiry process through which the sciences approach the development of understanding of the physical world.

Humanities Learning Outcomes:

Students will be able to:

- Describe the humanities unique ways of understanding major events and movements in Western and world civilizations.
- Critically examine a range of literary, philosophical, and other cultural texts produced by those movements.
- Articulate individual and social values within cultures and the implications of decisions made on the basis of those values.
- Analyze and produce complex forms of expression.

Social Sciences Learning Outcomes:

Students will be able to:

- Explain how social scientists practice critical thinking

- Demonstrate the ability to address problems using tools and methods exemplary of the social sciences
- Demonstrate an understanding of appropriate content in two different social sciences

Fine Arts Learning Outcomes:

Students will be able to:

- Demonstrate technical skills and knowledge necessary to create or perform artistic functions, or understand the historical and cultural sources of an art form
- Develop historical, stylistic and cultural and aesthetic knowledge necessary to create art or performance in diverse styles within the genre of the course or demonstrate knowledge of terminology and techniques used in an art form to be conversant about such issues.
- Synthesize skills and contextual knowledge in performance/creation of artistic works and knowledge of societal influences on art, or demonstrate knowledge of art as an agent of cultural expression and societal change and to use appropriate methods to evaluate quality of an art form.

Graduate Studies Council

Members: Scott Ashmann; David Dolan (Chair); Mathew Dornbush; Scott Furlong; Doreen Higgins; John Katers; Tim Kaufman; Sue Mattison; Janet Reilly; Meir Russ

Regularly Invited Guests: Amanda Hruska; Mary Valitchka

In its inaugural year, the Graduate Studies Council met eight times. The council regularly invited two additional people to its meetings: Amanda Hruska and Mary Valitchka. Over the academic year, it discussed the following:

- How to apply Graduate Faculty Status to those who teach graduate courses
- How to compensate those faculty members with Graduate Faculty Status
- How to engage our alumni and conduct an alumni survey
- How to market our graduate programs more effectively

The GSC also completed the following:

- Approved a policy and procedure for students who are undergraduates to take graduate courses and for graduate students to take undergraduate courses.
- Created a Conditional Admission policy and procedure for international graduate students.
- Approved curricular changes, including CPS 61, CPS 62, CPS 63, CPS 64, CPS 65, CPS 66, CPS 67, CPS 68, CPS 69, CPS 70, CPS 71, CPS 72, CLAS 296
- Created a new Graduate Studies web site
- Helped with the transition to WebNow for admissions
- Conducted a program review of the MS in Management
- Created guidelines for dual-level courses
- Approved a policy and procedure of noting the grades of courses that transfer into graduate programs
- Approved a policy and procedure for students who don't finish the thesis and need an additional thesis credit at the end of the graduate student career

Respectfully submitted,

Andrew E. Kersten
Director of Graduate Studies

Committee on Committees and Nominations

Members: Hye-Kyung Kim (Chair), Kimberly Baker, Adolfo Garcia, Ekaterina Levintova, and Pao Lor.

Meetings: A quorum of CCN members met four times during the 2012-2013 academic year (on 9/7/12, 11/30/12, 2/27/13 and 4/19/13) and accomplished the following, in accordance with the CCN charge:

- The Committee Preference Survey (CPS) 2013 was edited in Qualtrics©. A simpler and more accurate collection of survey data is now possible. Questions concerning the demographics of the faculty have been eliminated; information regarding the faculty is now provided by the office of SOFAS.
- Several new questions on faculty perception of committee assignments and CCN activities were formulated by the CCN. They have been added to the CPS 2013.
- The CCN carefully prepared recommendations for filling open slots on faculty appointive and elective university service committees. The recommendations have been forwarded to the SOFAS. The major principle underlying the recommendations is: “fair access of all to the committees.” Many new faculty members and faculty members with no committee service were recommended to serve on committees.

Recommendations for 2013/2014:

The CCN fulfilled its charge during the 2013. There is no specific recommendation for the upcoming academic year.

Respectfully submitted,
Hye-Kyung Kim

Committee on Rights and Responsibilities

Kristin Vespia, Chair, Committee on Rights and Responsibilities

Committee Members: Profs. Burns, Chen, Lepley, and Mokren (Prof. Ganyard also served this year via an appointment by the UC to replace a recused member)

The Committee on Rights and Responsibilities met once during the fall 2012 semester to review its charge and elect a Chair. The committee had additional meetings during the academic year related to a formal complaint and eventual hearing held in accordance with Chapter 6 (6.01) of the UW-Green Bay faculty handbook.

One issue that was raised before the committee this year related to whether Chapter 6 hearing procedures, which do not allow for cross-examination of witnesses, constitute full due process. If there are limits on due process, does that restrict the committee in its sanction recommendation options to those with no loss of pay or rank? The committee cannot provide a legal opinion on such questions, nor does it have the authority to affirm or modify code, but we raise the issues here for potential consideration by appropriate governance entities.

This is a committee with a serious charge and often sober work to do, and the Chair greatly appreciates the hard work and professionalism demonstrated by committee members. It is also important to note that this committee may not meet in some years because it convenes largely in response to complaints or grievances. When it does have formal business to conduct, however, it can involve substantial hours for the Chair and committee members, not only in terms of the hearing and deliberations themselves, but also in potential activities such as responding to pre-hearing communications from parties and engaging in necessary consultation.

Honorary Doctorate Committee

Members of the Honorary Doctorate Committee: Caroline Boswell (chair), John Lyon, Michelle McQuade Dewhirst, and Deidre Radesovich.

The committee received old nominations from the former Chair of the committee and incomplete nominations that did not follow the process as stipulated by the Faculty Handbook. The committee discussed making the deadline for nominations later in the year, which it believes to be halting the nomination process, or making a call for nominations earlier in August rather than mid-September.

The committee was asked to review two older recommendations, but without enough time to push the nominations forward before the Oct. 15th deadline. The incomplete nominations have been uploaded into a GBShare file that is accessible to future Awards and Recognition Committee Members.

Respectfully submitted,
Caroline Boswell, Chair

FACULTY APPOINTIVE STANDING COMMITTEES

Academic Actions Committee

The Academic Actions Committee for 2012-2013 was comprised of: Steven Meyer (chair, NAS), Minkyu Lee (AVD), Yunsun Huh (DJS), Linda Toonen (ENG COMP) Darrel Renier (ex officio and therefore not voting) and Amanda Hruska (ex officio, and therefore not voting).

The Committee met two times during the 2012-13 academic year: January 11, 2013 and June 3, 2013.

An August 27, 2012 meeting was scheduled but no appeals were brought forward so the meeting was not held.

At the January 11, 2013 meeting 10 student appeals were considered. 6 were approved, 4 denied.

At the June 3, 2013 meeting 10 student appeals were considered. 8 were approved and 2 denied.

No actionable items were considered in 2012-2013. Approved calendar for 14-15 academic year.

Respectfully submitted,
Steven Meyer, Chair, Academic Actions

Individualized Learning Committee

Members: Gaurav Bansal, Clif Ganyard, Pamela Gilson, Uwe Pott, David Radosevich, Donna Ritch, Jill White

The Individualized Learning Committee met three times during the 2012-2013 school year.

- The committee was formed in late fall, due to personnel turnover, and thus did not meet in the fall semester.
- At the first meeting (2/)in the spring semester, Jill White was elected chair and reviewed the charge. The committee evaluated and approved Bonnie Tully's proposal for an Individualized Major in Women and Gender Studies. We agreed to implement the policy of having preset meetings for the remainder of the semester if there were proposals to review.
- At the second meeting (4/8) the committee approved the Danaille Brouchoud proposal for an Individualized Major in Dance Pedagogy. We reviewed the Alexandra Peterson proposal and requested revisions.
- At the third meeting (5/9) the committee approved Alexandra Peterson's proposal for an Individualized Major in Health Care Administration. We further approved Megan Hanna's proposal for an Individualized Major in Writing and Print Production Studies.

There were few proposals this year, and they were far better organized than last year. We attribute this to the changes we (Donna Ritch) made to the website spelling out the process in clearer language.

Jill White, Chair, Individualized Learning Committee

Intercollegiate Athletics Committee

The IAC met monthly during the 2012-2013 academic year.

Committee members were: Profs. G. Saxton-Ruiz, P. Terry, L. Warner, A. Nelson (Chair); Academic Staff members P. Sorelle, J. Willems; Community Representative W. Resch; Student Representative M. Zabkowicz; K. Bothof, Athletics Director, ex-officio/non-voting; Prof. D. Ritch, Fac. Ath. Rep.; D. Kirch, Assistant Athletics Director, Compliance & Senior Woman Administrator, ex-officio/non-voting.

Major topics and actions included the following:

- The IAC worked on the issues of gender equity, academic support services for student athletes, and matters relating to the 2012 Academic Report.
- The IAC provided input on new coach selections for various men's and women's sports.
- The IAC provided input on a potential contract renewal with the Resch Center vs. relocating to the Kress Events Center.
- The IAC discussed the conference expansion following the departure of Butler University and Loyola University from the Horizon League; Oakland University will officially join the Horizon League as the 9th team on July 1, 2013.
- The IAC expressed interest in assisting with the development of a "flow chart" to improve communication and provide an opportunity for student-athletes to voice their concerns. This suggestion was prompted by the investigation of the UWGB men's basketball coach.
- The IAC was informed of changes with initial eligibility standards for incoming freshmen being implemented by the NCAA in August 2016; student-athletes must complete ten core courses prior to their senior year and maintain a 2.3 minimum GPA.

The IAC continues to play an advisory role to the intercollegiate athletics program and assists with important policy matters affecting the UWGB campus and community. The communication and cooperation from the Department of Athletics administration and staff is commendable.

