

UW-GREEN BAY FACULTY SENATE ACTIONS AND RESOLUTIONS – 2008-09

<u>Number</u>	<u>Name</u>	<u>Date Approved</u>
#08-01	Proposal to Develop Faculty Senate Caucuses	11/12/2008
#08-02	Resolution on the Granting of Fall Degrees (Document #89-6 used each year)	11/12/2008
#08-03	Resolution to Support UW-Oshkosh's Request of the Legislative Fiscal Bureau	11/12/2008
#08-04	Creating a Task Force on Interdisciplinarity	12/10/2008
#08-05	2009-2010 Slate of Nominees for Faculty Elective Committees	02/18/2009
#08-06	Code changes to UWGB Chapter 51 and Chapter 3 Board of Regents Approved _____	03/11/2009
#08-07	Endorsement of SGA Resolution on Smoking	03/11/2009
#08-08	Resolution on the Granting of Spring Degrees (Document #89-6 used each year)	04/08/2009
#08-09	Reaffirmation of a Resolution on Domestic Partner Benefits	04/08/2009
#08-10	Resolution on a Child Care Facility, Amended	04/08/2009
#08-11	Resolution Regarding the Right to Bargain Collectively	05/06/2009
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Memorial Resolution	for Lecturer Bruce La Plante	11/12/2008
Memorial Resolution	for Chancellor Emeritus Edward W. Weidner	12/01/2008
Memorial Resolution	for Associate Professor Emerita Susan Kline-Heim	03/11/2009
Memorial Resolution	for Associate Professor Emerita Lorraine M. Noll	03/11/2009
Resolution of Thanks	to Interim Chancellor David Ward, Interim Provost William Laatsch, and University Services Program Associate Patricia Przybelski	06/05/2009

University Committee
Revised Proposal to Develop Faculty Senate Caucuses

Introduction:

The Open Forum of the Faculty Senate meeting of September 17 2008 considered the question of how to foster participation and Senator engagement in the faculty governance process. Although many Senators have taken their Senate duties to heart and discuss Senate-related issues with their units, it is sometimes difficult to get more of an all-university perspective other than during the Senate meetings themselves. Furthermore, some issues that are of vital importance to one sector of the campus may not be to others, and without such input some Senators may fail to see the significance of some of the issues brought before that body. Finally, there is concern that discussion of controversial issues may inhibit some pre-tenured faculty from full participation on the Senate floor. In order to address these concerns, this document proposes that the Senate be organized into caucuses that would typically meet during a Senate meeting when *it is deemed necessary or helpful to do so* by the University Committee.

Implementation of Caucus Structure:

The thirty Senators shall be divided into at least five groups. These groups should have both tenured and pre-tenured representatives, and be members from different units.

There would be five caucuses with 6 Senators. Group membership would initially be determined via random assignment, with not more than three Senators from the same domain. The final groups would be adjusted so that pre-tenured faculty (N = 9) would be represented in each group. Depending upon the issue discussed, the University Committee reserves the right to determine if the additional input of representatives from Student Government and/or Academic staff would be helpful during caucusing.

Process:

The University Committee would determine *a priori* whether a Senate agenda item should go into caucus, and Senators would be informed via the Senate agenda. Caucus items would typically be those that meet the following criteria:

- Of University-wide interest.
- Involve the resolution of potentially controversial or conflicting concerns.
- Have significant implications for the UW-Green Bay academic program
- Benefit significantly from small group discussion.

Thus, the decision to caucus would be made sparingly and with careful consideration during the UC meeting. A request to caucus in a future meeting may also come from a Senator to the UC. Caucuses would *not* be a regular feature of the Senate agenda. Prior to the discussion of the relevant agenda item, caucuses would meet for thirty minutes of the Senate meeting. *This change in procedure would require for the Senate to vote to amend the Faculty Senate House Rules to allow for the possibility of caucuses.* Caucus members may be asked to respond to a series of structured questions, prepared by the UC that would be publically discussed once the Senate moves back into full session. Examples are such questions (courtesy of Senator Karen Lacey) are:

What do we know about the needs of the University and its constituents with regard to this issue?
What do we know about the resources of UW-Green Bay in terms of its ability to address this issue?
What are some of the impediments and creative solutions to solving the problems related to this issue?

Evaluation:

In order to determine if the new system of caucusing is a successful way to promote Senator involvement, a brief survey will be administered to all Senate participants when at least three caucuses have been experienced.

RECOMMENDATION ON THE GRANTING OF DEGREES

(Implemented as a Faculty Senate Document #89-6, March 21, 1990--action to be taken in advance of each commencement exercise and in the following language--dated as appropriate):

Be it resolved that the Faculty Senate of the University of Wisconsin-Green Bay, on behalf of the Faculty, recommends to the Chancellor and the Vice Chancellor of the University that the students certified by the Registrar of the University as having completed the requirements of their respective programs be granted their degrees at the fall 2008 Commencement.

Resolution on the Endorsement of the UW-Oshkosh Faculty Advocacy Committee's Request for a White Paper on Faculty Salaries

Be it resolved that the Faculty Senate of UW-Green Bay endorses the request of the UW-Oshkosh Faculty Advocacy Committee for the Legislative Fiscal Bureau to commission a white paper on faculty salaries.

Dear Representative Hintz,

October 10, 2008

As you know, the state university system has not fared well in recent biennia. We have borne the brunt of disproportionate cuts. We, the Faculty Advocacy Committee, a duly constituted committee of the University of Wisconsin - Oshkosh's Faculty Senate, hope to work with you to reverse this disturbing trend.

The budgetary hits the university system have been forced to absorb induce larger class sizes, greater use of adjunct faculty (many of whom are not as highly trained as permanent staff), a decline in faculty morale due to poor raises and salary inversion, and a diminished ability to hire and retain quality faculty. When we hire replacements we typically cannot replicate their quality. Thus the caliber of our university system is at stake. We are animated by the belief that the higher the quality of our university system, the better it is for the state of Wisconsin, economically and otherwise. Continuing to drain the university of state support undermines our tradition of educational excellence and it squanders an opportunity to investment in the future.

We urge you to ask the Legislative Fiscal Bureau to commission a white paper on the issue of faculty salaries, along the lines of what it did on tuition in January 2007 (Informational Paper #37). This informational paper should compile information and statistics relevant to university funding issues, and specifically faculty salaries.

