

AGENDA

UW-GREEN BAY FACULTY SENATE MEETING NO. 6

Wednesday, 26 March, 2025

3:00 p.m., TEAMS

Presiding Officer: Clif Ganyard, Speaker of the Senate

Parliamentarian: Michael Draney, Secretary of the Faculty and Staff

1. CALL TO ORDER

2. APPROVAL OF MINUTES: FACULTY SENATE MEETING NO. 5. February 19, 2025 (Pages 2-7)

3. CHANCELLOR'S REPORT

4. OLD BUSINESS

- a. Shared Governance Proposal (Second Reading, voting items. Bill Dirienzo and Mike Draney, Pages 8-17)

5. NEW BUSINESS

- a. Discussion Item: Memo on Early Tenure from Personnel Council (David Helpap, Pages 18-19)
- b. Discussion Item: First Year Seminar Prefix proposal (Bree Lybbert, Brianna Hyslop, Pages 20-21)
- c. Informational Item: 9/12 Pay Option (Courtney Sherman, Melissa Nash, Pages 22-28)
- d. Faculty Statement of Solidarity with our Students (Bill Dirienzo, Pages 29-40)
- e. Requests for Future Business

6. PROVOST'S REPORT

7. OTHER REPORTS

- a. Academic Affairs Council Report—This will be submitted for the April Senate Meeting.
- b. University Committee Report—Presented by Bill Dirienzo
- c. Faculty Rep Report—Submitted by Patricia Terry (Pages 41)
- d. Student Government Report—Presented by Karime Galaviz

8. ADJOURNMENT

DRAFT MINUTES

UW-GREEN BAY FACULTY SENATE MEETING NO. 5

Wednesday, 19 February, 2025

3:00 p.m., TEAMS

Presiding Officer: Clif Ganyard, Speaker of the Senate

Parliamentarian: Michael Draney, Secretary of the Faculty and Staff

PRESENT: Zhuoli Axelton (BusAdm); Angela Baerwolf (SOCW); Erin Berns-Herrboldt (NAS); Nazim Choudhury (RSE); Bill Dirienzo (NAS-UC); Jennifer Downard (HUB); Clif Ganyard (UC-HUS); Bill Gear (HUB); Stephan Gunn (RSE); Todd Hillhouse (Psych); Melvin Johnson (PEA); Heather Kaminski (AcctFin); Mark Karau (HUS); Justin Kavlie (ICS); J.P. Leary (FNS); Shawn Malone (NAS); Mike McIntire (NAS); Samantha Meister (EDU); Omar Meqdadi (RSE); Valerie Murrenus-Pilmaier (AWE); Abigail Nehr Korn-Bailey (Psych, Alternate); Heidi Neverman (Nursing); Ray Parth (Bus Adm); Laurel Phoenix (PEA); Kristopher Purzycki (Faculty, HUS); Kimberly Reilly (DJS); Jolanda Sallmann (SOCW); Heidi Sherman (HUS); Hyeonsik Shin (BusAdm); Chris Smith (Psych-UC); Christy Talbott (Music); Sam Watson (Art & Design); Keir Wefferling (NAS); Michael Alexander (Chancellor); Kate Burns (Provost); Mike Draney (SOFAS).

REPRESENTATIVES: Karime Galaviz (SGA Rep); Becky Haeny (USCA Rep); Sam Robinson (ASC Rep.); Patricia Terry (Faculty System Rep.).

GUESTS: Scott Ashmann (Assoc. Dean, CHESW); Michael Bubolz (CIO); Preston Cherry (Faculty, Bus Adm); Sarah Denis (Graduate Admissions Recruiter); Matt Dornbush (Dean, CSB); Paula Ganyard (Library Director); Susan Grant Robinson (Chief of Staff); Tamara Hoff (Faculty, Nursing); Craig Hulce (Faculty, Finance); Brianna Hyslop (Manager, Learning Center); Amy Ibuaka (Dean Assistant, CSET); Casey Kapalczynski (Prog. Specialist, WI Training Registries); Alan Kopischke (Faculty, TnD); Kate LaCount (Executive Assistant, Provost Office); Jessica Lambrecht (Executive Officer, CECE); McKinley Lentz (Adm Asst, Grad Studies); Vince Lowery (Faculty, HUS); Kayleigh Mapes (Grad & Exec Ed Coord); Ryan Martin (Dean, CAHSS); Ann Mattis (Faculty-AWE); Kim Mezger (Access Coordinator); Jaime Miller (Dept. Asst.); Melissa Nash (Director of HR); Amanda Nelson (Assoc Dean, CSET); O'Connell, Chrissy (Office Manager, CSET); Brian Rammer (Dir. Alumni Relations); Rasoul Rezvanian (Assoc. Dean, CSB); Caden Rohadfox (UWGB Student); Sera Shearer (Faculty, TnD); Courtney Sherman (Associate Provost); Rebecca Stone Thornberry (Faculty, TnD); Meghan Strehlow (AVC-Student Access & Success); Laina Stuebner (Prog. Spc., Grants & Res.); Tina Tackmier (Dept Asst, CSET); Kris Vespia (Director, CATL); Roger Wareham (Director, Grants & Res); Kerry Wilks (Assoc VC, Grad Studies & Res); Jennie Young (Assoc Dean, CAHSS); Jian Zhang (Faculty, RSE); Michael Zorn (Assoc Dean, CSET).

Thanks to Becky Haeny for taking attendance today.

1. **CALL TO ORDER** By Speaker Ganyard at 3:00 pm, who hoped everyone was staying warm on this cold day.

2. APPROVAL OF MINUTES: FACULTY SENATE MEETING NO. 4. January 22, 2025.

Speaker Ganyard asked for corrections or additions and counted the minutes as approved by consensus.

3. CHANCELLOR'S REPORT. Chancellor says good to be with us and thanks for the time.

One big announcement is our new Carnegie classification. They've added a third Research designation (in addition to R1 and R2): A Research College/University, and we have been named as one. This is a big moment for us that we should celebrate. Thanks to all who made it happen.

Budget from the Governor last night...this starts the budget process. Legislature will respond with their budget, and eventually there will be a reconciliation. Governor asked for a big additional bump in funding which would be transformational if we got it, but this budget really is just a starting point. We will continue to work to getting a diversity of independent funding streams. The state contribution is one of the LEAST stable parts of our funding picture!

Current state of higher education (repeating some from Coffee Break, apologies). National polling: Only 37% (and dropping) of Americans think higher education has value. New Federal Administration is trying to create so much confusion and disorder that we stop doing what we are doing. It is imperative that we don't do this. Our job is to make sure we are a great educational institution, that's why our students are paying their hard-earned money. The "Dear Colleague" letter we received on Friday was chilling, but that letter is not the law; we follow the law, and we will not blink. Chancellor believes we have the right mission for the right time, and we just need to do it.

Some want administration to say more publicly, but Chancellor urges us to consider that our students, staff, and our community is politically divided, and so we should focus on what we DO and not saying things that might make us feel better but might put people we want to help in harm's way. We don't want to be reactive; we want to be patient. Chancellor and Provost plan to visit each academic unit to answer questions and have a conversation.

Questions?

Sallmann: Understands what Chancellor is saying about political differences. But some people are feeling unsafe and unsupported. What do we do if ICE shows up? We need to prepare and make sure people feel supported. This is not the same as respecting political views. Chancellor appreciates that viewpoint, and will continue to think about it. We HAVE told people what to do if Ice shows up: Call University Police. That, and our lawyer, is our best defense. Chancellor and Provost have visited Multicultural and Pride Centers in last few days, and are trying to figure out how to allay fears, they understand their rights and their resources, etc. We can't change the executive orders, though. We're trying to find that right balance.