Prepared by,
Professor Amanda J. Nelson, IAC Chair

COMMITTEES APPOINTED BY THE PROVOST

Committee on Disability Issues

Members of the Committee on Disability Issues for the 2012-13 school year included Heidi Sherman (faculty), Brenda Tyczkowski (academic staff), Teri Ternes (classified staff) and Sergei Sutto student representative. Ex-official members - Human Resources and Affirmative Action Representative Amy Plotner; Paul Pinkston, Director of Facilities Management; Coordinator of Disability Services Lynn Niemi and Americans with Disabilities Act Compliance Coordinator Greg Smith served on this committee as ex-official members. Lynn Niemi and Greg Smith served as co-chairpersons.

The Committee on Individuals with Disabilities met officially two times this year as a full committee.

Areas the committee addressed this year were as followed:

- Kress Center – Made recommendation for the request form for wheel chair seating. The Kress Center has developed and is utilizing the new form with the recommended changes.
- Residence Life – Pamperin Hall renovations were completed so the building is up to disability access code with regards the toilet room as recommended by the committee.
- Elevator Repairs – Committee provide feedback on the potential impact to individuals with disabilities on the elevator maintenance project for the summer of 2013.
- Theatre Hall Automatic Door – The committee worked with Facilities Management to improve access to Theatre Hall by the addition of an automatic door opener closes to the disability parking in the Weidner Center lot.
- Wood Hall Service Lot – An additional disability parking stall was added to the WH service lot based on the request from the committee.

The areas the committee would like to further evaluate for the 2013-14 year are as followed:

- Student Services Entrance
- Railing for Cofrin Library Staircases
- Signage for inaccessible paths (WH, SS)

The co-chairs of this committee feel that it has been doing valuable work and is worthwhile. We are ensuring individuals with disabilities have access to our campus and events held.

Respectively submitted,
Lynn Niemi, Co-Chair, Committee on Disability Issues

Institutional Animal Care and Use Committee

The 2012-13 season for the UWGB -IACUC has been completed.

A number of proposals involving fishes, birds, frogs, and small wild mammals were submitted for renewal and approved. International studies included the appropriate national forms. We also had a precedent-setting proposal involving the use of pet animals housed off-campus. After exploring the topic carefully and receiving outside consultation, the PI agreed to undergo accreditation and the proposal was approved.

Our committee (Amanda Nelson- GB faculty, Dennis Lorenz- GB faculty/Chair, Jill Fermanich- GB Safety Inspector, Thomas Baye- Green Bay naturalist, and Patrick Warpinski- Green Bay veterinarian), convened and conversed mostly by email this year with excellent results.

Finally, the animal laboratory in LS was inspected July, 2013 and found to be reasonably clean and well equipped. A leaky faucet was discovered and reported to maintenance.

Sincerely,

Dennis Lorenz, Ph.D.
Chair of the IACUC

Institutional Review Board

Proposals:

During the 2012-2013 academic year, the IRB met 5 times. Not all scheduled meetings were held as there were months when there were no proposals requiring committee approval, i.e., requiring full IRB board review. The meetings were held on Tuesday (early) afternoon, and they generally lasted around 1.5 hours.

As of this writing, there were 96 requests for reviews submitted to the IRB (see attached summary). Two were submitted in the summer (2012), thirty six were submitted in the Fall (2012) and 58 in the Spring (2013). The submissions for review include (mostly) new research proposals, but there were several requests for approval of modifications and/or extensions of previously approved proposals. The majority of the proposals were submitted as "expedited" or "exempt" status and reviewed by the IRB chair. One submitted proposals was deemed "non-research" and was not reviewed. As of this writing, 4 proposals await final approval contingent on the PI providing follow-up information as requested by the IRB.

The proposals came from three main sources: (1) UW-Green Bay faculty who were doing research with students; (2) students enrolled in the UW-Green Bay / UW – Oshkosh Masters in Social Work program (w/ Dr. Francis Akakpo as PI); (3) graduate students in the Environmental Science program here at UW-Green Bay, and (4) other members of the UW-Green Bay community, e.g., directors of programs.

In addition to reviewing proposals, a number of requests to conduct research using UW-Green Bay students/facilities were made. While these requests come under the jurisdiction of Dan McCollum, he and James Marker worked together to facilitate providing the needed affiliation agreement required (by their IRBs). The records of such are within the IRB e-mails.

Tracking New Policies: Chair Marker indicated a desire to better track any IRB policy changes by adding them to the UW-Green Bay IRB POLICIES AND PROCEDURES MANUAL. Specifically, any changes or updates to IRB policies would be added to that document along with the date of approval. New policies from this year have been added.

New Policies:

- Members of the IRB that review research proposals may request “view-only” access to electronic surveys such as Qualtrics. (approved by the IRB 3/12/13)
- Investigators that generate photographs or video tapes of models to be used in their research, e.g., an image that will be rated, must provide a signed “image-release” form from those models. The investigators are required to use the UW-Green Bay approved “photo release” form (available on IRB web page; approved by the IRB 3/12/13). This policy does NOT apply to using audio recordings. (DS 3/21/2013)
- The “photo release” form (a university document) was updated this year by Dan Spielmann.
- Requests for the renewal of a study that is past its approval date can be approved without re-submitting a new proposal on the following conditions: (1) there are no changes in

the methodology etc.; (2) a member of the IRB reviews the proposal and finds that it meets current IRB guidelines and policies. (approved by the IRB 3/12/13)

A New Proposal Submission Document?

The IRB spent considerable time redesigning the form used to submit a research study to be reviewed. Considerations for the new document were based on reviews of similar documents from other institutions and problems/issues with the current (UW-Green Bay) form. In addition to altering the submission document, the IRB also considered looking at different submission mechanisms, including an electronic submission option that would involve a web form and/or the use of Qualtrics. Dr. Marker and Dr. Gaines will be implementing the suggested changes over the summer (2013).

Proposal Reviews – sharing the wealth:

Reviewing proposals falls mostly on the shoulders of the IRB chair. Even with a very systematic (e-mail merge) mechanism to handle this responsibility, it continues to be time consuming. This year each person on the committee reviewed 2-3 proposals. This not only reduced the workload for the chair, but it gave opportunity to committee members to better understand their role and the review process.

IRB members:

The members of this 2012-2013 IRB demonstrated extreme professionalism, commitment, and competence in carrying out the important charge of this body. Members included, Atife Caglar, Adam Gaines, James Marker (Chair), Robert Nagy, Deirdre Radosevich, Adam Warpinski (community member), and Jill Fermanich (Ex Officio, Safety Officer). They came to meetings prepared, and they approached the task of reviewing proposals in a spirit of problem-solving and collegiality. They also were willing to review several expedited proposals (per previous description). They are to be commended for their efforts to facilitate the ethical treatment of human subjects participating in research conducted at UW-Green Bay! In addition, Associate Vice-Chancellor, Dan McCollom, was a strong advocate and involved administrator for the IRB. He was in attendance for most of the meetings.

Human Subjects Training:

All members of the committee were or became certified to conduct research involving human subjects.

Attending PRIM&R Meeting

James Marker sought funding to attend a conference on IRB administration (September 2012). The 2 day conference held in St. Paul, Minnesota provided a wealth of information on IRB matters. Based on what was presented at the meeting, Dr. Marker provided the following assessment of human subject protection/IRB procedures at UW-Green Bay:

- Overall, UW-Green Bay is doing well in seeing that human research subjects are protected (and respected). The campus community has a good understanding of the importance of protecting human research subjects and the need for IRB oversight. Along with that, there appears to be, overall, a desire to follow IRB policies and procedures.
- There are different levels of reviews/oversight that need to be followed depending on the type/level of human research that is done. UW-Green Bay follows the traditional federal guidelines that are appropriate for an institution and the type of research done here.
- There are a variety of ways that IRBs can be organized and/or administered within institutions.

- Overall, the faculty at UW-Green Bay seem to be in tune and in compliance with appropriate ethical practices in dealing with human research subjects, but there is always a need for updates and refreshers.

What “Research” should be reviewed by the IRB at UW-Green Bay?

Continued from 2011/12.

It was noted last year that there was an astute decline in the number of proposals coming from grad students. This appears to have been related to more students using the “non-thesis) option as part of their grad program and along with the over reduction in grad students. Related to the “non-thesis” option, there continues to be a more general concern about the need to review human research done at UW-Green Bay. While a non-thesis project is not considered “research” requiring IRB approval, there are concerns about the ethical, professional, and legal standards that should be adhered to when conducting any type of research. This is a matter to be considered further and in conjunction with the appropriate administrators.

Proposals from Masters in Social Work.

Per federal guidelines, the thesis projects undertaken by students in the combined UW-Green Bay- UW-Oshkosh Masters in Social Work program do not need to be reviewed by the IRB. The recent tradition of UW-Green Bay faculty involved in this program has to request that these student-projects have IRB approval. Because the workload to do these reviews is considerable, and because the proposals do not (technically) require IRB approval, it was decided (with an approved motion) to review these project-proposals on a “review only” basis. The “review-only” review involves a one-time review with (if needed) subsequent suggestions for making the research acceptable per IRB standards. Once the review is done, there is no further communication and/or follow up regarding the research. A faculty member within this program was concerned that full/official IRB approval was needed for these research projects. However, based on information presented at a meeting with Doreen Higgins to review the Green Bay - Oshkosh requirements for these student-projects, it was mutually agreed that the “review-only” policy is satisfactory (and probably not even necessary) for these student research projects. These proposals are designated with a code of “RO” and are listed (see below) as “not approved”.

IRB Web Page revision:

Several changes were made to the IRB web site. These included additional of samples documents and/or language to be used in proposals, and descriptions/links to new IRB policies.

All Proposals submitted for IRB review September 10, 2012 to May 25, 2013

"IS?: Gender Identity and Ambiguity", (Sm-1-12) - Dr. Dan Meinhardt and co-investigator(s) Dr. Angela Bauer. Submitted on Aug-03-2012 for expedited review. Approved on Aug-09-2012 as expedited.

"Academic Achievement of Interlibrary Loan Users", (SM-2-12) - Mitchell Scott and co-investigator(s) Deborah Furlong. Submitted on Aug-16-2012 for exempt review. Approved on Aug-24-2012 as exempt.