We suggest that this paper present *yearly data from 1995-2008 for the following variables*:

Personnel and Budgeted Salaries

- total full time tenured and tenure track employees for every 4-year institution
- total full time equivalent positions filled by non-tenured employees by institution
- total compensation per full time equivalent position
- total state contribution to the UW system in dollars and percent of total budget

Retention and Raises

- losses of tenured and tenure track employees by school
- faculty given counteroffers; percent of counteroffers accepted (broken down by school)
- base salary raises; Wisconsin inflation/cost of living data

Economic Impact and Operating Capital

- endowment/permanent operating capital for every 4-year school
- estimates on positive economic impact to state of UW system for each institution

Benefits

- health and dental care coverage and premiums
- pension contributions

Comparative Data

- percentage of the state budget appropriated to major sectors (e.g. corrections, university, K-12 instruction, technical colleges, etc.)
- average compensation for full time, permanent technical college employees
- average compensation for professors at universities in comparable state systems (e.g. Michigan, Illinois, and Minnesota).

The summary statistics provided in an informational paper will be helpful, but we also hope to have access to the raw data used to compile the paper. Our intention is to assemble a thorough assessment of faculty salaries and benefits, so that we may participate in budgetary discussions from an informed position. We have asked the UW-Oshkosh Faculty Senate to contact the other Faculty Senates to invite them to join our effort.

Sincerely,

David Siemers, chair
Merlaine Angwall, Theatre
James Chaudoir, Music
Ryan Haley, Economics
Alan Lareau, Foreign Languages and Literatures
George Philip, Management Information Systems
Ken Price, Mathematics

Creating a Task Force on Interdisciplinarity

Motion to have the University Committee appoint a Task Force

- 1) to investigate the status of interdisciplinarity in our curriculum,
2. to develop recommendations to support and/or further develop interdisciplinarity at UW-Green Bay, and
- 3) to report back to the Senate by May 2009.

February 18, 2009

TO: Voting Faculty
FROM: Clifford Abbott, Secretary of the Faculty and Academic Staff
SUBJECT: **NOMINEES FOR 2009-10 FACULTY ELECTIVE COMMITTEES**

The Committee on Committees and Nominations, the University Committee, and the Personnel Council have prepared the following slate of candidates for open 2009-10 faculty elective committee positions. Further nominations can be made by a petition of three voting faculty members. These nominations must have consent of the nominee and must be received by the Secretary of the Faculty and Academic Staff no later than February 27.

THIS IS NOT A BALLOT

ACADEMIC AFFAIRS COUNCIL

5 **tenured** members: one from each voting district, plus one at-large member.

Continuing members: Christine Style (AH) and Dennis Lorenz (SS), 2-year terms.

Replacement term: Lloyd Noppe (at-large), 1-year term. On sabbatical.

Outgoing members: John Lyon (NS) and Patricia Ragan (PS)

2 to be elected for 3-year term: 1 each from NS and PS; 1 to be elected for 1-year replacement term from at-large

Nominees:	Peter Breznay, NS	Mimi Kubsch, PS
	Woo Jeon, NS	Sandra Stokes, PS

Kaoime Malloy, at-large replacement, AH

Cristina Ortiz, at-large replacement, AH

PERSONNEL COUNCIL

5 **tenured** members: one from each voting district, plus one at-large member.

Continuing members: Alison Gates (AH), 2-year term; Thomas Nesslein (at-large SS), 1-year term

Replacement term: Andrew Kersten, SS, 2-year term. On sabbatical

Outgoing members: Linda Tabers-Kwak (PS) and Patricia Terry (NS)

2 to be elected for a 3-year term: 1 each from NS and PS; 1 to be elected for 2-year replacement term from SS

Nominees:	Craig Hanke, NS	Robert Nagy, PS
	Tian-you Hu, NS	Peter Smith, PS

Dean VonDras, SS replacement

TBD, SS replacement

GENERAL EDUCATION COUNCIL

6 **tenured** members: one from each voting district, plus two at-large members (with no more than 2 from a single voting district).

Continuing members: Steven Muzatko (PS) and Andrew Austin (at-large SS), both 2-year terms; Catherine Henze (AH) and Georjeanna Wilson-Doenges (SS), both 1-year terms

Outgoing members: Gregory Aldrete (at-large AH) and Heidi Fencl (NS)

2 to be elected for 3-year term: 1 each from NS and at-large

Nominees:	John Lyon, NS	Stefan Hall, at-large AH
	Steven Meyer, NS	Hye-Kyung Kim, at-large AH

UNIVERSITY COMMITTEE

6 tenured members: one from each voting district, plus two at-large members (with no more than 2 from a single voting district).

Continuing members: Illene Noppe (SS) and Brian Sutton (at-large AH), both 2-year terms; Laura Riddle (AH), 1-year term

Outgoing members: Steven Meyer (NS), Meir Russ (PS), Dean VonDras (at-large)

3 to be elected for a 3-year term: 1 each from NS, PS, and at-large

Nominees:	David Dolan, NS	Derryl Block, PS
	Patricia Terry, NS	Timothy Kaufman, PS
	Michael Draney, at-large NS	
	John Stoll, at-large SS	

COMMITTEE OF SIX FULL PROFESSORS

6 tenured, full Professors: one from each of the voting district, plus two at-large members (with no more than 2 from a single voting district).

Continuing members: Gregory Davis (NS) and Jeffrey Entwistle (at-large AH), both 2-year term; Robert Howe (at-large NS) and Judith Martin (PS), both 1-year terms

Replacement term: Lloyd Noppe (SS), 2-year term. On sabbatical.

Outgoing member: Laura Riddle (AH)

1 to be elected for a 3-year term from AH; 1 to be elected for a 2-year replacement term from SS

Nominees:	Carol Emmons, AH	Michael Kraft, SS replacement
	Timothy Meyer, AH	Larry Smith, SS replacement

COMMITTEE ON RIGHTS AND RESPONSIBILITIES

5 tenured members: one from voting district, plus one at-large. Members may serve up to three consecutive terms.

Continuing members: Kim Nielsen (SS) and Kaoime Malloy (at-large), both 2-year terms; John Lyon (NS) and Marilyn Sagrillo (PS), both 1-year terms

Outgoing member: Cristina Ortiz (AH)

1 to be elected for 3-year term from AH

Nominees:	Jeffrey Benzow, AH
	Brian Vescio, AH

COMMITTEE ON COMMITTEES AND NOMINATIONS

5 members of professional rank: one from each voting district, plus one at-large member. No member is eligible for more than one consecutive term.

Continuing members: Laurel Phoenix (SS) and Rebecca Meacham (at-large AH), both 2-year terms; Jennifer Mokren (AH), 1-year term

Outgoing members: Heidi Fencl (NS) and Judith Martin (PS)

2 to be elected for a 3-year term: 1 each from NS and PS

Nominees:	Steve Dutch, NS	Janet Reilly, PS
	John Lyon, NS	Sandra Stokes, PS

LIBRARY AND INSTRUCTIONAL TECHNOLOGY COMMITTEE

4 faculty members, **3-year term:** one from each of the 4 voting districts

Continuing members: Julie Lukesh (NS) and Katia Levintova (SS), both 2-year terms

Outgoing members: Sarah Detweiler (AH) and Mark Kiehn (PS)

2 to be elected for 3-year term: 1 each from AH and PS

Nominees: Caroline Boswell, AH
David Severtson, AH

Gaurav Bansal, PS
Doreen Higgins, PS

GRADUATE FACULTY BOARD OF ADVISORS

2 tenured members: at-large (no more than one member from any one graduate program on the Board) and 5 chairs.