Karau: Understands and respects admins position. But, whether we make a statement or not, we are making a statement. Silence is a statement. Chancellor agrees, we are in a no-win. By drawing attention to the issue, we may be putting people in harm's way. Also believes that our institutional words are hollow, but our actions are NOT hollow. We have room to grow in this

area...it is what we DO that really matters. We have some unbelievably heroic people on this campus. Thank you, and keep thinking about how we can support students.

4. OLD BUSINESS

Speaker Ganyard reminds us that normally Minors don't come to us, but these stand-alone minors need Senate oversight.

- a. New Standalone Minor Proposal: Advertising (Ryan Martin; Second Reading)

Dean Ryan Martin: Collaboration between CAHSS and CSB. No new courses needed.

Motion to approve: Karau/Dirienzo

Any questions/discussion? Nope.

Motion passes 31/0/1

- b. New Standalone Minor Proposal: Arts Management and Entrepreneurship (Ryan Martin; Second Reading)

Dean Ryan Martin: Thanks for that last vote. We had an existing Arts Management minor, and we've introduced a new Faculty to make it broader. This is also collaboration with CSB. Includes one new course, deactivation of several old courses, but otherwise no major changes.

Motion to approve: Wefferling/Nehrkorn-Bailey

Motion passes: 34/0/0

- c. New Standalone Minor Proposal: Film Studies (David Coury; Second Reading)

Dean Ryan Martin: This Minor is following a deactivation of a HUS emphasis. Very similar to that.

Motion: Karau/Leary

Questions/Discussion?

Motion Passes: 34/0/0

5. NEW BUSINESS

- a. Shared Governance Proposal (Bill Dirienzo/Mike Draney, First Reading, Pages 19-28)

Dirienzo introduced the first four proposals from the Governance Structures Working Group. More may follow, but these are more straightforward.

- 1) Eliminate Individualized Learning Committee in favor of ad hoc committees of subject matter experts. Senator Wefferling is on the ILC currently, and concurs it's a good idea.
- 2) Change CWC Charge: Open up to Assoc/Full TP or Research Professor. No two from same College. Karau likes the change BUT has concerns about TP/RPs aren't required to do this, and wants to make it clear that they should understand that. Dirienzo states many TPs want more service opportunities.
- 3) Remove IRB, IAUCAC, IBC from Shared Governance oversight. To remove potential conflict of interest. Draney mentions we should explicitly mention the non-shared Governance status of

these in the charges. Another possibility would be to remove them from the SOFAS site, but SOFAS thinks that might cause more confusion than its worth. Ganyard wondered if the need for specialized committee members needs to be clarified. Hillhouse stated its already pretty clear.

- 4) UC: Increase to 7 Committee Members; College not domain: One faculty rep from each College plus 3 others, not to exceed 3 from one College. TP rep perhaps? UC members probably should have tenure protection. Important enough committee to justify representation from each College.

Speaker Ganyard asks Senators to share with their units, and to report back to Senate BEFORE next meeting, so changes can be made.

- b. Requests for Future Business. Speaker Ganyard asked the question...as usual, met with silence.

6. PROVOST'S REPORT

Provost Burns already sent a few emails today.

Enrollment: At 8,128. 1% higher in headcount and 5% higher in student credit hours compared to last year. Direct admit has given us 1.7 X last year's applications. Lots of work for Admissions, we are trending a bit up in terms of students committing, which may indicate an increase in yield. It's still very early.

More details on Title 2: From Americans with Disabilities Act. In April 2026, all currently taught courses need accessible digital content (in Face to Face and in Canvas): Captions are correct, and documents are color-blind friendly and screen-reader compatible. Start planning now so you can get things formatted for S26. Focus on those classes first, and on the most important items in those courses. CATL will be a great resource for everyone.

Email on retention was send out just before Senate. Retention is retention from F to F of new first year full time students. 65.9%. We have had lower retention rates in general (and nationwide) since COVID. This is our lowest retention rate for us, for the last 15 years! It may seem daunting, but its an opportunity to figure out what really works for us. Where can we improve?

I think all attendees of Monday's K12 panel discussion on today's HS students found it to be eye-opening. There's three more of these presentations plus a Student Success Summit to cap the semester off. Success and retention is the work of all of us.

Questions?

Meister: What sort of compliance is going to be built in? Can we work this into new faculty onboarding and orientation? Provost: Onboarding, that's a fantastic suggestion. CATL has been doing onboarding and ad-hoc training, and they will start in on Title 2. Compliance: We're told there will be significant EXTERNAL compliance tracking. Its too soon to say what that will look like in terms of details, but non-compliance will have consequences (institutional or even personal).

C. Talbott: Do we need to go beyond the Canvas accessibility compliance checker? CATL Director Kris Vespia: We're still waiting for system attorneys to clarify exactly what falls under Title 2 and what doesn't. Paquet is the ultimate arbiter on campus, not CATL. The Canvas accessibility checker will help by looking at the page, but it can't look at many uploaded documents: PowerPoints, Word and pdf documents, video clips, etc. CATL will release a course in late March with modules for Word, Excel, PowerPoint, media, images, etc.

Ganyard: Will CATL be offering courses to help? Vespia: Yes. Some universities are trying an Accessibility Day or Week to hammer out remediation stuff.

7. OTHER REPORTS

- a. Academic Affairs Council Report—A large report will come out next month. AAC Chair Vince Lowery is available at today's Senate Meeting to answer any questions about Core Curriculum, etc. Ganyard called Vince Lowery to comment: Most AAC work is done, on the heels of the GEC's core curriculum work. A series of meetings to review all the many Core curriculum courses. We all owe Kerry Kuenzi a debt for the massive amount of work she did. Thanks for all the new courses, curricular changes, etc. Lots of amazing innovations. Join the AAC to get a front-row seat to all this! HIPs still to come.

Berns-Herrboldt is curious about dual enrollment and what the issues might be. Lowery: The primary purpose of those meetings is to get updates from Meghan Strehlow. Sorry, that's a terrible answer, says Vince.

- b. University Committee Report—Presented by Bill Dirienzo. Sharing Shared Governance Working Group Report in the chat. We'll be looking at more issues next month. There's also a proposal to grow GEC substantially. We're hiring a Research Professor in HUB, so we want to take a look at how they are treated in the handbook, etc. A third issue: Possible changes to time blocks in the teaching schedule...earliest adoption possible would be F26. 15 min between classes? More morning classes? A common time? A lunch break? Dirienzo re-elected as UC Chair!
- c. Faculty Rep Report—Presented by Patricia Terry. Very busy Madison meeting a few weeks ago. The Faculty Rep group has been working on their own version of the Future of UW document; that has been forwarded to President Rothman. Rothman has walked back the Intellectual Property rights revision policy, and has formed a working group containing four faculty reps, staff and student reps. A better revision should be coming out. A joint meeting of Faculty/Staff/Student reps: Update on Workday training. President Rothman talked about the budget process. He has formed some subcommittees including campus admins and faculty to get talking points on issues for legislatures. Dirienzo and Shelton are members of such groups. Rothman has been working with WI business people to get them to advocate for the System as an economic driver for WI. We had a lengthy Q&A with him on recent Federal changes/potential changes. There has been a System level committee to look at Executive orders and federal changes to determine how best to respond. Contingency plans for ICE on campus, low overhead rates, pullback on DEI initiatives. Rothman reiterated that our jobs require welcoming students and giving them "cultural fluency" as part of their education. Stay tuned, there will undoubtedly be more.
- d. University Staff Report—Submitted by Becky Haeny (Page 29)
- e. Student Government Report—Presented by Karime Galaviz. SGA met with Senator Jaime Wall on 10 Feb., which was nice. Lobbying day in Madison is tomorrow, with about six other UWs. Karime and others will go down there. Our agenda is packed. We'll be meeting with all local reps and members of the Joint Finance Committee. Met with the Chancellor last week. Lobbying Day is the main item these past few weeks. Rep. Ahmad Rivera Wagner is meeting with us next week. Meet, tour, lunch. All students welcome. Heidi Sherman: Can you tell us more about students afraid to go to class, and why? Galaviz: Hispanic students had a fear of coming to campus...will they be followed home, etc. The federal funding freeze also shook up students quite a bit.