"Educational Psychology (F-09-13)", (F-09-13-Mod-F-12-1) - Dr. Kathleen Burns and co-investigator(s) Rebecca Gonnering and Jordan Preman. Submitted on Sep-06-2012 for expedited review. Approved on Sep-21-2012 as expedited.

"Evaluation of the Wisconsin Teaching Fellows and Scholars Program: Phase 2", (F_12-2) - Dr. David Voelker and co-investigator(s) Ryan Martin and La Vonne Corell-Swanson. Submitted on Sep-10-2012 for expedited review. Approved on Sep-28-2012 as expedited.

"Anger Evaluations and Political Messages", (F_12-3) - Dr. Ryan Martin. Submitted on Sep-11-2012 for expedited review. Approved on Oct-01-2012 as expedited.

"Evaluation of Strategic Philanthropy Course", (F_12-4) - Dr. Lora Warner and co-investigator(s) Benjamin Royer. Submitted on Sep-12-2012 for expedited review. Approved on Nov-19-2012 as expedited.

"Avoidance and Anger ", (F_12-5) - Dr. Ryan Martin and co-investigator(s) Rebecca Arrowood, Sarah Bohman, Riam Lamb, Elis Rittenhouse, and Lauren Vieaux. Submitted on Oct-02-2012 for expedited review. Approved on Oct-04-2012 as expedited.

"Evaluation of the Effectiveness of Class Summary Forms", (F_12-6) - Dr. Heide Fencl. Submitted on Sep-27-2012 for exempt review. Approved on Oct-09-2012 as exempt.

"Work Attitudes", (F_12-7) - Dr. David Radosevich and co-investigator(s) Deirdre Radoseic, and Areana Lekowske. Submitted on Sep-27-2012 for expedited review. Approved on Oct-29-2012 as expedited.

"Improving Student Success in Law School", (F_12-8) - Dr. Regan Gurung and co-investigator(s) Katherine Manders. Submitted on Oct-10-2012 for exempt review. Approved on Dec-08-2012 as expedited.

"Political Anger Displayed on Twitter", (F_12-9) - Dr. Ryan Martin and co-investigator(s) Rebecca Arrowood, Sarah Bohman, Riam Lamb, Elis Rittenhouse, and Lauren Vieaux. Submitted on Oct-10-2012 for expedited review. Approved on Oct-23-2012 as expedited.

"Examining the Role of Website Trust on Intentions to Donate to a Charity Website", (F_12-10) - Dr. Gaurav Bansal. Submitted on Oct-11-2012 for exempt review. Approved on Oct-19-2012 as exempt.

"Academic Participation and Expression of Knowledge", (F_12-11) - Dr. Regan Gurung and co-investigator(s) Emily Vogels. Submitted on Oct-19-2012 for exempt review. Approved on Oct-29-2012 as expedited.

"Feelings of Welcomeness in the School by After School Program Staff", (F_12-12) - Dr. Jenell Holstead and co-investigator(s) Cynthia Sanchez, Kaitlyn Multhaf, Jenna Gmeinder, and Jordan Grapentine. Submitted on Oct-24-2012 for expedited review. Approved on Nov-06-2012 as expedited.

"Perception of Individuals Based on Specified Characteristics", (F_12-13) - Dr. Jennifer Zapf and co-investigator(s) Amy Vaughan, Miranda DeMars, and Amanda Nowak. Submitted on Oct-18-2012 for expedited review. Approved on Oct-30-2012 as expedited.

"Impression Formation - I", (F_12-14) - Dr. Kathleen Burns and co-investigator(s) Kristie Walker, Patrick Adams, Rebecca Gonnering and Jordan Preman. Submitted on Oct-17-2012 for expedited review. Approved on Nov-01-2012 as expedited.

"Person Perception", (F_12-15) - Dr. Kathleen Burns and co-investigator(s) Christopher Knudsvig, Kristie Walker, Patrick Adams, Rebecca Gonnering and Jordan Preman. Submitted on Oct-17-2012 for expedited review. Approved on Nov-08-2012 as expedited.

"Perceived Discrimination Among the Overweight/Obese", (F_12-16) - Dr. Regan Gurung and co-investigator(s) Sharayah Preman. Submitted on Oct-25-2012 for exempt review. Approved on Nov-16-2012 as expedited.

"Teaching About Sustainability in General Education Classes", (F_12-17) - Dr. Katia Levintova and co-investigator(s) Daniel Mueller. Submitted on Oct-26-2012 for exempt review. Approved on Jan-17-2013 as exempt.

"The Probation and Parole Agents' Perspectives of Community Services", (F_12-18) - Dr. Gail Trimberger and co-investigator(s) Senior Level Social Work Students (enrolled in SW 461)). Submitted on Oct-26-2012 for expedited review. Approved on Nov-16-2012 as expedited.

"Personality, Dating and Perception", (F_12-19) - Dr. Regan Gurung and co-investigator(s) Jimmie Willing. Submitted on Oct-29-2012 for expedited review. Approved on Nov-19-2012 as expedited.

"Physical Design and Perception", (F_12-20) - Dr. Georjeanna Wilson-Doenges and co-investigator(s) Kirstie Laatsch. Submitted on Oct-30-2012 for exempt review. Approved on Nov-16-2012 as expedited.

"Menstrual Status Matters: Menstruation, the PMS stereotype, and stereotype threat", (F_12-21) - Dr. Christine Smith and co-investigator(s) Rebecca Gonnering. Submitted on Nov-07-2012 for expedited review. Approved on Nov-13-2012 as expedited.

"Examining Perceptions of Logos and Math Scores", (F_12-22) - Dr. Regan Gurung and co-investigator(s) Samantha Zweerink, Christy Woods. Submitted on Oct-30-2012 for expedited review. Approved on Nov-29-2012 as expedited.

"Teaching Medium (Hybrid, Online and Face-to-Face), Student Engagement and Learning Outcomes: The Role of Students' Personality", (F_12-23) - Dr. Gaurav Bansal. Submitted on Oct-31-2012 for expedited review. Approved on Nov-16-2012 as expedited.

"Improving Student Success In Note-taking Skills", (F_12-24) - Dr. Regan Gurung and co-investigator(s) Katherine Manders. Submitted on Nov-02-2012 for expedited review. Approved on Nov-19-2012 as expedited.

"Facebook Behavior and Attitudes", (F_12-25) - Dr. Regan Gurung and co-investigator(s) Patrick Adams. Submitted on Nov-02-2012 for exempt review. Approved on Nov-19-2012 as expedited.

"Examining a Unique Experience: Student Teaching in Cuernavaca, Mexico", (F_12-26) - Dr. Steven Kimball and co-investigator(s) Dr. Susan Cooper, Dr. Aurora Cortes, and Nicholas Bergeron. Submitted on Jan-00-1900 for expedited review. Approved on Jan-17-2013 as expedited.

"The Celebrity Study", (F_12-27) - Dr. Regan Gurung and co-investigator(s) Christy Woods and Samantha Zweerink. Submitted on Nov-12-2012 for expedited review. Approved on Nov-30-2012 as expedited.

"The Role of Social Media in Immigration Well Being", (F_12-28) - Dr. Regan Gurung and co-investigator(s) Seenia Thao. Submitted on Nov-13-2012 for exempt review. Approved on Nov-30-2012 as exempt.

"There and Back Again: Using multimedia assignments to connect student experience with international development challenges.", (F_12-29) - Dr. Dallas Blaney. Submitted on Jan-26-2012 for exempt review. Approved on Dec-07-2012 as exempt.

"Impression Formation 2", (F_12-30) - Dr. Kathleen Burns and co-investigator(s) Rebecca Gonnering, Jordan Preman, Patrick Adams, Kristie Walker. Submitted on Dec-03-2012 for expedited review. Approved on Dec-07-2012 as expedited.

"RN to BSN and Master of Social Work Students' Attitudes and Readiness for Interprofessional Practice and Educational Experiences.", (F_12-31) - Dr. Christine Vandenhouten and co-investigator(s) Joan Groessl. Submitted on Nov-21-2012 for expedited review. Approved on Dec-11-2012 as expedited.

"Evaluation of Two Different Approaches to Teaching Abnormal Psychology", (F_12-32) - Dr. Ryan Martin and co-investigator(s) Rebecca Arrowood, Sarah Bohman, Rian Lamb, Elise Rittenhouse, Lauren Vieaux. Submitted on Dec-03-2012 for expedited review. Approved on Dec-11-2012 as expedited.

"Exploring the Impact of Charitable Versus Change Paradigms in Service Learning", (F_12-33) - Dr. Sarah Himmelheber. Submitted on Dec-08-2012 for exempt review. Approved on Jan-25-2013 as expedited.

"Math Skills and Study Skills: Focusing on Students' Self-awareness and Achievement in Microeconomics", (F_12-34) - Dr. Yunsun Huh. Submitted on Jan-15-2013 for exempt review. Approved on Jan-25-2013 as expedited.

"Understanding Historical Thinking", (S-12-23_Mod_F_12-35) - Dr. David Voelker and co-investigator(s) Bridgett Lowery. Submitted on Mar-26-2012 for exempt review. Approved on Apr-13-2012 as exempt.

"The Effectiveness of 21st Century Community Learning Center (CCLC) After School Programs", (F-11-7_RENEW_F_12) - Dr. Jenell Holstead and co-investigator(s) Ashley Miller, Megan. Submitted on Oct-13-2011 for full review. Approved on Oct-27-2012 as expedited.

"Using Think Alouds to Evaluate the Effectiveness of a Physics Example Problem Website", (Sp_13-1) - Dr. Heide Fencel and co-investigator(s) Amanda Nothem. Submitted on Jan-02-2013 for exempt review. Approved on Feb-13-2013 as non-exempt.