At-large members are elected by Graduate Faculty only. May not be elected for consecutive term. **3-year term**

Outgoing member: Michael Zorn

Replacement member: Meir Russ, 2-year term [chair of Masters of Management program]

2 to be elected: 1 for a 3-year term; 1 for a 2-year replacement term

Nominees: John Stoll, Environmental Science & Policy, 3-year term
Michael Zorn, Environmental Science & Policy, 3-year term

Marilyn Sagrillo, Masters of Management, 2-year replacement term
William Lepley, Masters of Management, 2-year replacement term

PROPOSED CODE CHANGE COMBINING CHAPTERS 3 AND 51

The following pages show the changes for essentially adding parts of Chapter 51 to Chapter 3 if they are not already there (these are shown in **bold face**) and removing parts of Chapter 3 that are redundant or need to be eliminated to accommodate renumbering (these are shown with ~~strike through~~). For reference the following identifies where in Chapter 51 the bold face additions come from:

material in	3.01 (2) comes from	51.01B
	3.03	51.03
	3.04	51.04B
	3.05 (3-5)	51.05 B, C, D
	3.06 (2-3)	51.05 D3 and C
	3.07	51.05 G1
	3.09	51.06
	3.15 (2)	51.08B
	3.17	51.09
	3.20	51.10
	3.21	51.11
	3.22	51.12
	3.23	51.13
	3.24	51.14

FACULTY PERSONNEL POLICY PROCEDURES

UWGB CHAPTER 3 FACULTY AND TEMPORARY TEACHING APPOINTMENTS

UWGB 3.01 TYPES OF APPOINTMENTS.

1. Faculty appointments carry the following titles: professor, associate professor, assistant professor, and instructor. Faculty appointments are either tenure or probationary appointments.

2. Temporary teaching appointments carry the following titles: lecturer, laboratory teaching specialist, teaching specialist, athletic specialist, community lecturer, teaching assistant and those that carry visiting, adjunct, and clinical titles.

UWGB 3.02 RECRUITING.

Recruiting for faculty shall be the responsibility of individual departments or administrative units. The faculty shall develop procedures relating to recruitment of members of the faculty, after consultation with appropriate students and with the appropriate Dean(s) and/or the Provost/Vice Chancellor for Academic Affairs (hereinafter referred to as Provost/Vice Chancellor). These procedures shall be subject to the approval of the Chancellor. Recruitment shall be consistent with State and Federal laws regarding nondiscriminatory and affirmative action procedures and provide for departmental peer review and judgment in the recruiting process.

UWGB 3.03 LETTER OF APPOINTMENT

Each person to whom a new appointment is offered must receive an appointment letter in which an authorized official of the institution details the terms and conditions of the appointment, including, but not limited to, duration of the appointment, salary, starting date, ending date, general position responsibilities, probationary or tenure status, and crediting of prior service. Accompanying this letter for new faculty shall be an attachment detailing University and System rules and procedures relating to faculty appointments. If the appointment is subject to advance approval of the Board of Regents, a statement to this effect must be included in the letter.

UWGB ~~3.03~~ 3.04 APPOINTMENTS – GENERAL

Probationary appointments are made by the Chancellor only upon the affirmative recommendation of an interdisciplinary unit executive committee and the appropriate Dean(s), and in consultation with the Provost/Vice Chancellor. Tenure appointments **and promotions to tenure**, in addition, require the advice of the Personnel Council. If an appointment is to be divided among several interdisciplinary units or between an interdisciplinary unit and University Extension (a "collaborative appointment"), one interdisciplinary unit shall be the principal sponsor of the recommendation for appointment and the responsibility for that appointment is with the principal sponsor.

UWGB ~~3.04~~ 3.05 TENURE APPOINTMENTS

Tenure appointment means an appointment, one-half time or more, for an unlimited period normally granted to all professors and associate professors and to other members with faculty appointments designated as having tenure by the Board of Regents.

1. Except as provided under 2., the Board may grant a tenure appointment upon the affirmative recommendation of the appropriate interdisciplinary unit, the appropriate Dean(s), and the Chancellor in consultation with the Provost/Vice Chancellor, via the President of the System. The privilege of serving on unit executive committees and the authority to vote on personnel, budget, and curriculum matters is associated with the awarding of tenure rather than with rank. Neither the Chancellor nor the appropriate interdisciplinary unit executive committee nor Dean may base a tenure recommendation upon impermissible factors, as defined by the Board by rule.

2. The Board may grant a tenure appointment without the affirmative recommendation of the appropriate interdisciplinary unit executive committee and Dean if all of the following apply:
 - a. The Board has the affirmative recommendation of the Chancellor.
 - b. The Committee on Rights and Responsibilities, on appeal, has reviewed the negative recommendation of the interdisciplinary unit or Dean, and finds that the negative decision was based upon impermissible factors, as defined in UWS 3.08 and UWGB ~~3.10~~ **3.12**.
 - c. The Board has the affirmative recommendation of a special faculty committee appointed by the Chancellor, only after all normal reconsideration and appeal procedures have been exhausted, to review the individual's record with reference to criteria for tenure as published in the Faculty Handbook. No person may be appointed to the special committee unless the person is knowledgeable or experienced in the individual's academic field or in a substantially similar academic field. No member of the special committee may be a member of the individual's interdisciplinary unit if that body made the negative decision. The special committee may not base its tenure recommendation upon impermissible factors, as defined in UWS 3.08 and UWGB ~~3.10~~ **3.12**.

3. Personnel Council Advice on Tenure Appointment. Before an appointment is made within an interdisciplinary unit to a position of tenure or to associate professor where tenure had been granted previously at a lower rank, the appropriate Dean(s) shall seek the advice of the Personnel Council.

4. Tenure is not acquired solely because of years of service. Provisions as to duration of the probationary period merely establish limits beyond which decisions and actions may not be delayed.

5. Changes in Proportion of Time. The percentage of time specified in a tenured faculty appointment may not be diminished or increased without the mutual consent of the faculty member, the executive committee of the interdisciplinary unit, and the appropriate Dean(s) unless the faculty member is dismissed for cause, pursuant to 36.13 (5) of the Wisconsin Statutes, or is terminated or laid off pursuant to 36.21 of the Wisconsin Statutes.