Chancellor talked to SGA that same day. SGA also wrote a statement to students. Question from Senator Sherman: She asked what students might want from units, and Galaviz recommends just reassuring students you're there for them. Question from Senator Johnson: Provost mentioned retention is low this semester, have you heard about students not coming back due to fear? Galaviz: Has heard that from her friend group as well, but mostly students just want more information, and thinks the Chancellor's strategy is helping to alleviate fears.

8. ADJOURNMENT at 4:29 pm, after attendees were thanked by Speaker Ganyard.

Proposal 1: Eliminate the Individualized Learning Committee as a standing committee and form ad hoc committees as needed instead:

(From the Faculty Handbook Pg. 80-81)

~~Individualized Learning Committee~~

- ~~1. The Individualized Learning Committee shall be composed of eight (8) appointed members. It will include five (5) faculty members with no more than two from a domain voting district and the chair of the Interdisciplinary Studies Committee. The Personal Major Advisor and Director of Assessment Services serve as ex-officio, non-voting members. Each faculty member will serve a three (3) year staggered term to assure continuity.~~
- ~~2. Nomination of candidates for appointment to the Individualized Learning Committee is the responsibility of the Committee on Committees and Nominations. Appointments are made annually by the University Committee.~~
- ~~3. Individualized Learning Committee activities are coordinated by a chairperson elected by Committee members at the beginning of each academic year. The chair will be responsible for establishing a committee structure and making committee assignments.~~
- ~~4. The Individualized Learning Committee serves the following functions:
 - ~~A. Advises the Provost and Vice Chancellor for Academic Affairs or their designee on policies and procedures related to Credit for Prior Learning and Credit by Examination.~~
 - ~~B. Evaluates Personal Major proposals and determine whether to recommend approval.~~~~
- ~~5. The chair must submit a report of Committee activities at the end of each academic year to the Chair of the University Committee and the Secretary of the Faculty and Staff.~~

(From the Course Catalog)

Individual Major

(Bachelor of Arts or Bachelor of Science)

An Individual Major is a self-designed program for students who find that their educational objectives cannot adequately be met by any of the University's existing majors. The Individual Major allows students to incorporate courses from several academic areas into a unique program of study intended to prepare them for employment or graduate study in a specific field of interest. In keeping with the interdisciplinary mission of the University, all Individual Majors are strongly encouraged to incorporate courses from several academic areas offered at UW-Green Bay.

To develop an Individual Major, students must meet with a faculty adviser and the Associate Provost to discuss their educational and career objectives. Students write a proposal which includes a statement of objectives, a list of proposed courses for the major, intended degree, and a rationale explaining how those courses form a coherent program of study. **Students also identify at least three (3) faculty members, approved by the Associate Provost, with expertise relevant to the Individual Major to serve as an ad hoc Individualized Learning Committee.** The proposal must be approved by the Associate Dean and faculty adviser before being submitted to the Individualized Learning Committee for final approval. Students completing an Individual Major must complete all University requirements for a degree, including general education, residency, and English and mathematics proficiency. It is highly recommended that students who wish to pursue this course of study have a cumulative GPA of 3.5 or above.

The minimum requirements for an Individual Major include 30 credits of upper-level credits focused on an area, and an appropriate array of supporting courses. Students should submit the proposal to the Associate Provost no later than the beginning of their junior year to ensure timely graduation.

Additional information and assistance in planning an Individual Major is available from the Office of the Provost.

Proposal 2: Update the faculty membership of the Committee on Workload and Compensation to reflect the current College structure and loosen the strict tenure requirement:

(From the Faculty Handbook Pg. 82-83)

Committee on Workload and Compensation

1. The Joint Committee on Workload and Compensation (CWC) shall be composed of nine voting members serving three-year ~~terms (eventually, but not initially, to be staggered three-year terms)~~. The Academic Staff Committee (ASC) shall appoint three Academic Staff representatives. The University Staff Committee (USC) shall appoint three University Staff representatives. The University Committee (UC) shall appoint three ~~tenured~~ faculty representatives ~~at the rank of associate or full professor, associate or full teaching professor, or associate or full research professor, with faculty status, with no two from the same College: one from the College of Professional Studies, one from the College of Liberal Arts and Sciences, and one at large~~, subject to the condition that at least one of the three members shall also be a member of the Graduate Faculty. In addition, the Director of Institutional Research and one representative each from the ASC, the USC, and the UC shall serve as ex officio (non-voting) members of the CWC. These additional members shall each serve one-year terms, or be re-appointed annually for the duration of their service on the ASC, USC or UC.
2. The chair of the CWC shall attend a meeting of the ASC, USC, and the UC at least once per semester to update them and report on plans and progress.
3. The CWC is charged with both reporting and action responsibilities:
 - a. The committee is charged with:
 - i. identifying the various existing and potential components of workload and forms of compensation for the Academic Staff, University Staff, and Faculty
 - ii. identifying areas of concern and stress among said personnel relating to workload and compensation, and
 - iii. formulating options for remedying perceived workload and compensation shortcomings, dysfunctional procedures, or inequities on this campus.
 - b. On an ongoing basis, and at least once per semester, the committee is asked to present Resolutions (relating to 3a) to the Academic Staff Committee, University Staff Committee, and Faculty Senate for action.

Proposal 3: Remove the Institutional Review Board (IRB), Institutional Animal Care and Use Committee (IACUC), and Institutional Biosafety Committee (IBC) from Shared Governance responsibility.

(Institutional Review Board Charge)

1. The Institutional Review Board (IRB) shall be composed of eight (8) persons: six (6) members of the faculty appointed by the Provost, one (1) community member, and the Risk Manager and Contracting Officer (who will serve as an ex officio, voting member). At least two of the faculty members will be non-scientists, i.e., the major field of study of their highest degree held is not in the natural or social sciences and at least one will be a scientist. All members, with the exception of the Risk Manager and Contracting Officer, will serve three-year, staggered terms to assure continuity.
2. The Provost and Vice Chancellor for Academic Affairs, or designee, is the designated Institutional Official responsible for matters pertaining to research involving the use of human subjects.
3. ~~The IRB Chair shall collaborate with the Committee on Committees and Nominations when nominating the slate of faculty candidates to serve on the IRB or when nominating faculty candidates when replacements are necessary.~~ The IRB Chair shall be responsible for the nomination of the community candidate when a replacement is necessary. Final appointments are made by the Provost and Vice Chancellor of Academic Affairs, or designee.
4. IRB activities are coordinated by a chairperson appointed by the Provost and Vice Chancellor of Academic Affairs, or designee, for a three-year, renewable term. The term of the chair begins on July 1 and concludes on June 30.
5. The IRB serves the following functions:
 - Is the UW-Green Bay Institutional Review Board as defined in the Federal Government Regulations 45 CFR Part 46 (Federal Register 11/01, PP83668392).
 - Develops and makes recommendations to the Institutional Official regarding guidelines and procedures for the review of research proposals, submitted by UW-Green Bay faculty, staff and students, involving more than trivial risks to human subjects participating in the research.
 - Reviews and approves or denies the conduct of all proposed research, to be conducted by UW-Green Bay faculty, staff and students, involving more than trivial risks human subjects participating in the research.
 - Investigates allegations of research misconduct of UW-Green Bay faculty, staff or students when the misconduct is associated with research proposals previously approved by the Committee. The Committee may suspend approval of previously approved research if allegations are substantiated.