"Preparing for Practice: Increasing Mindfulness Among Social Work Students", (Sp_13-2) - Dr. Sarah Himmelheber. Submitted on Jan-02-2013 for exempt review. Approved on Jan-25-2013 as expedited.

"Flipping the Classroom and the Promotion of Historically-Minded Student Engagement", (Sp_13-3) - Dr. J. Vincent Lowery. Submitted on Jan-08-2013 for exempt review. Approved on Jan-28-2013 as expedited.

"Enhancing Class Participation Through Group Blogging", (Sp_13-4) - Gabriel T. Saxton-Ruiz. Submitted on Jan-22-2013 for exempt review. Approved on Feb-05-2013 as expedited.

"The Impact of a Diversity Course on MSW Student's Levels of Cultural Competency (S-08-1N)", (S-08-1N_Rnw_Mod_Sp13) - Dr. Jolanda Sallmann and co-investigator(s) Dr. Akakpo, and Sarah Himmelheber. Submitted on Jan-22-2013 for expedited review. Approved on Jan-20-2013 as expedited.

"RN to BSN and Master of Social Work Students' Attitudes and Readiness for Interprofessional Practice and Educational Experiences.", (F_12-31_Mod_Sp_13) - Dr. Christine Vandenhouten and co-investigator(s) Joan Groessl. Submitted on Nov-21-2012 for expedited review. Approved on Feb-05-2013 as expedited.

"Evaluation*of*the*Wisconsin*Teaching*Fellows*and*Scholars*Program:*Phase*3*", (Sp_13-4.1) - Dr. David Voelker and co-investigator(s) Dr. Ryan Martin, Ms. Lavonne Cornell-Swanson. Submitted on Jan-18-2013 for expedited review. Approved on Feb-13-2013 as expedited.

"Vaccination Trends in Homeschooling Families", (Sp_13-5) - Dr. Brial Merkel and co-investigator(s) Heather Blum. Submitted on Feb-05-2013 for expedited review. Approved on Mar-04-2013 as expedited.

"Effects of music on cardiovascular, nervous and respiratory systems.", (Sp_13-5B) - Dr. Craig Hanke. Submitted on Feb-08-2013 for expedited review. Approved on Feb-13-2013 as expedited.

"Personality, Dating and Perception II", (Sp_13-6) - Dr. Christine Smith and co-investigator(s) Jimmie Willing. Submitted on Feb-11-2013 for expedited review. Approved on Mar-22-2013 as expedited.

"Public Health Nurses' perceived motivators and barriers to public health nursing certification and preferred preparation methods.", (Sp_13-7) - Dr. Christine Vandenhouten. Submitted on Feb-15-2013 for expedited review. Approved on Mar-08-2013 as expedited.

"The Effectiveness of Lawn Conversion Programs as a Water Conservation Tool", (Sp_13-8) - Dr. Michael E. Kraft and co-investigator(s) Dan MacSwain. Submitted on Feb-18-2013 for expedited review. Approved on Mar-06-2013 as expedited.

"Tribal Forest Certification: An Assessment of Alternative Forest Certification Opportunities for Tribes", (Sp_13-9) - Dr. Michael E. Kraft and co-investigator(s) Chris Caldwell. Submitted on Feb-20-2013 for expedited review. Approved on Mar-04-2013 as expedited.

"Perceptions of College Student Behaviors", (Sp_13-10) - Dr. Kristin Vespia and co-investigator(s) Kaitlyn Multhauf. Submitted on Feb-25-2013 for expedited review. Approved on Mar-01-2013 as expedited.

"Academic Participation and Expression of Knowledge", (F_12-11_Mod_Sp_13) - Dr. Regan Gurung and co-investigator(s) Emily Vogels. Submitted on Mar-04-2013 for full review. Approved on Mar-28-2013 as non-exempt.

"Perceptions of Eating Behaviors", (Sp_13-11) - Dr. Kristin Vespia and co-investigator(s) Anna Girdauskas. Submitted on Mar-04-2013 for expedited review. Approved on Mar-07-2013 as expedited.

"Arm vs. Leg OBLA", (Sp_13-12) - Dr. James Marker and co-investigator(s) Nicole Will, Nathan Prissel, Nick Burgraff. Submitted on Mar-08-2013 for full review. Approved on Mar-25-2013 as non-exempt.

"Decision-making and tradeoffs involving privacy and security concerns in multiple contexts", (Sp_13-13_Ren_F-09-4) - Dr. Gaurav Bansal. Submitted on Mar-11-2013 for expedited review. Approved on Mar-14-2013 as expedited.

"Attitudes Towards Guns and Anger", (Sp_13-14) - Dr. Ryan Martin and co-investigator(s) Sarah Bohman, Riam Lamb, Lauren Vieaux, Timothy Zietz, Kate Darnell, and Rebecca Arrowood. Submitted on Mar-14-2013 for expedited review. Approved on Apr-03-2013 as expedited.

"Effects of Religious Priming on Attitudes towards Alcohol Use ", (Sp_13-15) - Dr. Dean VonDras and co-investigator(s) Nicole Schultz and Paul Ahrens. Submitted on Mar-08-2013 for expedited review. Approved on Mar-21-2013 as expedited.

"Assessing online images and relationship to Behavior", (Sp_13-16) - Dr. Regan Gurung and co-investigator(s) Karissa Ryan. Submitted on Mar-14-2013 for expedited review. Approved on Mar-19-2013 as expedited.

"Facebook Behavior and Attitudes", (Sp_13-17_Mod_F_12-25) - Dr. Regan Gurung and co-investigator(s) Patrick Adams. Submitted on Nov-02-2012 for expedited review. Approved on Mar-19-2013 as expedited.

"Perceived Discrimination Among the Overweight/Obese", (Sp_13-18_F_12-16) - Dr. Regan Gurung and co-investigator(s) Sharayah Preman. Submitted on Oct-25-2012 for expedited review. Approved on Mar-19-2013 as expedited.

"Nursing home staff attitudes regarding Euthanasia", (Sp_13-19_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Danielle DeJardin. Submitted on Mar-23-2013 for expedited board review. Currently NOT approved.

"Assessing the substantiation rates for child maltreatment within families who have received services from Outagamie County's Parent Resource Program (PRP)", (Sp_13-20_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Kayla Yernesek. Submitted on Mar-23-2013 for expedited board review. Currently NOT approved.

"A Link Between Individual Therapy and Mood Scores of Nursing Home Residents", (Sp_13-21_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Denise J. Sanchez. Submitted on Mar-23-2013 for exempt board review. Currently NOT approved.

"An Evaluation of Barriers to Placing Sibling Groups Together in the Child Welfare System", (Sp_13-22_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Rhiannon Monroe. Submitted on Mar-23-2013 for expedited board review. Currently NOT approved.

"Hmong Americans Aged 18-25: Factors Influencing Decisions Not to Pursue to Post-Secondary Education", (Sp_13-23_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Elizabeth Sengkhammee. Submitted on Mar-23-2013 for expedited board review. Currently NOT approved.

"An Evaluation of the Reoccurrences of Abuse for Oneida Foster Children", (Sp_13-24_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Nasbah Hill. Submitted on Mar-23-2013 for expedited board review. Currently NOT approved.

"Residential Status and Depression among Medicaid Recipients: A Comparison Between Residents of long Term Care Facilities and those Based in the Community", (Sp_13-25_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Trish Gregg. Submitted on Mar-23-2013 for expedited board review. Currently NOT approved.

"Women and voluntary relinquishment for adoption", (Sp_13-26_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Jaime Gyr. Submitted on Mar-23-2013 for expedited board review. Currently NOT approved.

"The Rate of Re-Hospitalizations for Medicare Advantage Members", (Sp_13-27_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Laura Reinsch. Submitted on Mar-23-2013 for expedited board review. Currently NOT approved.

"An Evaluation of the Effectiveness of Services Provided to Families in Need: A One-Time Charity Event", (Sp_13-28_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Alesia Behnke. Submitted on Mar-26-2013 for expedited board review. Currently NOT approved.

"Correlation between pain frequency and indicators of depression", (Sp_13-29_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Amber Pax. Submitted on Mar-26-2013 for expedited board review. Currently NOT approved.

"Adolescent Dating Violence: A School Personnel Perspective", (Sp_13-30_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Brianne Zaborowske. Submitted on Mar-26-2013 for expedited board review. Currently NOT approved.

"Chronic Pain in Relation to Mental Health Disorders", (Sp_13-31_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Amber Grall. Submitted on Mar-26-2013 for expedited board review. Currently NOT approved.

"Parenting Program Involvement Effects on Future Substantiated Child Maltreatment.", (Sp_13-32_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Ashley Cyr. Submitted on Mar-26-2013 for expedited board review. Currently NOT approved.

"Crisis Intervention and Social Work Practice", (Sp_13-33_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Courtney Hocks. Submitted on Mar-26-2013 for expedited board review. Currently NOT approved.

"Extraordinary Experiences: Beliefs and Encounters with Post Death Contact", (Sp_13-34) - Dr. Illene Cupit and co-investigator(s) Shana Nadler. Submitted on Apr-01-2013 for expedited review. Approved on May-01-2013 as expedited.

"Contributing to the International Situations Project", (Sp_13-35) - Dr. Regan Gurung and co-investigator(s) Cynthia Sanchez, Diana Schreck, Amarra Bricco, Kathryn Ledvina, and Alisa Prochnow. Submitted on Apr-01-2013 for expedited review. Approved on Apr-12-2013 as expedited.

"Attitudes and Experiences", (Sp_13-36) - Dr. Kathleen Burns. Submitted on Apr-01-2013 for exempt review. Approved on Apr-11-2013 as expedited.

"Personality, Dating and Perception II", (Sp_13-37) - Dr. Christine Smith and co-investigator(s) Jimmie Willing. Submitted on Apr-09-2013 for expedited review. Approved on Apr-22-2013 as expedited.