UWGB ~~3.05~~ 3.06 PROBATIONARY APPOINTMENTS

1. A probationary appointment is for no less than half time and is normally held at the rank of instructor or assistant professor, and may be held on initial appointment at the rank of associate professor or full professor, during the probationary period that precedes determination of tenure status. A full-time probationary appointment shall not exceed seven academic years. A longer maximum probationary period is provided for part-time appointments of at least half time.

2. Computation of Part-time Service. Part-time service at less than one-half time shall not be counted in the probationary period of the instructor or assistant professor. Each year of service at the rate of at least one-half time but not more than three-quarters time shall count as half of a year for probationary purposes, and service at a rate greater than three-quarters time shall be counted as a full year. In no case shall the probationary period exceed 13 years, with the decision to retain or dismiss being made no later than the 12th calendar year.

3. Changes in Proportion of Time. The percentage of time within the term provided for in a probationary appointment, full or part-time, may not be diminished or increased without the mutual consent of the faculty member, the executive committee of the interdisciplinary unit, and the appropriate Dean(s) unless the faculty member is dismissed for just cause pursuant to 36.13 (5) of the Wisconsin Statutes or is terminated or laid off pursuant to 36.21 of the Wisconsin Statutes.

~~4.~~ **4.** Previous probationary service in other colleges and universities may be taken into account in computing a person's probationary period and so indicated in the letter of appointment. If a credit is given for prior service, it shall affect only the date by which a decision on tenure must be made. It shall not apply to notice provisions under UWGB ~~3-11~~ **3.13**, seniority under UWGB 5.07, or other provisions of these rules, unless otherwise specified in appointment letters.

~~2. Tenure is not acquired solely because of years of service.~~

~~3.~~ **5.** A leave of absence, sabbatical or a teacher improvement assignment does not constitute a break in continuous service and shall not be included in the seven year period under UWGB ~~3-05~~ **3.06**.

~~4.~~ **6.** Circumstances in addition to those identified under sub. ~~(3)~~ **(5)** that do not constitute a break in continuous service and that shall not be included in the seven year period include responsibilities with respect to childbirth or adoption, significant responsibilities with respect to elder or dependent care obligations, disability or chronic illness, or circumstances beyond the control of the faculty member, when those circumstances significantly impede the faculty member's progress toward achieving tenure. It shall be presumed that a request made under this section because of responsibilities with respect to childbirth or adoption shall be approved. A request shall be made before a tenure review commences under UWGB ~~3-08~~ **3.10 (2)**.

a. A request for additional time because of responsibilities with respect to childbirth or adoption shall be initiated in writing by the probationary faculty member concerned and shall be submitted to the Provost/Vice Chancellor for Academic Affairs who shall consult with the faculty member's budgetary unit chair and the appropriate Dean(s). A denial of a request shall be in writing and shall be based upon clear and convincing reasons. The Provost/Vice Chancellor shall specify the length of time for which the request is granted. More than one request may be granted.

b. A request for additional time because of responsibilities other than childbirth or adoption shall be submitted to the Provost/Vice Chancellor for Academic Affairs who shall consult with the faculty member's budgetary unit and the appropriate Dean(s). A denial of a request shall be in writing and shall be based upon clear and convincing reasons. More than one request may be granted but the total, aggregate length of time of all requests, except for a request because of responsibilities with respect to childbirth or adoption, granted to one faculty member shall be no more than one year.

UWGB ~~3-06~~ **3.07** PROBATIONARY ASSISTANT PROFESSORS, ASSOCIATE PROFESSORS, OR PROFESSORS

The initial probationary appointment at the rank of ~~either~~ assistant professor, associate professor, or professor shall be for no more than three years. After not more than six years of full-time service at this university, as an assistant professor, associate professor, or professor, or after the equivalent of not more than six years of full-time service at this university in the ranks of instructor and assistant professor combined, a faculty member will be notified in writing by the interdisciplinary unit or the administration no later than the end of his/her sixth year that he/she will be recommended for tenure or will not be recommended for tenure. **Promotion to the rank of associate professor always includes the granting of tenure.** The above provisions do not preclude the awarding of tenure after a period of service shorter than six years.

UWGB ~~3-07~~ **3.08** PROBATIONARY INSTRUCTORS

Instructors are appointed annually. After not more than six years of service at this university as an instructor, an instructor shall be notified in writing by the interdisciplinary unit or the administration no later than the end of his/her sixth year that he/she will be recommended for tenure or will not be recommended for tenure. The above provisions do not preclude promotion and tenure after a period of service shorter than six years.

UWGB 3.09 PART-TIME FACULTY APPOINTMENTS

- 1. An individual may be given a tenured or probationary appointment if he/she serves one-half time or more. Tenure may be granted only to a faculty member whose appointment is at least one-half time.**
- 2. A faculty member who is on a part-time appointment shall be so designated in the University budget. The letter of appointment shall clearly state the fraction of appointment and assignment and any subsequent modification shall be in writing, with copies to all parties concerned. The fraction of appointment may be changed only by mutual agreement of the faculty member, the interdisciplinary unit executive committee, and the appropriate Dean(s).**
- 3. If tenure for a part-time faculty member is recommended by the interdisciplinary unit executive committee, the following procedures shall be followed:**
 - a. The appropriate Dean(s) and the Personnel Council shall follow the normal tenure review procedures as provided in UWGB 3.05.**
 - b. The interdisciplinary unit is responsible for making clear to the appropriate Dean(s), to the Personnel Council, and to the persons involved, what portion of a position (e.g., one-half or three-quarters time) would be assured by granting tenure.**
 - c. In all respects other than the length of the probationary period, standards of performance and scholarly quality shall be the same for part-time as for full-time assistant professors. As with other probationary faculty members, a decision concerning tenure may be made before the end of the probationary period if the quality of the candidate's work warrants it.**

UWGB ~~3.08~~ 3.10 REVIEW PROCEDURES (MERIT, PROMOTION, RENEWAL)

- 1. Merit Review Procedures for all Faculty**
 - a. The performance of each tenured faculty member shall be reviewed annually or biennially (every second year) by the faculty member's interdisciplinary unit executive committee. Non-tenured faculty will be reviewed annually by the executive committee, or the review may be combined with a retention review in a given year. The review shall be of the faculty member's performance from the beginning of one appointment period to the beginning of the next appointment period. The results of the review shall be communicated to the faculty member by his/her chairperson within 30 days of the completion of the review.
 - b. Each curricular unit in which the faculty member serves, including UW-Extension, shall participate in the review process. Each unit other than the interdisciplinary unit in which the faculty member votes shall prepare an evaluation based on the faculty member's participation in that unit and forward this evaluation to the chairperson of the interdisciplinary unit in which the faculty member votes, with a copy to the appropriate Dean(s).