6. The chair of the Board has the following responsibilities:
 - Maintain official records of submitted research proposals reviewed by the Committee, indicating approval or denial of all proposals.
 - Report the results of investigations of research misconduct, when the misconduct is associated with research proposals previously approved by the Committee, to the Institutional Official (or designee).
 - Notify the Institutional Official when the Board suspends approval of previously approved research and make recommendations for actions to be taken as a result of the suspension.
 - Submit a report of all Board activities at the end of each academic year to the Provost and Vice Chancellor for Academic Affairs, or designee.

(Institutional Animal Care and Use Committee Charge)

1. The Institutional Animal Care and Use Committee (IACUC) shall be composed of seven (7) appointed persons. It will include four (4) members of the faculty, one (1) community member, one (1) doctor of veterinary medicine, and the (1) University Safety Manager serving as an ex-officio, voting member. The community member must be unaffiliated with the University, cannot be an immediate family member of an employee of the institution, and must not utilize laboratory animals in a professional capacity. Among committee members, one must be a practicing animal scientist and one faculty member must be a non-scientist. Faculty members will serve three-year, staggered terms to assure continuity. The community member and the doctor of veterinary medicine will serve renewable one-year terms.
2. The Provost and Vice Chancellor for Academic Affairs is the designated Institutional Officer responsible for matters pertaining to research involving the use of animal subjects.
3. ~~The IACUC chair shall collaborate with the Committee on Committees and Nominations when nominating the slate of faculty candidates to serve on the IACUC or when nominating faculty candidates when replacements are necessary.~~ The IACUC chair shall be responsible for the nomination of community candidates and the doctor of veterinary medicine when replacements are necessary. Final appointments are made by the Provost and Vice Chancellor of Academic Affairs, or designee.
4. IACUC activities are coordinated by a chairperson elected by Committee members prior to the end of each academic year for the succeeding fiscal year. The term of the chair begins on July 1 and concludes on June 30.
5. The IACUC serves the following functions:

- A. Act as the UW-Green Bay review board as defined in the policies set forth by the Animal Welfare Act, administered by the United States Department of Agriculture (USDA), and the Public Health Service Policy on the Humane Care and Use of Laboratory Animals, overseen by the NIH Office of Laboratory Animal Welfare (OLAW).
 - B. Report to the Institutional Officer recommendations regarding guidelines and procedures for the use of live animals for research, testing, or teaching activities by UW-Green Bay faculty, staff, and students.
 - C. Review and approve or deny the conduct of all proposed research, testing, or teaching, as well as significant changes to previously approved activities, involving live animals to be conducted by UW-Green Bay faculty, staff, and students.
 - D. Evaluate the animal care and use program, and inspect currently operating animal care facilities, at least every six months.
 - E. Review any concerns about the care and use of animals at the institution.
 - F. Investigates allegations of research misconduct of UW-Green Bay faculty, staff or students when the misconduct is associated with research proposals/protocols previously approved by the Committee. The Committee may suspend approval of previously approved research if allegations are substantiated.
 - G. Provide recommendations on IACUC-related websites, trainings, and professional development.
6. The chair of the Committee has the following responsibilities:
- A. Archive official records of meetings, submitted research, testing, or teaching proposals involving live animals, indicating approval or denial of all proposals within the electronic storage infrastructure provided by the Office of Grants and Research.
 - B. Notify the Institutional Officer when deficiencies in the animal care and use program are identified. Notify the Institutional Officer when the Committee suspends approval of previously approved research and make recommendations for corrective actions to be taken as a result of the suspension.
 - C. Report the results of investigations of research misconduct involving the use of live animals to the Institutional Officer, or designee.
 - D. Submit a report of all Committee activities at the end of each academic year to the Provost and Vice Chancellor for Academic Affairs, or designee.

(Institutional Biosafety Committee Charge)

1. The Institutional Biosafety Committee (IBC) shall be composed of no fewer than six (6) members. It will include (1) the University Safety Manager as an ex officio, voting member, three (3) appointed members of the faculty, and two (2) community members unaffiliated with the University. Collectively, the committee should possess expertise in recombinant and synthetic nucleic acids, plants and animals, assessment of risk to environment and public health, knowledge of institutional commitments and policies, applicable law, professional standards, community attitudes, and environment, biological safety, and physical containment. Ad hoc consultants can provide subject area expertise for select submissions. All members, with the exception of the University Safety Manager, will serve three-year, staggered terms to assure continuity.
2. The Provost and Vice Chancellor for Academic Affairs, or designee, is the designated Institutional Official responsible for matters pertaining to research involving the use of recombinant DNA and other potentially hazardous biologics.
3. ~~Nomination of faculty candidates for appointment to the IBC is the responsibility of the Committee on Committees and Nominations.~~ The IBC chair is responsible for nominating community candidates when replacements are necessary. Final appointments are made by the Provost and Vice Chancellor of Academic Affairs, or designee.
4. IBC activities are coordinated by a chairperson elected by Committee members prior to the end of each academic year for the succeeding fiscal year. The term of the chair begins on July 1 and concludes on June 30.
5. The IBC serves the following functions:
 1. Is the UW-Green Bay Institutional Biosafety Committee as defined in the policies set forth by the National Institute of Health.
 2. Develops and makes recommendations to the Institutional Official regarding guidelines and procedures for the review of research proposals, submitted by UW-Green Bay faculty, staff and students, involving recombinant or synthetic nucleic acids and other investigations that involve other applicable biohazardous materials (e.g. blood borne pathogens, select agents and toxins).
 3. Reviews and approves or denies the conduct of all proposed research, to be conducted by UW-Green Bay faculty, staff and students, involving recombinant or synthetic nucleic acids and other investigations that involve other applicable biohazardous materials (e.g. blood borne pathogens, select agents and toxins).
 4. Investigates allegations of research misconduct of UW-Green Bay faculty, staff or students when the misconduct is associated with research proposals previously approved by the Committee. The Committee may suspend approval of previously approved research if allegations are substantiated.
6. The chair of the IBC has the following governance responsibilities:

1. Maintain official records of submitted research proposals reviewed by the Committee, indicating approval or denial of all proposals.
2. Maintain active registration of the UW-Green Bay IBC with the National Institute of Health (NIH).
3. Notify the Institutional Official when the Board suspends approval of previously approved research and make recommendations for actions to be taken as a result of the suspension.
4. Submit a report of all Board activities at the end of each academic year to the Provost and Vice Chancellor for Academic Affairs, or designee.

Proposal 4: Increase the size of the University Committee to seven members and require representation based on College instead of voting domain:

(From the Faculty Handbook Pg. 18-19)

52.07 Organization of the Faculty Senate

- A. The Presiding Officer of the Senate shall be the Speaker of the Senate.
- B. The Speaker of the Senate shall be elected from among the senators at a Senate meeting in the month of May. The Speaker of the Senate shall be the executive coordinator of the Senate. Term of office for the Speaker shall be one year. The Speaker shall be eligible to succeed themselves. Duties of the Speaker include:
 - 1. Preparing the agenda for Senate meetings in conjunction with the Chancellor, the Secretary of the Faculty and Staff, and the University Committee, bringing before the Senate all items of interest in faculty governance.
 - 2. Coordinating, in conjunction with the chairperson of the University Committee, all Faculty committees, elected and appointed, to ensure that all matters are brought before the appropriate Faculty committees; setting deadlines for committee reports to the Senate, and receiving committee minutes and reports.
 - 3. Reporting to the Senate the disposition of each matter.
 - 4. Appointment of a parliamentarian, if needed.
- C. The Deputy Speaker of the Senate shall be elected from among the senators at a Senate meeting before the month of November. The Deputy Speaker will be the Presiding Officer in the absence of the Speaker.
- D. The University Committee serves as the executive committee of the Faculty Senate, as well as of the Faculty.
 - 1. The University Committee comprises ~~six~~ **seven** tenured members of professorial rank, ~~two~~ elected ~~each year~~ for three-year terms. There shall be one member from each ~~domain voting district~~ **College** and ~~two~~ **three** members at-large, with not more than ~~two~~ **three in total** from a single **College** ~~domain voting district~~. A faculty member shall not serve on the UC and the PC, AAC, GAAC, GEC or CRR at the same time.
 - 2. The University Committee has the following functions:
 - a. Considers questions concerning the educational interests or policies of the UWGB campus.
 - b. Examines any action taken respecting the UWGB campus by the Board of Regents, by the Board of Visitors, by the various faculties or faculty committees, or by other bodies or individuals related to the UWGB campus.
 - c. Serves as the UWGB Codification Committee, and as such:

- (1) Interprets the rules and regulations where general questions arise;
 - (2) Interprets rules and regulations regarding potential faculty grievances, and where appropriate, refers personnel grievances to a personnel grievance committee;
 - (3) Proposes for Faculty action, changes in rules and regulations, when appropriate.
- d. Consults with appropriate administrative officers on budget and legislative matters.
 - e. Participates in the preparation of the agenda for meetings of the Faculty and of the Faculty Senate.
 - f. Initiates studies and makes recommendations to the Faculty or administration concerning educational policy.
 - g. Advises on procedures which involve the Faculty in making nominations for appointments to major administrative positions.
 - h. Advises on procedures which involve the Faculty in making recommendations on the organization or reorganization of major programs of instruction, research, and service, or the creation of new colleges, schools or institutes involving significant educational programs.
- E. The Secretary of the Faculty and Staff shall serve as Secretary of the Senate.
- F. The Senate shall determine its own organization in further respects, and shall, if deemed necessary, create committees whose membership need not be limited to senators, and shall adopt procedural rules for the conduct of its business.



UNIVERSITY of WISCONSIN
GREEN BAY

February 24, 2025

TO: Bill Dirienzo, Chair, University Committee

RE: Early Tenure Qualifications

FROM: Personnel Council, Mary Gichobi, David Helpap (chair), Jon Shelton, and Sam Watson; memo prepared by David Helpap

The Personnel Council met on Monday, February 10, 2025 to discuss early tenure policies and procedures at UW-Green Bay. Per the Personnel Council charge,

On its own initiative, or upon the request of the University Committee, the Personnel Council may advise the Faculty Senate about issues of personnel policy and implementation that fall within the jurisdiction of the Faculty.

During the discussion, several committee members noted the frequency with which assistant professors at UW-Green Bay have applied for early tenure, some within a year or two of joining the faculty. In some ways, this speaks to the quality of faculty hired by academic departments across campus, as these individuals are able to quickly meet departmental, unit, and university tenure standards associated with teaching, research, and service.

The challenge, however, is that assessing the long-term potential and success of assistant professors can be difficult with only one or two years of service, even if the individual is granted “years of service” from a prior institution. This is particularly challenging at UW-Green Bay because of its focus on quality teaching in the classroom. A longer time frame prior to gaining tenure would give faculty an opportunity to teach a larger number and wider array of classes and obtain additional peer and student feedback at UW-Green Bay, specifically. Faculty members also would have the opportunity to demonstrate a sustained record of service to their department, the university, and the community over a longer period of time.

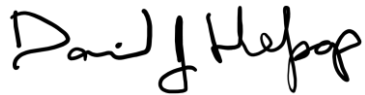
As a result of the discussion, members of the Personnel Council recommend the University Committee review current university-wide policies and procedures associated with early tenure at UW-Green Bay. The committee further recommended all faculty complete, at a minimum, two full years of service at UW-Green Bay, specifically, prior to becoming eligible for tenure. To be clear, in no way are these recommendations a reaction to the recently completed tenure hearings for the 2024-2025 academic year, or the actions of a specific department or unit. Rather, they are a response to trends over a longer period of time across the university as a whole.

Please do not hesitate to contact me, or any member of the Personnel Council, with questions regarding the concerns or recommendations highlighted above.

Personnel Council Members



Mary Gichobi



David Helpap (chair)



Jon Shelton



Sam Watson

Proposal for Implementing a Common Prefix for First Year Seminar Courses at UW-Green Bay

Introduction

The First Year Seminar (FYS) is a critical component of the academic experience at UW-Green Bay, designed to help students transition into university life and set the foundation for their academic success. To enhance the effectiveness and accessibility of these courses, we propose adopting a common prefix for all FYS courses (ex: UWGB 198, UNIV 198, etc.). Course setups will include an attribute that connects the instruction back to one of the four colleges, allowing for departmental instructional loads to be tracked.

Course Catalog Example:

UWGB 198: First Year Seminar- Solving Mysteries Through Chemistry

Description: First Year Seminars equip new students with the knowledge and tools to be successful at UW-Green Bay. Topics include accessing university resources, building belonging and connections, planning and financing your education and mentorship. Students select a First Year Seminar in an area of interest which serves as the subject matter in which the success topics are addressed.

Special Notes: Description- This course demystifies the popular science in our headlines today – from understanding the Flint, Michigan water crisis, to issues with cleaning up “forever chemicals” (PFAS), to breakthroughs in nuclear fusion, to the environmental issues in the “fast fashion” industry, and any number of other interesting science topics. We will delve into the idea of pseudoscience, ethics, information literacy, and other topics as they relate to the information and misinformation surrounding popular science headlines. We will learn how to evaluate sources of information to learning how to choose reliable sources.

Dr. Breyawn Lybbert is a professor of chemistry with a passion for digging into scientific mysteries!

Benefits of a Common Prefix

1. Enhanced Course Selection

- **Diverse Topics:** A common prefix will make it easier for students to explore a wide range of topics beyond their major. Currently, students might overlook valuable FYS courses because they are categorized under different prefixes that do not immediately indicate their relevance to students across all majors. This is especially evident at the Sheboygan and Manitowoc campuses where students have limited options.

- **Informed Decisions:** With a unified prefix, students can more easily identify all available FYS courses, allowing them to make more informed decisions based on their interests and academic goals rather than being confined to their major's offerings.
 - **Increased First Semester Experience:** Students enrolling later in the summer often have limited options to choose from and advisors get pushback from students who aren't comfortable enrolling in a seminar within some departments. Using a common prefix will limit students who forego FYS in their first semester.
2. **Cohesive Learning Experience**
- **Unified Goals:** A common prefix will facilitate the development and communication of shared goals for the FYS program. This will ensure that all FYS courses, regardless of their specific content, adhere to a consistent set of objectives aimed at supporting first-year students.
 - **Common Experience:** By standardizing the prefix, we can create a more cohesive and recognizable FYS program. This will help students feel part of a unified cohort, enhancing their sense of community and belonging at UW-Green Bay.
3. **Streamlined Administration and Assessment**
- **Goal Alignment:** A common prefix will simplify the process of identifying and aligning the goals of FYS courses. This will make it easier to assess the effectiveness of the program and ensure that all courses contribute to the overarching objectives for student success. This alignment is important to recent accreditation reports that ask us to assess and maintain consistent learning outcomes.
 - **Data Collection and Analysis:** Standardizing the prefix will facilitate more efficient data collection and analysis, enabling the university to track student outcomes and make data-driven improvements to the FYS program.

Establishing a common prefix such as UNIV or UWGB will allow for other student success-based courses to be removed from the COMMC SCI prefix that has become a catch-all for student success coursework.

By moving to a common prefix for FYS courses, UW-Green Bay can enhance the educational experience for first-year students, helping them to thrive academically and personally from the very start of their university journey.