"Emotional Expression on Twitter", (Sp_13-38) - Dr. Ryan Martin and co-investigator(s) Sarah Bohman, Rian Lamb, Lauren Vieaux, Timothy Zietz, Katie Darnell. Submitted on Apr-12-2013 for expedited review. Approved on Apr-15-2013 as expedited.

"Reducing Stereotyping and Prejudice among High School Students for Physical Disability", (Sp_13-39) - Dr. Regan Gurung and co-investigator(s) Chad Francour. Submitted on Apr-12-2013 for full review. Approved on May-07-2013 as non-exempt.

"Learning from Others How to Teach Intermediate Accounting: A Survey of Instructors on Course Coverage, Teaching Methods and Other Issues", (Sp_13-40) - Dr. James Loebel. Submitted on Apr-16-2013 for exempt review. Approved on May-01-2013 as exempt.

"Exploring Divergent Developmental Pathways in Jordan", (Sp_13-41) - Dr. Jill White. Submitted on Apr-16-2013 for full review. Approved on May-16-2013 as non-exempt.

"Exploring Jordanian Parental Ethnotheories: Online Research", (Sp_13-42) - Dr. Jill White and co-investigator(s) Kate Darnell. Submitted on Apr-16-2013 for expedited board review. Currently NOT approved.

"Exploring Divergent Developmental Pathways in Jordan: Student Observations", (Sp_13-43) - Dr. Jill White and co-investigator(s) Page Beyersdorf, Bonnie Calow, Kate Darnell, Cherie Elm, Karlie Francour, Tiffany Hein, Vicki LaPorte, Ashley Rieth. Submitted on Apr-16-2013 for exempt board review. Currently NOT approved.

"Clientele Perceptions of Child Welfare Social Workers at Winnebago County Department of Human Services", (Sp_13-44_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Brianna Rossmanith. Submitted on Apr-26-2013 for expedited board review. Currently NOT approved.

"Physician Perceptions of Hospice Referrals", (Sp_13-45_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Linda Wein. Submitted on Apr-26-2013 for expedited board review. Currently NOT approved.

"Child Maltreatment: A Statistical Analysis in Brown County Wisconsin", (Sp_13-46_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Jessica Nell. Submitted on Apr-26-2013 for exempt board review. Currently NOT approved.

"Assessing Presentations", (Sp_13-47) - Dr. Regan Gurung and co-investigator(s) Laura Kempen, Kayla Klemm, Becky Senn, and Rosie Wysocki.. Submitted on Apr-29-2013 for expedited review. Approved on May-06-2013 as expedited.

"Program Evaluation Impact survey", (Sp_13-48) - Dr. Lora Warner. Submitted on Jan-00-1900 for expedited board review. Currently NOT approved.

"Secondary Traumatic Stress and the Child Welfare Profession in Northeast Wisconsin", (S-12-20_Ren_Sp-13_49) - Tammy Snortum and co-investigator(s) Stephanie Reilly and Samantha Surowiec. Submitted on Apr-26-2013 for expedited review. Approved on May-03-2013 as expedited.

"Factors influencing classroom performance.", (Sp_13-50) - Dr. Regan Gurung. Submitted on May-07-2013 for expedited review. Approved on May-14-2013 as expedited.

"Cognitive Intervention Programming and Recidivism", (Sp_13-51_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Kim Dorsey. Submitted on Jan-00-1900 for exempt board review. Currently NOT approved.

"Correlation of Substantiated Child Maltreatment and Size of Sibling Group", (Sp_13-52_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Lauren Flannery. Submitted on Mar-26-2013 for exempt board review. Currently NOT approved.

"Assessing the Effectiveness of a Juvenile Early Intervention Program on Decreasing Reoccurrence of Criminal Offenses", (Sp_13-53_RO) - Dr. Tohoro F. Akakpo and co-investigator(s) Ashley Cyr. Submitted on May-07-2013 for exempt board review. Currently NOT approved.

Submitted by Dr. James C. Marker, Chair

Instructional Development Council

The Instructional Development Council (IDC) is the UW-Green Bay committee charged with supporting faculty development in the area of teaching, and it serves in an advisory role to the Center for the Advancement of Teaching and Learning (CATL) on campus. The eight appointed faculty members of the Council for 2012-13 were: Sampathkumar Ranganathan (Co-Chair), Christine Vandenhouten (Co-Chair), Kathleen Burns (Fall), Mike Hencheck, Catherine Henze, J.P. Leary, Jennifer Lanter and John Lyon. As Director of CATL, Aeron Haynie also served in an ex-officio role. Regan Gurung and Joann Dolan also served the committee in the ex-officio role.

The IDC met as a complete Council six times during the academic year. The two subcommittees (Grants – John Lyon and Jennifer Lanter; Awards – JP Leary, Kate Burns, and Mike Hencheck; Conference- Sampath Ranganathan, Christine Vandenhouten and Aeron Haynie) each met several additional times in order to complete their assigned duties. In all, the work of the Council focused on supporting and working with CATL, evaluating applications for grant and award programs, supporting teaching -related professional development activities including the 17th Annual Faculty Development Conference and reviewing sabbatical proposals.

The IDC and CATL

The IDC continued its collaborative work this year with CATL. At each IDC meeting, the events scheduled through CATL were discussed, and the involvement of CATL throughout the University was reviewed. The IDC maintained its practice of a sub-committee for conference Planning, with the CATL Director and Chair of the IDC serving on this committee. Aeron Haynie, Director of CATL, did a wonderful job in maintaining cooperative communication with the IDC. The IDC looks forward to continued engagement with CATL in its administrative role of supporting faculty development.

Grant and Award Programs

The IDC evaluated applications and made recommendations to the Director of CATL for grant and award programs. Calls were available via the CATL website early, along with publicly available rubrics regarding how the applications would be reviewed. Proposals for Teaching Enhancement Grants, which are designed to support faculty development efforts related to teaching and learning, were reviewed in both fall and spring.

The following is a summary of the grants and awards made during 2012-13:

Instructional Development Award

We did not have any applicants for Instructional development award.

2013 Spring Starter Online Teaching Fellows

Pao Lor (Education), Jenell Holstead (Human Development), Doreen Higgins (Social Work), Illene Cupit (Human Development), Dennis Lorenz (Human Development), Uwe Potts (Human Biology), Dallas Blaney (Public and Environmental Affairs), Tonmoy Islam (Urban and Regional Studies), Alma Rodreguez (Natural and Applied Sciences) and Amanda Nelson (Human Biology)

Winterim 2013 Advanced Online Teaching Fellows

Gaurav Bansal (Business Administration), Denise Bartell (Psychology), Angela Bauer-Dantoin, (Biology), Kevin Kain (History), and Janet Reilly (Nursing)

Scholarship of Teaching and Learning Award

Scholarship of teaching and learning awards for 2012- 2013 were not awarded this year.

Student Nominated Teaching Awards (Fourth year)

Chuck Rybak (Humanistic Studies) and Linda Steiner (Human Development)

Teaching Enhancement Grants

Fall 2012

Chuck Rybak (English), Kathleen Burns (Human Development), Alison Staudinger (Democracy and Justice Studies) and Catherine Henze (English and Humanistic Studies)

Spring 2013

Kris Vespia (Human Development), Le Zhu (Human Biology), Illene Cupit (Human Development), Kristy Deetz (Art and Design)

WI Teaching Fellows Program

Katia Levintova (Public and Environmental Affairs)

Christopher Martin (Humanistic Studies)

Supporting Teaching and Professional Development Activities

CATL continued its partnership with Quality matters program which is a national, faculty-driven, peer review process designed to certify the quality of online courses. Three popular UWGB courses have been awarded “Quality Matters” certification for the high quality of their course design. They are Popular Music Since 1955 (Michelle McQuade Dewhirst), Business Statistics (Gaurav Bansal) and Perspectives on Values: The Contemporary World (Christina Ortiz). Additionally, UW-Green Bay has begun to expand its team of Quality matters trained reviewers. These include three new Master Reviewers – Heather Pokorsky, Dan Schrickel, and Pat Theyerl – and two Peer Reviewers — Profs. Angela Bauer-Dantoin and Gaurav Bansal.

This year the IDC continued to serve in an advisory role to the CATL Director in the development and implementation of professional development activities. The IDC continued to be the co-sponsor of the Faculty Development Conference. This year’s conference (with a theme of “Teaching and Learning in the Digital Age”) was well received. Dr. Gardner Campbell was the keynote speaker. Dr. Campbell addressed strategies for awakening the digital imagination. Jennifer Ham, 2012 recipient of the Founders Association Award for Excellence in Teaching, gave the luncheon address. Feedback from Conference participants was positive.

Sabbatical Proposal Review

Consistent with its committee charge, the IDC reviewed eleven submitted sabbatical proposals – three for the 2014-2015 academic year, two for the Fall 2014 term, and two for the Spring 2015 term. The Chair then composed and forwarded a document summarizing that review to the Provost’s Office. Tenured and untenured faculty participated in the proposal review however, only tenured members of the IDC made recommendations on sabbatical recommendations.

IDC members determined that in the event the chairperson of IDC was untenured, that sabbatical recommendations would be signed by the Director of CATL reflecting expressed concerns from prior IDCs, acknowledged potential concerns with untenured faculty evaluating tenured colleagues sabbatical proposals.

Summary and Recommendations

In sum, this has been a successful year for the IDC. The Council continues to strongly support the positive role of the Center for the Advancement of Teaching and Learning on campus in professional development activities and also in the programs, grants, and awards it funds. The IDC continues to encourage collaborative partnership and open communication between the IDC Chair, the subcommittee Chairs, and the Director of CATL and supports a continued improvement in maximizing the use of the professional development activities offered on campus. The Chairpersons sincerely thank the members of the IDC for their excellent work and genuine interest in faculty development.