The recommendation of the interdisciplinary unit executive committee shall be forwarded to the appropriate Dean(s) and shall reflect all evaluations received from each curricular unit. In cases of significant disagreement in merit evaluations between curricular units, consultation between the chairpersons of each unit, for purposes of resolving the differences, shall take place before the final recommendation is forwarded to the appropriate Dean(s) by the interdisciplinary unit chairperson.
 - c. Merit reviews will be open unless the reviewing committee, in accordance with state law and proper notification, authorizes a closed review. The faculty member under consideration has the right to attend reviews, whether open or closed.
 - d. Secret ballots may not be taken at any review session, open or closed, and any member of the reviewing committee may require that a vote be taken in such manner that the vote of each member be ascertained and recorded.

2. Requested Reviews for Promotion and Renewal at all Ranks

- a. A faculty member may request, in writing, of his/her interdisciplinary unit chairperson consideration for promotion once in any of the first six years of his/her appointment. This request for consideration is to be honored.
- b. A probationary faculty member may be considered for promotion in any of the first six years of his/her appointment if so requested by two members of his/her interdisciplinary unit executive committee, professorial committee (or advisory committee). Such a consideration must be with the knowledge and consent of the faculty member.

3. Responsibility for Reviews for Promotion and Renewal at all Ranks

- a. For faculty below the rank of associate professor, the review will be conducted by the interdisciplinary unit executive committee.
- b. Promotion to tenure requires the review and recommendation of the interdisciplinary unit executive committee and the advice of the Personnel Council. The advice of the Personnel Council is required also for promotion of tenured assistant professors to the rank of associate professor.
- c. For promotion review of associate professors, the initial review will be conducted by the full professors of that interdisciplinary unit. Where there are not at least three full professors in the interdisciplinary unit, the interdisciplinary unit executive committee will invite professors, in consultation with the appropriate Dean(s), from related interdisciplinary units to be part of the professorial committee. If the initial review results in a positive recommendation, this recommendation will be forwarded by the appropriate Dean(s) to the Committee of Six Full Professors, elected by the faculty, for advice.

4. Authority for Decisions for Renewal and Promotion at all Ranks

- a. All recommendations on renewal or nonrenewal, promotion, and tenure shall be initiated by the interdisciplinary unit executive committee (or the interdisciplinary unit of full professors in the case of associate professor to professor promotion considerations). It is the responsibility of the reviewing executive committee to solicit, receive, and show evidence of having considered the evaluations or recommendations of every curricular unit in which the faculty member has served, including UW-Extension. The units will determine, based on the participation of the faculty member, whether an evaluation or a recommendation is appropriate, except in the instance when a faculty member or his/her interdisciplinary unit executive committee requests that a recommendation be forwarded. The review meeting will be open unless the reviewing committee, in accordance with state law and proper notification, authorizes a closed review. The faculty member under consideration has the right to attend reviews, whether open or closed. The chairperson of any executive committee making a recommendation on renewal or nonrenewal, promotion and tenure, shall notify the faculty member in writing 20 days prior to the date of the executive committee review held for the purpose of formulating that recommendation. This document shall be adequate notification to all faculty members in regard to periodic reviews affecting them.
- b. For renewal the reviewing executive committee shall forward its recommendation to the appropriate Dean(s). Where positive recommendations for renewal are received, the appropriate Dean(s) shall forward his/her recommendation (if positive) through the Provost/Vice Chancellor to the Chancellor.
- c. For promotion, the reviewing executive committee or interdisciplinary unit professorial committee shall forward its recommendation to the appropriate Dean's Office. Where positive recommendations for tenure or promotion to associate professor are received, the appropriate Dean's Office shall forward the recommendation and documentation to the Personnel Council for advice. Where positive recommendations for promotion to full professor are received, the appropriate Dean's Office shall forward the recommendation and documentation to the Committee of Six Full Professors for advice. On receipt of the appropriate committee's advice, the appropriate Dean(s) shall forward his/her recommendation (if positive) through the Provost/Vice Chancellor to the Chancellor. The Chancellor shall make his/her recommendation in consultation with the Provost/Vice Chancellor and forward it (if positive) to the President.
- d. The faculty member shall be notified in writing of the recommendation and reasons for the

recommendation by the committee or office making the recommendation within 20 days after each recommendation at each reviewing level. The faculty member and Executive Committee members should receive a copy of the transmittal letter.

5. Conduct of the Review for Promotion and Renewal at all Ranks

- a. Review (whether required or by request) by executive committees, by the Personnel Council, by the interdisciplinary unit professorial committees, or by the Committee of Six Full Professors, shall be open unless the reviewing committee, in accordance with state law and proper notification, authorizes a closed review. The faculty member under consideration has the right to attend reviews, whether open or closed.
- b. The faculty member under consideration shall be notified in writing 20 days (25 days if by first class mail) prior to the date of review of the time and place of the review session.
- c. Secret ballots may not be taken at any review session, open or closed, and any member of the interdisciplinary unit executive committee, the Personnel Council, the interdisciplinary unit professorial committee, or the Committee of Six Full Professors, may require that a vote be taken in such manner that the vote of each member be ascertained and recorded.
- d. The review of the faculty member shall be based upon the promotion and merit file, and oral evidence introduced by members of the Reviewing Committee. However, no new evidence reasonably expected to affect negatively the outcome of the review should be introduced unless the candidate has prior knowledge of such evidence. The faculty member's promotion and merit file shall be open to the faculty member, the reviewing committees, and reviewing offices only. During an open review, and only during an open review, the faculty member's promotion and merit file is open.
- e. At the time of notification of the date of review, the faculty member shall be invited to clarify materials in his/her promotion and merit file. The faculty member may answer questions from the reviewing committee if he/she desires.
- f. Accurate summary notes shall be made of all review sessions and the final recommendation to the appropriate Dean(s) shall be accompanied by a clear statement of reasons used in reaching the recommendation.

~~UWGB 3-09~~ **3.11 NONRENEWAL OF PROBATIONARY APPOINTMENTS**

1. Statement of Reasons

In cases of a negative recommendation, if requested in writing by the faculty member within 10 days of the receipt of a decision, a more detailed explanation of the reasons will be provided in writing to the faculty member within 10 days of the receipt of the request by the chairperson of the interdisciplinary unit executive committee, the appropriate Dean(s), or the Chancellor, depending upon the level at which a decision was reached.

2. Reconsideration Procedure

Every faculty member for whom a negative recommendation is made will have the right of reconsideration upon written request of the faculty member within 15 days of receipt of written reasons. The reconsideration review shall be held within 20 days of the written request for reconsideration.