9 Over 12 Adoption

**UW-Green Bay
Faculty Senate
3/26/2025**



Definitions/Eligibility

Based on Current DRAFT Academic Basis Pay Deferral Policy

- 9-month academic-year employees
 - Exempt only
 - Faculty, academic staff & limited appointees
 - Not in a terminal or temporary role
- Enrollment decision on a per-person basis
- Defers academic pay (more specificity in examples)
- Annual election for on-going staff
- If no change is submitted, employee remains either a participant or non-participant based on the previous AY
- Positive election to begin/stop deferral 1 time/year (by start of the academic year)
 - Limited exceptions

9 over 12 Eligibility Matrix

Most common employee scenarios

Scenario	9 over 12 eligible	Notes
Current employee with only C-basis appointment(s) (position)	Y	Must elect before start of fall semester
Current employee with A-basis appointment (position)	N	A-basis not eligible
Current employee with C and A basis appointments	N	All appointments with pay must be eligible
Entirely new to UW (all) C-basis employee hired and starting by October 1	Y	Application must be submitted before start date
Entirely new to UW New C-basis employee hired or starting after October 1	N	Employee must wait until next academic year
Employee has 2 C-basis appointments – 1 at a participating university and 1 not participating	N	Both universities must participate for employee to be eligible
Employee changes from A-basis position to a C-basis position mid-year or mid-semester	N	Employee must wait until next academic year
Current employee with C-basis appointment and a no-pay basis appointment, activity pay, overload (not A basis), or future allowance plan	Y	Supplemental pay on the same position does not impact eligibility

Calculation Example - The Base

- Academic Pay = \$58,500
- Standard academic biweekly payment is \$3,000 (\$58,500/19.5)
- If 9 over 12 is elected, the academic biweekly payment will have 25% deferred to be paid during the summer period (\$3,000 x 25% = \$750)
- Overload earnings are not subject to 9 over 12 deferment and will be paid as usual during the academic year payrolls.
- Additional information will be provided in mid- to late-April related to how pay is impacted by leave taken.

Period	Earned	Paid	Deferred		
1	\$ 1,500.00	\$ 1,125.00	\$ 375.00		
2	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
3	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
4	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
5	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
6	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
7	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
8	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
9	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
10	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
11	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
12	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
13	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
14	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
15	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
16	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
17	\$ 3,000.00	\$ 2,250.00	\$ 750.00		
18	\$ 3,000.00	\$ 2,250.00	\$ 750.00	Accum	
19	\$ 3,000.00	\$ 2,250.00	\$ 750.00	Bucket	
20	\$ 3,000.00	\$ 2,250.00	\$ 750.00		\$ 14,625.00
21		\$ 2,250.00	\$ (2,250.00)		
22		\$ 2,250.00	\$ (2,250.00)		
23		\$ 2,250.00	\$ (2,250.00)		
24		\$ 2,250.00	\$ (2,250.00)		
25		\$ 2,250.00	\$ (2,250.00)		
26		\$ 2,250.00	\$ (2,250.00)		
27		\$ 1,125.00	\$ (1,125.00)		
Totals	\$ 58,500.00	\$ 58,500.00	\$ -		

* Employee starts halfway through pay period.

Enrollment Process for Academic Year 25-26

- Employee communications will come from UW Shared Services in mid to late April
 - Pay examples, calculator, and FAQ documents available
- Current employees submit attestation enrollment form to UWSS
 - Webform creation in progress (verifies employee)
 - Forms must be submitted **before** work starts for AY25-26 (*August 25, 2025*)
- New to UW employees
 - Receive link to form as part of hire process
 - Submit form prior to starting work and no later than the pay period that contains 10/01/25
- UWSS to enter enrollment in Workday
- UWSS to manage process including pay impacts, terminations, disenrollment

Next Steps

- Watch for communication coming from UWSS in mid- to late-April.
- Review the information provided in the communication
- Utilize the FAQs and pay calculator.
- Ask questions if it would be helpful to get more information
 - Questions about the calculator, form, or other general questions can be routed to:
 - UW Shared Services: serviceoperations@support.wisconsin.edu
 - Questions about how a planned leave of absence may impact your decision can be routed to:
 - Your HR Talent Partner ([Contact Us - Human Resources](#))
- Make your decision
 - If interested in moving to a *12-month pay deferral plan*, complete attestation enrollment form **no later than August 24, 2025**.
 - If you want to stay in a *9-month pay schedule*, **no action is needed**.



Statement of Solidarity

We, the Faculty Senate of UW-Green Bay, wish to express our support for our students in difficult and uncertain times.

We want all students to know that they all deserve to be here. We welcome everyone wanting to learn and grow. We expect all students will treat each other with this same dignity and respect.

We ask students to keep open lines of communication with faculty, staff, and the Student Government Association so we understand how to support you.

We stand by Student Services and encourage students to take full advantage of the supports available to them, in particular the Pride Center and Multicultural Resource Center.

We reaffirm our commitment to our University Mission & Vision Statements and our Civility & Inclusivity Statement.

We support the email sent by UW-Green Bay Police to students on January 27, 2025, and the sentiments therein.

Furthermore, we pledge the following:

- To affirm our students and their identities.
- To assert that all our students have a right to exist, to live and learn in peace and safety, and seek affirming care.
- To oppose efforts or threats to reduce funding for our students.
- To document any efforts of federal agents interfering with our campuses.
- To provide whatever mutual aid we can provide our students and targeted members of our communities during this time.
- To defend the principle of true academic freedom on our campuses from external threats.
- To fight for the promise of an inclusive democracy.
- To teach truthful accounts of the past and present, which include helping students make sense of systemic injustices, contributions from communities of Color and other marginalized groups, and struggles for justice, which have always been at the heart of our democratic aspirations.
- To treat all members of our community with the humanity and dignity everyone deserves, irrespective of religion, age, disability, ethnic origin, race, gender, marital status, sexual orientation, or immigrant or refugee status.
- Not to tolerate dehumanization of, or threats or violence toward, any members of our community, even when it masquerades as academic freedom or free speech.

We publicly commit to standing with our students and defend the services we know our students need to succeed.


Faculty Senate Statement of Solidarity with Our Students and Supporting Resources



[Campus Policies](#)[Student Resources](#)



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Campus Policies

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UW-Green Bay Civility & Inclusivity Statement [↗ \(https://www.uwgb.edu/police/\)](https://www.uwgb.edu/police/)

Full Statement [↗ \(https://www.uwgb.edu/edi/inclusion-statement/\)](https://www.uwgb.edu/edi/inclusion-statement/)

Selected quotations:

- *“Campus activities, programs, classes, lectures and everyday interactions are enriched by our inclusion of one another as we strive to learn from each other in an atmosphere of positive*

engagement and mutual respect.”

- *“As campus community members, we are responsible for our behaviors and are fully accountable for our actions.”*
- *“As a campus community we will not engage in harassment or discrimination against another human being on the basis of race, color, religion, sex, sexual orientation, gender and/or gender identity or expression, marital or parental status, genetic information, national origin, ethnicity, citizenship status, veteran or military status (including disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran status), age or disability. Verbal or written abuse, threats, harassment, intimidation or violence against persons or property will not be tolerated.”*

Reporting Incidents

All who work, live, study, teach and visit the UW-Green Bay community are here by choice and as part of that choice should be committed to these principles of civility and inclusivity which are an integral part of UW-Green Bay’s **Strategic Mission** [↗\(https://www.uwgb.edu/chancellor/mission/\)](https://www.uwgb.edu/chancellor/mission/) and the **Harassment and Discrimination Policy** [↗\(https://www.uwgb.edu/UWGBCMS/media/policies/files/Harassment-Discrimination-GB-50-17-1_1.pdf?ext=.pdf\)](https://www.uwgb.edu/UWGBCMS/media/policies/files/Harassment-Discrimination-GB-50-17-1_1.pdf?ext=.pdf). If you have experienced or witnessed an event or behavior that violates this statement, you can report in a number of ways:

- Complete a **hate-crime bias report** [↗\(https://cm.maxient.com/reportingform.php?UnivofWisconsinGreenBay&layout_id=9\)](https://cm.maxient.com/reportingform.php?UnivofWisconsinGreenBay&layout_id=9).
- Follow procedures indicated in the **Harassment and Discrimination Policy** [↗\(https://www.uwgb.edu/UWGBCMS/media/policies/files/Harassment-Discrimination-GB-50-17-1_1.pdf?ext=.pdf\)](https://www.uwgb.edu/UWGBCMS/media/policies/files/Harassment-Discrimination-GB-50-17-1_1.pdf?ext=.pdf).
- File a **Complaint or Grievance** [↗\(https://www.uwgb.edu/human-resources/employee-relations/grievance-and-complaint-procedures/\)](https://www.uwgb.edu/human-resources/employee-relations/grievance-and-complaint-procedures/).
- Report in person to one of the following:
 - **Dean of Students Office** [↗\(https://www.uwgb.edu/dean-of-students/\)](https://www.uwgb.edu/dean-of-students/)
 - **Office of Human Resources** [↗\(https://www.uwgb.edu/human-resources/\)](https://www.uwgb.edu/human-resources/)
 - **Title IX Coordinator** [↗\(https://www.uwgb.edu/title-ix/\)](https://www.uwgb.edu/title-ix/)
 - **University Police** [↗\(https://www.uwgb.edu/police/\)](https://www.uwgb.edu/police/)

UW-Green Bay Land Acknowledgment

Why the land acknowledgment is important: It is important to recognize the Native peoples that reside in Wisconsin, both current and historically, and in particular, the Ho-Chunk and Menominee peoples that lived in the Green Bay area long before our institution was created.

We at the University of Wisconsin-Green Bay acknowledge the First Nations people who are the original inhabitants of the region. The Ho-Chunk Nation and the Menominee Nation are the original First People of Wisconsin and both Nations have ancient historical and spiritual connections to the land that our institution now resides upon.

Today, Wisconsin is home to 12 First Nations communities including the Oneida Nation of Wisconsin, Forest County Potawatomi, Ojibwe Nation communities, Stockbridge-Munsee Band of the Mohicans, and the Brothertown Indian Nation.

We acknowledge the First Nations People of Wisconsin.

UW-Green Bay Police Department Email Jan 27, 2025



Subject: Concerns Regarding Immigration and Customs Enforcement (ICE) Activity

"UW-Green Bay Police recognize and understand that recent reports about increased Immigration and Customs Enforcement (ICE) activity nationwide have raised questions and concerns on campus and throughout the broader communities that UW-Green Bay serves.

The UW-Green Bay Police Department is committed to providing exceptional service to everyone at all of our campuses regardless of immigration status. In an effort to be transparent to our campus communities, we feel it's important to share the following information about the policies and practices followed by the UW-Green Bay Police Department and the University generally:

- UW-Green Bay does not offer, nor will it provide information on the immigration status of its Students, Faculty or Staff unless required to do so under the force of law.
- ICE officers must respect the constitutional rights of individuals; following the law and all applicable legal processes when engaged in enforcement or related actions. For example, the need to obtain a warrant to enter an on-campus private residence.
- UW-Green Bay Police does not participate in Federal immigration enforcement actions conducted by ICE, as our resources are limited and such enforcement actions are well outside the mission of university policing.
- UW-Green Bay Police Officers do not investigate suspected violations of immigration law, nor inquire about an individual's immigration status. An individual's immigration status is only relevant when an individual has an active federal warrant; which compels law enforcement to take arrest action.
- Victims should never fear police or making a police report. An individual's immigration status has no bearing on their ability to file a police report and receive victim services. Any attempts

to leverage ones immigration status to prevent or dissuade them from reporting a crime is reprehensible and also a criminal offense.

Our dedication to providing support and the success of each member of our campus community is unwavering. We encourage all students who may have further concerns related to federal immigration activities to reach out via our Phoenix Cares program (<https://www.uwgb.edu/phoenix-cares/> ) or to engage the services offered by UW-Green Bay Student Affairs (<https://www.uwgb.edu/student-affairs/> )."

Student Resources

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All-Location Resources

Resources centralized in Green Bay that service students at all locations. See below for specific Manitowoc & Sheboygan location resources.

Phoenix Cares  (<https://www.uwgb.edu/phoenix-cares/>)

Phoenix Cares is the place to go to share a concern about another student or if you need assistance yourself. This site has resources on academic support, bias/hate incident reporting, childcare, finances, mental health, food/clothing/housing needs, sexual assault, social support services, and more.

- Report a Concern
 - Self Reporting
 - Students of Concern
 - Bias and Hate Incidents
 - General Concerns
- If You Need Support
 - Finances
 - Food
 - Housing
 - Wellness Center
 - Mantra Mental Health Resource
 - YOU at College Resource
 - Sexual Assault/Harassment

Campus Cupboard & Clothes Closet [\(https://www.uwgb.edu/cupboard/\)](https://www.uwgb.edu/cupboard/)

Rose Hall 140 | sofoodpantry@uwgb.edu (mailto:sofoodpantry@uwgb.edu) | (920) 465-2813


The Campus Cupboard is a student organization run by students, with the mission of providing an on-campus food pantry, clothing closet, and cleaning/personal hygiene products to ensure adequate basic needs are met of all students, faculty, and staff.

Also physically located in Manitowoc & Sheboygan (see below).

Campus Maps [\(https://www.uwgb.edu/maps/green-bay/\)](https://www.uwgb.edu/maps/green-bay/)

Dean of Students [\(https://www.uwgb.edu/dean-of-students/\)](https://www.uwgb.edu/dean-of-students/)

Student Services 2000, Green Bay campus | dos@uwgb.edu (mailto:dos@uwgb.edu) | (920) 465-2152

The Dean of Students Office strives to answer questions, address concerns and meet students' needs so that students can be successful inside and outside of the classroom. Visit their **Freedom of Expression**  [\(https://www.uwgb.edu/dean-of-students/freedom-of-expression/\)](https://www.uwgb.edu/dean-of-students/freedom-of-expression/) page.

Student Affairs [\(https://www.uwgb.edu/student-affairs/\)](https://www.uwgb.edu/student-affairs/)

studentaffairs@uwgb.edu (mailto:studentaffairs@uwgb.edu) | (920) 465-2162

Student Affairs includes the Dean of Students, Residence Life, Student Engagement, and The Wellness Center.

Also physically located in Manitowoc & Sheboygan (see below).

Education Center for First Nations Studies [\(https://www.uwgb.edu/education-center-for-first-nations-studies/\)](https://www.uwgb.edu/education-center-for-first-nations-studies/)


Wood Hall 410, Green Bay campus

Visit with and learn from First Nations Elders in an informal setting. Drop by Wood Hall 410 for more information.

Multicultural Resource Center (MRC)  [\(https://www.uwgb.edu/multicultural-resource-center/\)](https://www.uwgb.edu/multicultural-resource-center/)

University Union 150, Green Bay campus | mrc@uwgb.edu (<https://uwgby.instructure.com/mailto:mrc@uwgb.edu>) | (920) 465-2720

The Multicultural Resource Center (MRC) office provides advising, services, and activities that promote the academic success, personal growth, and development of students.

Phoenix Emergency Grant Program  [\(https://www.uwgb.edu/phoenix-cares/financial-resources/emergency-grant/\)](https://www.uwgb.edu/phoenix-cares/financial-resources/emergency-grant/)

emergencygrant@uwgb.edu (<mailto:emergencygrant@uwgb.edu>)

Facing a financial emergency? Apply for a one-time grant of up to \$1,000 to pay for unanticipated financial expenses.

Pride Center - Green Bay campus  [\(https://www.uwgb.edu/pride-center/\)](https://www.uwgb.edu/pride-center/)

University Union 153, Green Bay campus | pridecenter@uwgb.edu (<mailto:pridecenter@uwgb.edu>) | (920) 465-2167

The mission of the Pride Centers is to offer a safe, supportive, and welcoming environment for LGBTQ+ people and their allies, as well as identify and respond to their concerns and needs and provide high-quality support services that contribute to their academic and personal growth.

Also physically located in Manitowoc & Sheboygan (see below).