Respectfully submitted,

Sampathkumar Ranganathan, Co-Chair
Christine Vandenhouten, Co-Chair

International Education Council

Chair: Lucy Arendt

Members: Tohoro (Francis) Akakpo, Lucy Arendt, Brent Blahnik (*ex-officio*, non-voting), Katia Levintova, Sarah Meredith, Gabriel Saxton-Ruiz, and Leanne Zhu

The International Education Committee met six times during the 2012-13 academic year, beginning on September 18, 2012. Two ad hoc subcommittees met several times in addition to the six times that the full Committee convened: (1) Scholarships, and (2) Support for international students and for faculty teaching international students.

Prof. Arendt continued in the third year of her three-year term as Committee Chairperson as appointed by the Provost.

The Committee was once again very active in the third year of its newly constituted state. The Committee:

1. Helped to create a Common Theme proposal, “Global Citizenship in an Evolving World?” The proposal was selected for campus implementation during 2013-14. Hooray! Proposal development consumed the greatest part of the Committee’s time. The Committee is incredibly grateful to staff member Kristy Aoki, who worked alongside the Committee to craft the proposal. Special recognition is also given to Committee member Katia Levintova, who went above and beyond the call of duty to make sure that the Committee’s proposal was exciting, coherent, and doable.
2. Considered and deferred a request to fund a proposal to assess the development of intercultural competence through Travel and Study Abroad.
3. Reviewed and partially approved a site visit proposal to Brazil by two faculty members in Nursing.
4. Reviewed and approved several proposals for International Scholars-in-Residence.
5. Continued to discuss learning support for international students (e.g., admission criteria, tutoring, ESL coursework).
6. Considered and approved a Pass/No-Credit option for Travel and Study Abroad programs.
7. Assisted the Office of International Education with a formal evaluation and strategic planning process.
8. Participated in new student orientation for international students.
9. Considered and then deferred the development of student learning outcomes for Travel and Study Abroad students.
10. Approved the distribution of two online surveys intended to assess faculty and student satisfaction and engagement with campus internationalization efforts, including Travel and Study Abroad opportunities. Discussed the questions to be included in the surveys.

The Chairperson also met with faculty members to discuss faculty members’ plans for upcoming Travel Abroad trips and experiences with previous Travel Abroad trips. The Chairperson also engaged in numerous email and face-to-face conversations and meetings with faculty, staff, and administrators on several issues related to international education.

The Chairperson would like to note that having Gabriel Saxton-Ruiz, a member of the Modern Languages faculty, serve as a regular member of the International Education Committee was very important to the Committee’s effectiveness. Professor Saxton-Ruiz was a critical link to the Modern Languages faculty, sharing information between the Committee and the Modern Languages faculty on many issues of consequence. For the future, the Chairperson strongly recommends that at least

one regular member of the Committee be affiliated with the Modern Languages faculty.

The Chairperson sincerely thanks the members of the Committee for their always spectacular engagement, their seemingly boundless energy for tackling important issues, and their sincere regard for all things international. It's been a terrific pleasure serving the university as the Chairperson of this committee, otherwise known as "The Very Best Committee" on campus.

Respectfully submitted,
Lucy Arendt

Note: The Committee was subject to a new charge approved by the Provost and Vice Chancellor for Academic Affairs on August 6, 2010.

Research Council

Research plays a vital role at the University of Wisconsin-Green Bay (UWGB) for faculty and for undergraduate and graduate students. For UWGB faculty, research is a significant requirement for promotion and career advancement. Research opportunities that exist at UWGB are essential in the recruitment of new faculty. For students, research experience is increasingly more important, and in some cases required, as they seek employment or apply to graduate school upon graduation. Therefore, opportunities to support ongoing and meaningful research at UWGB are critical to maintaining a quality faculty and educational experience for students. This report summarizes the activities of the Research Council (RC) during the 2012-13 academic year as determined by the members of the 2012 -2013 Research Council.

Current Research Council Funding Programs and 2012-13 Awards

Research Scholar: This program provides a 3-credit course release to selected faculty for targeted research projects. Typically, one research scholar is selected each semester. The award recipients for this year were as follows:

Spring semester award (course release for Spring 14): David Voelker, Humanistic Studies
Fall semester award (course release for Fall 13): Michael Draney, Natural and Applied Sciences

Grants in Aid of Research (GIAR): These small grants (\$800 and \$400) support data collection and supplies as well as travel to conferences for research presentation. This program has been very effective, funding hundreds of diverse projects by new and existing faculty. These grants are especially useful in supporting disciplines and areas of scholarship with limited external funding opportunities.

Fall semester awards: 26
Spring Semester awards: 25

It should be noted that additional funds were provided to the Research Council by the Dean of Liberal Arts and Sciences and by the Dean of Professional Studies for FY13, which were used to fund many more additional projects. Approximately 15 - 20 were funded per semester in past years. With the additional funds number of grants funded has now increased to 51 as of 2012-13.

Grants Integrating Research and Teaching (GIRT): these grants (\$1000) promote projects that assist faculty efforts to combine scholarly and pedagogical activities. This grant opportunity is designed to acknowledge and encourage collaborative research between UW-Green Bay faculty members that integrates students into scholarly work. Student participation must be included in proposed project.

Spring semester awards: 2

Additional Research Council Activities

The Research Council completed a number of other important activities during the 2012-13 academic year, which are briefly summarized below:

- 1) Research Council Programs – revised and updated the application forms for each of the Research Council grant programs.
- 2) Research Council Budget – submitted the annual budget for the 2013-14 academic year.
- 3) Deans Furlong and Mattison contributed an additional \$8000 each towards funding GIAR grants.
- 4) **In fall 2012 the Research Council pursued the needs and opportunities it identified in May 2012.**
 - The RC chair met with CATL Chair Aeron Haynie to discuss additional faculty Research support that both committees might cooperate on. At this meeting it was noted that the Provost wishes to increase undergraduate research. The possibility of a high impact conference and a “The Cofrin Scholars” group for students who struggle might be set up at the sophomore level for peer mentoring. CATL is in charge of new faculty orientation. It was noted that CATL gives a book to incoming faculty about how to balance teaching and research: Robert Boice book *Advice for New Faculty Members* Catl purchased for new faculty. If the RC wishes, a meeting can be set up for a discussion about the book for the new faculty with Prof Haynie. Prof Haynie also suggested that the RC look into requesting a paid institutional membership for online support from groups of research support to Kerry Ann Rockquemore’s group National Center for Faculty Development & Diversity. The Research Council found the cost of such a membership to be prohibitive.
 - The Council invited Prof. Caroline Boswell to the October meeting to discuss ways the RC might help facilitate campus writing support groups for untenured faculty. We also asked her to report on the CUR Grant Writing Workshop that she attended in Summer 2012.
 - In November the Council invited Prof Kersten possible future implementation of an office of undergraduate research. Both he and Dan McCollum discussed all of the networking and work that would need to take place before funding could be discussed for such a proposal including getting the approval and backing of the faculty, the deans and the administration. The council was told that funds could be made available if everyone supported it.
 - In Spring 2013, the Research Council set standardized deadlines for GIAR, GIRT, Research Scholar proposal submissions. The GIAR deadline date for submissions in fall will be the 3rd Monday in October at 4 pm. The Research Scholar date will be the 1st Monday in November. The spring GIAR, GIRT and Research Scholar deadline date for submissions in spring will be the Monday following spring break at 4 pm.
 - The GIRT grants will be increased from \$1000 to \$1500.
 - In Spring 2013, as a result of the various “needs and opportunities” agenda set in May 2012 that Research Council concluded that it would take a great deal more

time and effort to pursue any of these needs or opportunities. Since most of the workload would fall to the RC chair, the agenda could only happen if the RC chair were to receive course reassignment, or if preferred, overload compensation. Other possible RC chair activities for the RC chair might include: 1. Visiting the various discipline meetings on campus to increase awareness of the RC Council grant opportunities and to promote research grants and offerings on campus 2. Increasing external communication about research opportunities with other institutions 3. Attending the Posters on the Rotunda 4. Being free to help with the Academic Excellence Symposium. The Council met with Deans Furlong and Mattison and the Provost on May 6 to discuss the request.

- 5) The Research Council identified the need to further clarify spending deadline due dates.

2012 - 2013 Research Council

Scott Ashmann

Toni Damkoehler, Chair

Jennifer Ham

John Luczaj

Alma Rodriguez Estrada

Lidia Nonn, Ex officio member

It should also be noted that activities of the Research Council would not have been possible without the contributions of the Office of Grants and Research staff member Charmaine Robaidak, who was instrumental in grant coordination and administration.

Respectively submitted,

Toni Damkoehler

Associate Professor - Art & Design

Technology Council

Purpose & Membership.

The Technology Council is advisory to the Provost and responsible for developing and monitoring the campus technology plan and recommending technology policies. The Council is chaired by the Associate Provost of Information Services & CIO. Membership consists of representatives from each of the divisions, three faculty members, and one student. Members for 2012/13 were:

- Chair – Rajeev Bukralia
- Academic Affairs – Andrew Kersten
- Advancement – Kimberly Vlies
- Athletics – Dan McIver
- Business & Finance – Paul Wikgren
- Faculty Representatives – Eric Morgan, Chuck Rybak, Craig Hanke
- Information Services – David Kieper
- Liberal Arts & Sciences – Scott Furlong
- Outreach & Adult Degree – Steve Vandenvond
- Professional & Graduate Studies – Sue Mattison
- Student Affairs – Mike Stearney & Brenda Amenson-Hill
- Student Representative – Jacob Fabel
- Secretary (ex-officio) – Paula Ganyard

Activities for 2012/13

The Council met six times this year; and with a new CIO starting the Council took the opportunity to reflect on its purpose and what it should focus on going forward. The Council decided that it was best for the University that it be more strategic in nature and less operational. During the fall semester, discussions revolved on how to help the University become more innovative. The Council played a major role in facilitating the discussions regarding an innovation lab. During the spring semester, the Tech Council focused on revising the Technology Plan. The Council advised the CIO on the process for revising the plan, how to gather feedback, who stakeholders are, and how it should be aligned with the University's strategic plan. The Council has plans to review a draft of the new plan when it resumes next academic year.