- a. The purpose of reconsideration of a non-renewal decision shall be to provide an opportunity to a fair and full reconsideration of the nonrenewal decision, and to ensure that all relevant material is considered.
- ~~1-~~ **b.** The reconsideration committee or office will either be the interdisciplinary unit executive committee, the appropriate Dean(s), or the Chancellor, depending upon the level at which the decision was reached. Such reconsideration shall include, but not be limited to, adequate notice of the time of reconsideration of the decision, an opportunity to respond to the written reasons and to present any written or oral evidence or arguments relevant to the decision, and written notification of the decision resulting from the reconsideration.
- ~~2-~~ **c.** Reconsideration is not a hearing, or an appeal, and shall be non-adversarial in nature.
- ~~3-~~ **d.** The format and conditions will be as outlined for the original review, see ~~UWGB 3-08~~ **3.10(5)**. The faculty member will be notified in writing of the decision of the chairperson of the reconsideration committee,

the appropriate Dean(s), or the Chancellor, within 20 days, with a copy to all levels of review within UWGB.

4. ~~e.~~ In the event that a reconsideration affirms the nonrenewal decision, the faculty member may appeal under the procedures specified in UWGB ~~3-10~~ **3.12** and UWS 3.08.

UWGB ~~3-10~~ **3.12** APPEAL OF NONRENEWAL DECISION

The Committee on Rights and Responsibilities shall be the faculty hearings and appeals committee. In the event a reconsideration affirms a nonrenewal decision, a faculty member may appeal a nonrenewal decision to the Committee on Rights and Responsibilities. Written requests for an appeal shall be forwarded by the faculty member to the Committee on Rights and Responsibilities within 20 days of receipt of the reconsideration decision (25 days of notice if by first class mail). If the faculty member wishes to have counsel present, he/she must so advise in writing the chairperson of the Committee on Rights and Responsibilities so that the Committee on Rights and Responsibilities may have counsel present.

Such review shall be held not later than 20 days after the request, except that this time limit may be enlarged by mutual consent of the parties, or by order of the review committee. The faculty member shall be given at least ten days' notice of such review. The burden of proof in such an appeal shall be on the faculty member, and the scope of the review shall be limited to the question of whether the decision was based in any significant degree upon one or more of the following factors, with material prejudice to the individual:

- a. conduct expressions, or beliefs which are constitutionally protected, or protected by the principles of academic freedom, or
- b. factors proscribed by applicable State or Federal law regarding fair employment practices, or
- c. improper consideration of qualifications for reappointment or renewal as defined above. For purposes of this section, "improper consideration" shall be deemed to have been given to the qualifications of a faculty member in question if material prejudice resulted because of any of the following:
 1. The procedures required by rules of the faculty or Board were not followed, or
 2. Available data bearing materially on the quality of performance were not considered, or
 3. Completely unfounded or arbitrary assumptions of fact were made about work or conduct.

The Committee on Rights and Responsibilities shall report its decisions as to the validity of the appeal to the body or official making the nonrenewal decisions and to the Provost/Vice Chancellor and the Chancellor. Such a report may include remedies which may, without limitation because of enumeration, take the form of a reconsideration by the decision maker, a reconsideration by the decision maker under instructions from the committee, or a recommendation to the next higher appointing level, or directly to the Chancellor if provisions under ~~51-04~~ and UWGB ~~3-04~~ **3.05** pertain in the case of a negative decision regarding tenure. Cases shall be remanded by the decision maker in all instances unless the Committee on Rights and Responsibilities specifically finds that such a remand would serve no useful purpose. The Committee on Rights and Responsibilities shall retain jurisdiction during the pendency of any reconsideration. The decision of the Chancellor will be final on such matters.

Within UWGB, any question concerning the interpretation of these guidelines shall be resolved by a decision of the Committee on Rights and Responsibilities.

UWGB ~~3-11~~ **3.13** NOTICE

A faculty member who is employed on probationary appointment (UWGB ~~3-06~~ **3.07** and ~~3-07~~ **3.09**) shall be given written notice of his/her reappointment or non-reappointment for another academic year in advance of the expiration of his/her current appointment as follows:

- a. When the appointment terminates at the end of the academic year, not later than 28 February of the first academic year and not later than 30 November of the second consecutive academic year of service;
- b. If the initial appointment terminates during the academic year, at least three months prior to its termination; if a second consecutive appointment terminates during the academic year, at least six months prior to its termination;
- c. After two or more years of continuous service at an institution of the University of Wisconsin System,

such notice shall be given at least 12 months before the expiration of the appointment.

UWGB ~~3-12~~ **3.14** ABSENCE OF PROPER NOTIFICATION

If proper notice is not given in accordance with UWGB ~~3-11~~ **3.13** above, the aggrieved faculty member shall be entitled to a one-year terminal appointment. Such appointments, however, shall not result in the achievement of tenure.

UWGB ~~3-13~~ **3.15** LEAVE OF ABSENCE

1. A faculty leave of absence is defined as an extended absence from full or partial university responsibilities, granted by the appropriate Dean(s), upon recommendation of the UWGB interdisciplinary unit executive committee. A leave shall neither constitute a break in continuous service nor shall it be included in a probationary period. Ordinary leave is granted for one year. Only under exceptional conditions, and with the recommendation of the unit, may a year-long leave be extended an additional year. A leave of absence implies a return to university duties at the end of the leave.

2. Leaves and Committee Service. Any faculty taking a sabbatical or leave of absence for one semester or more shall relinquish his/her right of participation in All-University governance during the remaining term of the governance unit to which he or she was elected or appointed. A letter of resignation from any All- University standing elected or standing appointed council or committee must be tendered to the Secretary of the Faculty and Academic Staff well in advance of the beginning of the fall semester of the academic year involved.

UWGB ~~3-14~~ **3.16** MILITARY LEAVE

In accordance with State statutes and national policy, the university cooperates in facilitating the return to normal occupation of a faculty member who serves the Federal Government in the interest of national defense. Military leave is granted as follows:

1. Faculty with tenure shall be granted leaves of absence for Federal service and the departure and return shall be in accordance with Section 45.50 of the Wisconsin Statutes.

2. Faculty in probationary status shall be granted leaves of absence for Federal service, and the departure and return shall be in accord with the general intent of Section 45.50, Wisconsin Statutes, to the extent that university requirements and standards will allow. To prevent prejudice against the person concerned, leave granted here under shall not be deemed probationary service.

UWGB ~~3-15~~ **3.17** RETIREMENT

Retirement policy for members of the faculty is determined by the Board of Regents. Information about retirement policy and specific benefits may be obtained from the Office of Human Resources. **Retirement of a faculty member is no longer a mandatory requirement according to State Statutes. Any retired faculty member may be engaged for service at the discretion of the Chancellor.**

UWGB ~~3-16~~ **3.18** SICK LEAVE

Sick leave policy for members of the faculty is governed by the provision of UWS 19. The Family and Medical Leave Act of 1993 requires covered employers to provide up to 12 weeks of unpaid, job protected leave to eligible employees for certain family and medical reasons. Information about the sick leave policy and the Family Medical Leave Act may be obtained from the Office of Human Resources.