Student Engagement Center  [\(https://www.uwgb.edu/student-life/\)](https://www.uwgb.edu/student-life/)

University Union 150, Green Bay campus | sec@uwgb.edu (<mailto:sec@uwgb.edu>) | (920) 465-2720

The Office of Student Life supports student development, success, and satisfaction by helping students get connected, explore their interests, and create their own unique college experience through events and activities, student organizations, leadership development, and community service.

Also physically located in Manitowoc & Sheboygan (see below).

[Veteran's Services](https://www.uwgb.edu/veterans/) **[\(https://www.uwgb.edu/veterans/\)](https://www.uwgb.edu/veterans/)**

Student Services 1100, Green Bay campus | financialaid@uwgb.edu

<mailto:financialaid@uwgb.edu> | (920) 465-2075

Veteran's Services provides information on benefits and services for U.S. Army, Marine Corps, Navy, Air Force, and Coast Guard veterans.

[Wellness Center](https://www.uwgb.edu/wellness-center/) **[\(https://www.uwgb.edu/wellness-center/\)](https://www.uwgb.edu/wellness-center/)**



Student Services 1400, Green Bay campus | wellnesscenter@uwgb.edu

<mailto:wellnesscenter@uwgb.edu> | (920) 465-2380

Free 1-on-1 counseling and nursing visits. Provider visits at low or no cost.

Local options for counseling and medical visits in Manitowoc & Sheboygan (see below).

Manitowoc Resources

[Campus Map](https://www.uwgb.edu/UWGCMS/media/Maps/Manitowoc/MAN-campus-map-key2020_FNL.pdf)  **[\(https://www.uwgb.edu/UWGCMS/media/Maps/Manitowoc/MAN-campus-map-key2020_FNL.pdf\)](https://www.uwgb.edu/UWGCMS/media/Maps/Manitowoc/MAN-campus-map-key2020_FNL.pdf)** | **[Building Map](https://www.uwgb.edu/UWGCMS/media/Manitowoc/About/files/Map-Public-7-24-19.pdf)**  **[\(https://www.uwgb.edu/UWGCMS/media/Manitowoc/About/files/Map-Public-7-24-19.pdf\)](https://www.uwgb.edu/UWGCMS/media/Manitowoc/About/files/Map-Public-7-24-19.pdf)**

[Cupboard & Clothes Closet](https://www.uwgb.edu/manitowoc/current-students/campus-cupboard/)  **[\(https://www.uwgb.edu/manitowoc/current-students/campus-cupboard/\)](https://www.uwgb.edu/manitowoc/current-students/campus-cupboard/)**

Founders Hall Building, Room F130, Manitowoc campus

Free clothing, food, and miscellaneous items for use by all current students.

[Counseling Center](https://www.uwgb.edu/manitowoc/current-students/manitowoc-counseling/)  **[\(https://www.uwgb.edu/manitowoc/current-students/manitowoc-counseling/\)](https://www.uwgb.edu/manitowoc/current-students/manitowoc-counseling/)**

Founders Hall F152, Manitowoc campus | wellnesscenter@uwgb.edu

<mailto:wellnesscenter@uwgb.edu> | (800) 458-8183 or (920) 924-0614 |

Free 1-on-1 counseling. On-campus hours are Wednesdays from 8:30 am.–2:30 p.m. in room

F152 at Founders Hall. Off-campus hours are days and evenings, Monday through Friday at Agnesian Work & Wellness, 56 Camelot Drive, Fond du Lac.

Pride Center [↗ \(https://www.uwgb.edu/pride-center/\)](https://www.uwgb.edu/pride-center/)

Founders Hall F133, Manitowoc campus | pridecenter@uwgb.edu
[_ \(mailto:pridecenter@uwgb.edu\)](mailto:pridecenter@uwgb.edu)

The mission of the Pride Centers is to offer a safe, supportive, and welcoming environment for LGBTQ+ people and their allies, as well as identify and respond to their concerns and needs and provide high-quality support services that contribute to their academic and personal growth.

Student Engagement Center

Founders Hall F131, Manitowoc campus

Student Government and Org Offices surround the newly renovated study and gathering space. Open to all students.

Student Services [↗ \(https://www.uwgb.edu/manitowoc/current-students/student-services-\(1\)/\)](https://www.uwgb.edu/manitowoc/current-students/student-services-(1)/)

Founders Hall F120, Manitowoc campus | 920-683-4707

Student Services is your resource for information about the Manitowoc Campus, including information about registering for classes, financial aid, and campus events. The office is open Monday through Friday, 8:00 a.m.–4:30 p.m.

Sheboygan Resources

Campus Map [↗ \(https://www.uwgb.edu/UWGCMS/media/Maps/Sheboygan/SHB-campus-map-Key2021_FNL.pdf\)](https://www.uwgb.edu/UWGCMS/media/Maps/Sheboygan/SHB-campus-map-Key2021_FNL.pdf)

Career Closet

Main Building 2225 (located in the Student Involvement Center), Sheboygan campus

Free career clothing for use by all current students.

Counseling Center (<https://www.uwgb.edu/sheboygan/current-students/sheboygan-counseling/>)

**Main Building 2222, Sheboygan campus | wellnesscenter@uwgb.edu
(<mailto:wellnesscenter@uwgb.edu>) | (800) 458-8183 or (920) 924-0614**

Free 1-on-1 counseling. On-campus hours are Wednesdays & Thursdays from 9:00 am.–2:00 p.m. in Room 2222. Off-campus hours are days and evenings, Monday through Friday at Agnesian Work & Wellness, 56 Camelot Drive, Fond du Lac.

Food Bank

Main Building 2225 (located outside the Student Involvement Center), Sheboygan campus

Free food and other items for use by all current students. Items rotate. Contact Student Services for more information, 920-459-6633.

Pride Center (<https://www.uwgb.edu/pride-center/>)

Main Building 3212 (located inside the Student Involvement Center), Sheboygan campus | pridecenter@uwgb.edu (<mailto:pridecenter@uwgb.edu>)

The mission of the Pride Centers is to offer a safe, supportive, and welcoming environment for LGBTQ+ people and their allies, as well as identify and respond to their concerns and needs and provide high-quality support services that contribute to their academic and personal growth.

Student Engagement Center

Main Building 2225, Sheboygan campus

Student Government and Org Offices surround the newly renovated study and gathering space. Open to all students.

Student Services

Main Building 2224, Sheboygan campus | (920) 459-6633

Student Services is your resource for information about the Sheboygan campus, including

information about registering for classes, financial aid, and campus events.

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Faculty Representative report
Faculty Senate Meeting: 3/26/2025

1. In the group meeting with all representatives (faculty, university staff, academic staff, student), Jay Rothman spent time discussing concerns with loss of Federal money to the Universities of WI and the impact this would have on research and students. The WI system is going through an exercise anticipating losses in funding.
2. The faculty reps returned to our document on the Future of the Universities of Wisconsin. To pare down the document and best communicate our priorities and recommendations to System leadership, it was decided to conduct a survey of several issues listed in the document and only submit the top 3-5 to System. The survey had several categories with lists of priorities under them.

Some topics included were:

Examples of priorities (This is not a complete list!) were issues related to academic freedom, faculty retention and workplace satisfaction, maintaining rigorous educational offerings that reflect the Wisconsin Idea and are future focused, need for flexible learning models and broadened education offerings, ensure campuses can remain supportive of student mental health needs, need for efficient organization and course offerings of universities to manage financial demands while preserving the uniqueness of the comprehensives, need for improving perception of higher education, and need for ensuring faculty and instructional academic staff remain informed about and engaged in teaching innovations including generative artificial intelligence.

Faculty reps were asked to identify their top priorities for all survey questions. I was uncomfortable making the selections for all UWGB faculty, so I asked the University Committee to complete it because they are your elected representatives and they cover all the academic domains on campus.

Respectfully,

Patricia Terry