Respectfully submitted,
Paula Ganyard
Secretary (*ex-officio*)

University Assessment Council

Members: Andy Kersten (Chair); B. Amenson-Hill, R. Bukralia, B. Carmichael, S. Furlong, K. Franz, C. Hansen, S. Mattison, C. Smith, S. Vanden Avond, C. Vandenhouten (members); A. Bauer, D. Furlong, P. Ganyard, P. Gilson (ex-officio members)

The UAC was very active last academic year. It held seven meetings and accomplished the following major tasks:

1. The UAC drafted and built consensus for a new University Assess Plan. The Plan will be implemented during the 2013-2014 academic year.
2. It changed the charge and composition of the UAC in order to align its structure to the new University Assessment Plan.
3. It suggested a change to the General Education Council charge to align it to the new University Assessment Plan.
4. It oversaw the creation of a new web site to help with the transition to the new University Assessment Plan as well as annual assessment reporting.
5. It oversaw the creation of a new syllabi repository and a new assessment reporting repository on GB Share.
6. The UAC began discussions about the system of course evaluations at UW-Green Bay.

Respectfully submitted,
Andrew E. Kersten
Associate Provost for Academic Affairs

ACADEMIC STAFF ELECTIVE AND APPOINTIVE COMMITTEES

Academic Staff Committee

Academic Staff Committee

I. Academic Staff Committee met bi-weekly on Thursday mornings at 10:00am.

Academic Staff Committee members:

Kristy Aoki, Chair 2/1/13– 6/30/13 & Vice Chair 8/20/12 – 1/31/13
Leif Nelson, Chair 8/20/12 – 01/31/13
Kelly Kramp, Chair 7/1/12 – 8/20/12
Emily Rogers, Vice Chair 2/1/13– 6/30/13 & UW-System Academic Staff Rep
Samantha Surowiec
Mary Simonsen
Jan Malchow
Katrina Hrivnak

Two Academic Staff Assemblies were held during the 2012 – 2013 academic year.

Thursday, October 18th, 2012 in the Christie Theatre

Thursday, May 2nd, 2013 in Phoenix C Room

II Academic Staff Committee Actions

1. Letter sent on behalf of the Academic Staff Committee to President Reilly UW-System, supporting staff involvement in the flex degree planning process.
2. Updated bylaws to include Academic Staff Committee discretion when appointing an ASC secretary.
3. Forwarded a nomination for the Academic Staff Awards.
4. Suggested an academic staff committee advisory group to the CWC be created to review salary issues related to academic staff.
5. Approved establishment of a Joint Governance Committee on Student Misconduct.

Respectfully submitted,
Kristy Aoki, Academic Staff Chair

Academic Staff Personnel Committee

The Personnel Committee met once this past year. There was a discussion of the Resolution on Transparency. The decision was made to monitor and come back together if needed.

Respectfully submitted,

Eileen Kolb

Academic Staff Professional Development Allocations Committee

I am happy to report that there was profound interest on the part of the Academic Staff, during this fiscal year, to find good professional development opportunities. Academic Staff Professional Development Allocation Committee members were able to utilize our entire annual budget for the 2012-2013 fiscal year.

Initial funding available from July 1, 2012—June 30, 2013 equaled \$11,400.00. If all approved travel and expense reports are submitted in a timely manner, the entire budget will be expended and will show a balance of \$ 0.00 prior to June 30, 2013. The full budget was expended effective February 27, 2013.

All funding requests were submitted electronically to a committee member, who then reviewed for accuracy and uploaded all documents to the GB Share Drive and notified the committee members via email of the application. The Committee was able to operate quite efficiently using the GB Share Drive, only needing one face to face meeting on July 31, 2012 to establish our method of reviewing applications with new members and deciding who would take on the duties of Chair (Jamee Haslam), Secretary (Andrew Meyer), Treasurer (Debra Strelka), Coordinator of Applicant Submissions (Lynn Niemi) and Publicity Coordinator (Jennifer Schwahn). We were able to accomplish a lot by simply staying in contact with each other via email if there were discussion points on any of the applications. Human Resources, Judi Pietsch, and SOFAs were consulted to verify eligibility of applicants when needed.

Our primary method of advertisement involved use of email and LOG notices. We placed LOG notices each month and sent email notices to through SOFAs administration to all Academic Staff. We also contacted Human Resources to obtain new hire and supervisor contact information in order to contact academic staff who were new hires and supervisors to help raise awareness of Professional Development funding availability. The additional marketing strategies enabled the committee to increase awareness of the availability of Professional Development funding, which likely lead to the increased applications for funding and the expending of the full budget by late February 2013.

A total of 34 members of the Academic Staff were awarded funding. They represent staff from the following offices or learning areas:

Admissions
Academic Advising
Adult Degree Programs (Outreach and Adult Access)
Center for the Advancement of Teaching & Learning
Counseling and Health Center
Cofrin Library
Nursing
Disability Services
Human Biology Program
Phuture Phoenix-Institute for Learning Partnership
Computing & Information Technology
Learning and Technology Center
Theatre and Dance
University Advancement
University Communications

Web Services
Financial Aid & Student Employment
Natural & Applied Sciences

Awards ranged from \$40 to the maximum of \$500. A total of 14 applicants received the maximum of \$500. All approved applicants received email notification from the Chair, Jamee Haslam, indicating that their funding was approved with specific instructions on how to submit the needed documentation to receive their individual award.

We did have 1 applicant that we did not fund due to eligibility concerns and 1 applicant that was not funded due to timing of application (applicant submitted request after the event occurred). We also had 2 requests that the committee was not able to fund the amount requested due to budget depletion.

We did commit funds (\$500) from the July 2013—June 2014 budget to 1 applicant (thus far) who requested support for conferences to be attended in July 2013—the next budget year. The new Allocation Committee will work with Judi Pietsch, from the Provost and Vice Chancellor's Office, to complete the transfer of those supporting dollars after their TER's are submitted.

The Allocation Committee members also want to acknowledge with appreciation, the assistance from the Human Resources Office, Cliff Abbott (Secretary of the Faculty and Academic Staff), Leif Nelson (Chair of the Academic Staff Committee), Samantha Surowiec (Allocation Committee Liaison to the Academic Staff Committee), Judi Pietsch and Daniel McCollum from the Provost and Vice Chancellor's Office.

As Chair for the 2012-2013 Academic Staff Professional Development Allocations Committee, it has been my pleasure to work with the members of this Committee including Debra Strelka, Jennifer Schwahn, Lynn Niemi, and Andrew Meyer. The returning members will certainly add strength to the 2013-2014 Committee.

Respectfully submitted,
Jamee M. Haslam
Chair of the Academic Staff Professional Development Allocation Committee 2012-2013

Academic Staff Professional Development Programming Committee

Committee Members:

Joe Hardenbrook (Chair), Jeanne Stangel (Secretary), Lynn Rotter (Treasurer), Mary Guy, Todd Sanders

Academic Staff Liaison: Emily Rogers

Ongoing Activities

- Semi-monthly meetings for event planning.
- Maintain and utilize Academic Staff Blog: <http://blog.uwgb.edu/as>
- Maintain and utilize Academic Staff Facebook page: <https://www.facebook.com/UWGBAcademicStaff>
- Budget: \$5,711; estimated ending balance \$4217

Fall 2012 Activities

- September: Co-sponsored former Detroit Lions quarterback Eric Hipple's talk on suicide prevention.

Spring 2013 Activities

- March: "The Balancing Act: Tips for a Successful Work/Life Balance" – Brown Bag featuring Jean Birr (life coach, alumna, and associate lecturer), Renee Ettinger (academic librarian), and Melissa Pufall (Human Resources).
- May: "Fuel Your Inner Phoenix: Health/Wellness Event" – marketed to academic staff as their annual conference, the committee partnered with the Classified Staff Advisory Council and UWGB Wellness Committee as co-sponsors. The committee assumed costs relating to Academic Staff attendance at this event, planned the speakers, and sought local vendors. (51 attendees)

Recommendations

- More guidance on the number of events that should be planned.
- Draw up expectations on the amount of time committee members may need to spend in regards to committee work.
- Attention to budget details. Many members do not have direct experience with this.
- Information/resources on complying with state regulations (e.g., limits on food expenses, description of how funds can be spent).
- Investigate the need to digitize committee documents. Files are currently in two large paper boxes.
- Revisit committee charge.

Respectfully submitted by Joe Hardenbrook, Chair

Leadership & Involvement Committee

Our large project was this year's election. We established a timeline for the election process and determined committee openings. We were able to utilize the election format from the previous year which made the process relatively easy. We send out the initial interest survey, asking for nominations to committees and followed it up with the election ballot. All committee openings, both elected and appointed, were filled and we are ready to move forward with the next academic year.

The committee determined that the Academic Staff Mentoring program is in serious need of an overhaul. We began looking at the program and debating ways to get more current Academic Staff members involved and excited to take part in this program. As the committee continues to work towards a stronger mentoring program the committee decided to put out a quarterly email to new Academic Staff members. In these emails we sent information about campus services, development programs and opportunities, general campus information, etc.

Throughout the year we also worked to replace many open positions on committees due to many staff members leaving over the course of the year.

I would like to thank the members on the committee for their efforts and input:

Steve Zywicki (Chair) – University Union
Tori Nelson – WI Space Grant Consortium
Stephanie Kaponya – Office of Student Life
Erin Van Daalwyk – Dean of Students Office
Stephanie Murphy – Outreach & Adult Access

Respectfully submitted by Steve Zywicki, Chair

Health and Safety Committee

The committee met September 26, 2012 and April 24, 2013. Committee members include; Tammy Olp Classified Staff, Brock Neverman Technical Director Academic Staff, Michael Ingraham Associate Professor Academic Staff, Jeff Huebner Student Government, Jill Fermanich University Safety Manager, Amy Henniges Director of Health Service, Paul Pinkston Director of Facilities, Tomas Kujawa Director of Public Safety/Chair, Tim Helein Recreation Specialist Academic Staff, Joseph Schoenebreck Classified Staff, John Lyon Associate Professor Faculty. Others in attendance included Scott Schroeder meeting minutes, Joe Rozum Emergency Management Coordinator, Christine Olson Human Resources Manager – Wellness Committee, Jolene Truckenbrod Human Resources Specialist.