UWGB ~~3-17~~ **3.19** LIMITATION

Tenure and probationary appointments at UWGB are confined to UWGB, except that other institutions within the University of Wisconsin System may agree to share tenure appointments through established procedures.

The explicit agreement shall specify both the tenure responsibility and the budget responsibility.

UWGB 3.20 TEMPORARY TEACHING APPOINTMENTS OR SPECIAL NON-TENURE TRACK APPOINTMENTS

1. Lecturers and Laboratory Teaching Specialists. Lecturer and Laboratory Teaching Specialist are titles for persons who possess qualifications appropriate for carrying out independent instructional responsibilities in the academic program of UWGB but for whom a tenured or probationary appointment is inappropriate. The individual may hold a full or part-time appointment on an annual, academic, or shorter term basis, or, in special circumstances, two or three years. These titles carry no tenure or probationary implications. Lecturers and Laboratory Teaching Specialists are appointed by the appropriate Dean(s) on the affirmative recommendation of the appropriate interdisciplinary unit executive committee.

Note: The following paragraph from the Academic Staff Governance Handbook 2.02(2)(b) applies to Lecturers:

Appointment as a lecturer on a one-half (50%) time or greater basis. Lecturers will receive a one-year appointment through the fourth year of employment. In special circumstances Lecturers may be appointed for two or three years. Beginning no later than the fifth year of consecutive employment, they will receive a two-year appointment; beginning no later than the eleventh year of consecutive employment, they will receive a three-year appointment. All appointments will be fixed-term appointments and will be subject to all provisions (including notification periods) governing fixed-term appointments. This provision for multiple-year appointments will hold true only for persons on 102 or predictable funding.

Note: the following notice periods apply to Lecturers:

1 year appointment (1st & 2nd years) 3 months notice

1 year appointment (3rd & 4th years) 6 months notice

2 year appointment (5th through 10th years) 1 year notice

3 year appointment (begins 11th year) 1 year notice

All notice deadlines are prior to the ending date of the appointment. If an employee is notified earlier than the notice date, he or she still remains employed until the end of the appointment.

2. Specialists: Teaching and Athletic. Specialists, teaching and athletic, are titles for persons who participate in educational programs on a temporary or regular basis, but for whom a tenure or probationary appointment is inappropriate. The individuals may hold a full or part-time appointment for a specified period of time, normally on an annual, academic, or shorter term basis. These titles carry no tenure or probationary implications. Athletic specialists and teaching specialists are appointed by the appropriate Dean(s) on the affirmative recommendation of the appropriate interdisciplinary unit executive committee.

3. Teaching Assistant. Teaching Assistant is a title for the graduate student with a part-time appointment for a specified period of time, who is assigned teaching responsibilities in an academic program under the supervision of a faculty member. The title carries no tenure or probationary implications. Teaching Assistants are appointed by the appropriate Dean(s) on advice of the appropriate interdisciplinary unit and the Associate Dean of Graduate Studies.

4. Visiting Titles. When a person holding a ranked faculty position or its equivalent and on leave from another institution assumes a temporary academic assignment at the University for a period normally not longer than one year, the appropriate title shall be his/her ranked faculty title as used in the other

institution, preceded by the qualifying term "visiting." Visiting faculty are appointed by the appropriate Dean(s) on the affirmative recommendation of the appropriate interdisciplinary unit executive committee.

5. Adjunct Title. A person whose training and qualifications are comparable to those of ranked faculty and whose duties and program responsibilities are designed to advance the educational and research functions of the University, but whose assignments do not include the full range of expectations of teaching, scholarship, and service, may be assigned a ranked faculty title preceded by the qualifying term "adjunct." The title may be used for part-time appointments and is to be used for individuals whose principal professional careers are outside of University instruction but who are asked by the institution to assume recurring special teaching assignments. Adjunct titles are made upon a positive recommendation of the appropriate interdisciplinary unit executive committee with the approval of the appropriate Dean(s). The appointment is made for a fixed period of time and the adjunct title shall be so designated at the time of the initial appointment. Such titles carry no expectation of tenure and are not subject to the provisions of UWS 1 to 8.

6. Community Lecturer. A person whose professional career is outside of the University but who is given occasional responsibilities designed to assist the educational and research functions of the University, may be given the title of "Community Lecturer" on recommendation of the appropriate interdisciplinary unit executive committee and with the approval of the appropriate Dean(s). This title carries no expectation of compensation or tenure, is not subject to the provisions of UWS 1 to 8, and is annually renewable.

7. Clinical Lecturer. Lecturers whose instructional responsibilities are in the supervision of the clinical training of students may be given the title "Clinical Lecturer." This title carries no expectation of tenure, and is annually renewable. Clinical Lecturers are appointed by the appropriate Dean(s) on the affirmative recommendation of the appropriate interdisciplinary unit executive committee.

UWGB 3.21 CONVERSION OF PROBATIONARY APPOINTMENTS TO NON-TENURE APPOINTMENTS

An interdisciplinary unit executive committee may not convert a probationary appointment to that of adjunct appointment or academic staff appointment or other temporary appointment in which that person would perform academic or teaching duties similar to those of his/her probationary appointment in order to circumvent a decision on promotion, or a decision between retention or non-retention.

UWGB 3.22 FACULTY STATUS

Members of the academic staff teaching fifty percent or more (14 or more credits per year or its equivalent) will normally be granted "Faculty Status" by the Provost/Vice Chancellor, usually during the first year of an appointment. The designation is initiated as a recommendation from the appropriate interdisciplinary unit executive committee to the appropriate Dean(s), who recommends to the Provost/Vice Chancellor, who then must seek the approval of the University Committee. Faculty Status is conferred for the duration of the lecturer's appointment. Faculty Status will continue with any renewal of the initial appointment, so long as the conditions of appointment remain the same. However, both the reappointment recommendation to the appropriate Dean(s) and the Dean's reappointment letter will stipulate any continuation of Faculty Status. Any substantive change in the conditions of the lecturer's reappointment will require a full-process reconsideration of Faculty Status. Members of the academic staff who have been given faculty status have employment rights under the rules and policies concerning academic staff. In addition, they shall be counted in Faculty voting districts, and have the right to vote for and serve on faculty committees, including the Faculty Senate, when not excluded by the non-tenured nature of their appointments.

UWGB 3.23 EMERITUS TITLES

1. Emeritus designation is an honorary title which may be granted to professorial faculty upon their retirement from UWGB. It normally corresponds to the faculty title last held by the faculty member. In exceptional cases the emeritus title may correspond to an administrative title held at the time of retirement from UWGB (e.g., Dean Emeritus).