Purpose: The University of Wisconsin-Green Bay Health & Safety Committee is established to advise the Vice Chancellor for Business and Finance on issues relating to the health, safety, and wellness of the university community.

The outgoing 2011-2012 committee identified the following issues of concern: low GB Alert membership, should move to electronic exterior doors, identified need for Self-Awareness/self-defense training and identified need for on campus CPR instructors.

The following has been accomplished to address the 2011-2012 committee concerns:

- GB Alert
 - Added snow situations to GB alert notifications to increase membership
 - Log stories
 - Emphasis on GB alert during on-campus training
- Exterior doors
 - 52 additional exterior doors secured permanently
 - Preparing RFP to move remaining doors to electronic system
- Self-Awareness/Self-Defense training
 - Handling Disruptive Situation training available on campus
 - Newly hired Police Officer has expertise in self-defense and will take over program
- CPR Instructors
 - Two officers in Public Safety are certified instructors and have offered several classes
 - Offer training on AED usage

Activity Highlights:

- Fire Drill September 12, 2012.
- Chancellors Security Walk October 11, 2012 Outdoor lighting issues discussed and walked area between University Union and Residence Life - discuss upcoming changes to area
- Additional AED's – 32 now available campus wide
- Sub-committee report
 - Wellness Committee - established and providing support to campus
- Completion of Emergency Operations Center (EOC) and off-site EOC
- Additional panic alarms approved for Student Services area
- License Plate Recognition system in use on campus
- Tornado Drill April 19, 2013

- Tabletops on contaminated water, bomb threat, power outage – training on bomb response, active shooter, FEMA, crises response
- Campus wide security review by Emergency Management and Public Safety

JOINT GOVERNANCE COMMITTEES

Library and Instructional Technology Committee

Committee Members: Atife Caglar (chair), Eric Hansen, Katia Levintova, Todd Sanders, Jin Lee, Jacob Trenton Fabel, and Daniel Schrickel; ex-officio: Paula Ganyard, Aeron Haynie and Rajeev Bukralia; guest: Bill Hubbard

This year LITC met on October 12, November 9, December 7 2012 and March 12, April 23, and May 6 2013. We discussed a variety of issues but the committee's main discussions were on technology updates and challenges, the Cofrin Library Strategic plan, and the LITC charge change.

1. **LITC charge:** LITC gave its unanimous support to change the committee charge. The charge has been sent to the UC.
2. **Library Strategic Plan:** The LITC members fully supported the creation of, and logic behind, the 3-year Library Strategic Plan document, which involved extensive analysis of data including survey data.
3. **Implementation of Integrated Library for Cofrin Library:** The LITC gave unanimous support of the Cofrin Library's implementing a research discovery tool that will allow for "one stop searching" of journals, books, videos, etc.
4. **Campus Upgrade updates:** LITC discussed numerous remodeling, equipment upgrades that have occurred across campus.
5. **iPads/iPods:** LITC discussed the use and IT support of iPads/iPods in classrooms and decided that the campus doesn't have enough IT personnel to support these technologies.

**Respectfully submitted,
Atife Caglar (LITC Chair, 2012-2013)**

Awards & Recognition Committee

Members of the Awards and Recognition Committee: Caroline Boswell (chair), Mark Damie, Renee Ettinger, John Lyon, Michelle McQuade Dewhirst, Lidia Nonn, Deirdre Radosevich, and Debra Strelka.

The committee conversed and convened via email and met three times during the 2012-13 academic year.

Summary of Activities:

The committee reviewed the credentials of three potential commencement speakers, making positive recommendations in each case.

The committee continued with the previous year's committee's guideline that Founders Award recipients be required to have been employed by UWGB until June 15 of the year in which they have been selected as a recipient; retired employees are exempt from this condition.

The Committee discussed contacting the Founders Association about clarifying the Award for Collaborative Achievement. After much discussion, the committee decided that the 2013 award would only be granted to a group of at least two, but encourages future committees to consider clarifying the language of the award to avoid future confusion in consultation with the Founders Association.

The committee solicited nominations for the 2013 Founders Association Awards and selected recipients from among those nominations.

Respectfully submitted,

Caroline Boswell, Chair

Committee on Workload and Compensation

Committee Members:

David Dolan (chair)

Debbie Furlong (ex officio)

Eileen Kolb

Mimi Kubsch (ex officio, University Committee Liaison)

Dan Meinhardt

Emily Rogers

Meir Russ

Joe Schoenebeck (ex officio, Classified Staff Advisory Council Liaison)

Samantha Surowiec (ex officio, Academic Staff Committee Liaison)

Grant Winslow

In the fall semester of 2012, the CWC had its charge revised by the Faculty Senate to include a representative from the Classified Staff Advisory Council. Joe Schoenebeck was appointed to fill this position.

Compensation Study

The main activity of the CWC in the fall semester of 2012 was to assist and review various aspects of the Compensation Study being conducted by Fox Lawson & Associates. This included surveying all UWGB employees for their willingness to participate on Focus Groups with the consultant. One of the aims of these groups was to develop a UWGB Compensation Philosophy. The CWC sought input from all employees in the drafting of this document and reviewed the versions produced at various stages until consensus was reached. The CWC also met with the consultant, Jim Fox, to discuss the Focus Groups, the Compensation Philosophy, and other issues. Four CWC members (Dave Dolan, Mimi Kubsch, Emily Rogers, and Joe Schoenebeck) served on the Steering Committee for the Compensation Study which met approximately bi-weekly throughout the year.

Transparency Resolution

In keeping with the charge of the CWC, the committee worked on a resolution on transparency for professional development. This resolution was presented at the Faculty Senate and was passed unanimously. It was also presented to the Academic Staff Committee and the classified Staff Advisory Council and received support from those groups as well. The resolution included support for a website entitled “Professional Advancement” and resolved that the administration should publish an annual summary report of recruitment, advancement, and retention outcomes. It also directed the CWC to form a sub-committee on barriers to progression for employees.

Morale Items

In the continuing effort to identify areas of concern and stress among UWGB personnel, the CWC formed a Morale sub-committee and conducted a survey of ideas to improve morale. This resulted in four pages of ideas organized around six themes: communication, job satisfaction, supervisor and employee training, health and wellness, camaraderie, and recognition. The CWC met with the Chancellor twice during the spring semester of 2013 to discuss these and other issues. The Chancellor agreed to help the CWC track progress in addressing these items by posting the list and updates on a website at UWGB.

Moving Forward

The CWC will continue to meet as needed in the summer of 2013. It will be important to follow the progress of the compensation study as it nears completion. Also, the CWC wants to continue the momentum that has developed with the Morale sub-committee and the Barriers sub-committee.

Legislative Affairs Committee

During the 2012-13 academic year, the Legislative Affairs Committee consisted of the following members:

- Marlys Brunsting, Senior Academic Librarian, 12-14
- Amy Nelson, Student Services Specialist, 12-14
- Russell Leary, Adviser, 11-13
- Courtney Sherman, Assistant Professor, AH, 11-13
- Toni Damkoehler, Associate Professor, AH, 11-13
- Adam Parrillo, Assistant Professor, SS, 11-13 (Chair)
- Chloe Hansen (ex-officio non-voting student)
- Dan Spielmann, Special Assistant to the Chancellor, Legislative Liaison (ex-officio non-voting)
-

Consistent with the responsibilities listed in the Bylaws, and in support of academic staff governance goals for 2011-12, the Legislative Affairs Committee accepted the following goals as part of this year’s charge.

1. To monitor legislative and Board of Regents activities of concern to faculty and staff.

2. To advise and collaborate with Administration efforts to advance the interests of UW-Green Bay and its faculty and staff.
3. To report as appropriate to governance bodies and annually to the university through the SOFAS office.

During the year, the Legislative Affairs Committee met four times, thrice during the Fall semester and once in the Spring semester. Meeting dates were 09/20/12, 10/03/12, 10/19/12, and 03/13/13.

The first meeting established the purpose, charge, and structure of the Committee in continuation from the previous academic semester. As per Faculty Senate action in the Spring of 2012, the Legislative Affairs Committee is now a joint committee as opposed to separate faculty and staff committees that act in conjunction. Meetings consisted of reviewing old business, introduction of new business, student government report, and Spielmann reports about campus budgetary issues.

Considering this was election season, this committee created a semester agenda revolving around related election activities. Chloe Hansen, student representative, from Student Government kept the committee abreast of activities planned for campus. National Voter Registration Day was Sept. 25 and there were several events to register people on campus throughout this week. Rules for registering people to vote were reviewed, including SRD training, and faculty and staff agreed to spread the word, including social media sites (Russ Leary), campus emails (Amy Nelson and Toni Damkeohler) isolated buildings (Toni Damkoehler), and high traffic areas (Adam Parrillo). Rough estimates were that 2/3 of the student body were registered to vote by the end of the efforts.

The committee also assisted Student Government and their attempts to bring election candidates/guests to campus. In the end six candidates visited campus, including former President Bill Clinton. While the committee did not directly plan the events, member assisted by facilitating paperwork and in notifying portions of campus of the visits. Related to these activities, this committee also assisted in organizing and publicizing debate watching parties.

During Spring semester, campus legislative activities slowed down compared to election season. The committee finally met in March to discuss a Spring agenda which included the possibility of a letter writing campaign related to the campus compensation study. However, it was determined that this was unrelated to state legislation since it was still a campus issue. The idea was tabled until more movement was seen. During this time, committee member Amy Nelson relocated away from Green Bay and therefore resigned from the committee.

Submitted by Adam Parrillo
Chair of Legislative Committee