2. The nomination of a faculty member for emeritus status may come from any member of the University community, but requires a recommendation by the appropriate faculty unit, the appropriate Dean(s), the Provost/Vice Chancellor for Academic Affairs, and the Chancellor. In those exceptional cases where there is no appropriate faculty unit, the University Committee will consider the nomination, and submit its recommendation to the Chancellor.

3. Emeritus status, although allowing a continuation of some of the perquisites of a faculty member, does not permit a person to participate in the governance of the University. [See the appropriate Dean(s) for the perquisites granted.]

UWGB 3.24 AMENDMENTS

Amendments of this chapter are under the jurisdiction of the Faculty and must carry by a two-thirds majority of the Faculty Senate.

[for ch 3]

Board of Regents Originally Approved Chapters 3-6 on 5 September 1980

UWGB Faculty Senate Revised and Approved 13 May 1992 [3.08 1(a),(c)]

Board of Regents Approved Revisions 10 July 1992

UWGB Faculty Senate Revised and Approved 19 October 1994 [3.05 (3-4)]

UWGB Faculty Senate Revised and Approved 15 April 1998 [3.08 1(a)]

UWGB Faculty Senate Revised and Approved 17 February 1999 [3.05 1]

UWGB Faculty Senate Revised and Approved 18 February 2004 [3.08 1(c), 4(a), 5(a)(b)]

Board of Regents Approved Revisions 10 September 2004

UWGB Faculty Senate Revised and Approved 15 March 2006 [3.08 4(d); 3.09 1]

UWGB Faculty Senate Revised and Approved 13 September 2006 [3.09 2(a) 1-4]

Chancellor Approved 22 September 2006

Board of Regents Approved 10 November 2006 - Revisions to 3.08 and 3.09

[for ch 51]

UWGB Faculty Senate, 12 May 1976

UWGB Faculty Senate, as amended, 23 February 1977

Effective 1 September 1977

UWGB Faculty Senate, as amended, 22 February 1989

UWGB Faculty Senate, revised and approved, 18 April 1990

UWGB Faculty Senate, revised and approved, 16 October 1991

51.04 A.--language changes, approved via System Administration, 28 May 1992

51.12--language changes, approved via System Administration, November 1992

UWGB Faculty Senate, revised and approved, 21 September 1994 [51.05 D (5)]

UWGB Faculty Senate, revised and approved, 24 March 1999 [51.05 D (2-3)]

RESOLUTION TO CHANGE THE UNIVERSITY OF WISCONSIN GREEN BAY'S CAMPUS SMOKING POLICY

Resolution 11102008-01

Sponsor: Joel Diny, Chair of Health and Safety Committee, Student Government Association

Co-Sponsor: Nick Cibula, Senate Speaker; Casey Janke, Senator; Joe Tyrrell, Senator

Resolution to Change the University of Wisconsin Green Bay's Campus Smoking Policy

Whereas, the students of the University of Wisconsin-Green Bay have expressed a concern with the current smoking policy on campus;

Whereas, the students of the University of Wisconsin-Green Bay have expressed concern over the health effects of smoking and its inconsistency with our image as an ecological university;

Whereas, the Health and Safety Committee sent out a survey to students that received over 1,500 responses and the majority of responses confirmed a desire to change the current smoking policy;

Whereas, the Health and Safety Committee based on the survey results and input from students during open meetings created a new smoking policy for recommendation to the Student Senate;

Therefore be it resolved, the following proposed smoking policy should be approved and be sent to the Chancellor for consideration;

The University of Wisconsin Green Bay shall administer a smoking injunction within the inner loop of the campus as defined by the University of Wisconsin Green Bay Master plan, except in designated smoking areas within the inner loop. These smoking areas shall be thirty-feet from doors, vents, and walkways. Areas should consist of at least one smoking area per building. Creation of these designated smoking areas shall be at the discretion of facilities management with consultation of the Campus Safety and Health Committee. Designated smoking areas shall be clearly marked and easily accessible to the public at large. Public at large should be unambiguously able to identify where such smoking areas are located and where smoking is prohibited. Counseling and Health Services will provide and publicize smoking cessation aides.

RECOMMENDATION ON THE GRANTING OF DEGREES

(Implemented as a Faculty Senate Document #89-6, March 21, 1990--action to be taken in advance of each commencement exercise and in the following language--dated as appropriate):

Be it resolved that the Faculty Senate of the University of Wisconsin-Green Bay, on behalf of the Faculty, recommends to the Chancellor and the Vice Chancellor of the University that the students certified by the Registrar of the University as having completed the requirements of their respective programs be granted their degrees at the spring 2009 Commencement.

**RESOLUTION IN SUPPORT OF
DOMESTIC PARTNER BENEFITS FOR STATE EMPLOYEES**

WHEREAS thousands of private employers nationwide now offer domestic partner benefits, including well over 100 such employers in the state of Wisconsin such as Alliant Energy, American Family Insurance, CUNA Mutual Insurance Group, General Motors, Kimberly Clark, Lands' End, Oscar Mayer, and Walgreens, among others; and

WHEREAS all of the other institutions in the Big 10 offer domestic partner benefits to their employees, as do nearly 300 other colleges and universities nationwide, and 13 state governments, including Iowa and Illinois; and

WHEREAS state and University employees in committed, unmarried families often face significant economic hardship when one of the partners cannot provide health insurance for the other, or for that partner's children; and

WHEREAS the University of Wisconsin-Green Bay values the contributions of all its employees, and in the progressive tradition of this state, steadfastly affirms the principle of equal compensation for equal work; and

WHEREAS it is the state's and the university's interests to affirm the diversity of its employees' social and cultural backgrounds as a means of promoting a productive workforce committed to generating the variety of perspectives required to find creative and innovative solutions to issues that benefit the global community; and

WHEREAS a diverse workforce facilitates and advances the university's efforts to recruit, retain, and educate its future graduates, and prepare them to succeed in the increasingly diverse global community in which they will live and work; and

WHEREAS a lack of benefits for its employees' unmarried domestic partners negatively affects the University of Wisconsin-Green Bay's ability to recruit and retain the most talented workforce possible, which ultimately impedes the university's tripartite mission of teaching, research, and outreach;

NOW THEREFORE BE IT RESOLVED, that the Faculty Senate of the University of Wisconsin Green Bay strongly urges the Wisconsin State Legislature and the governor to extend state health insurance benefits to unmarried domestic partners of all state employees qualified for such benefits.

RESOLUTION ON A CHILD CARE FACILITY

WHEREAS the University of Wisconsin - Green Bay is the only one of the 4-year campuses in the UW-System without a child care facility; and

WHEREAS the recent report of the Adult Education Task Force calls for investigation of the feasibility of alternatives for child care (recommendation two, p. 10); and

WHEREAS the recent accreditation review by the Higher Learning Commission recommended efforts to “enhance quality of instruction and student learning (first full paragraph, p.12 of the HLC report)” and a child care facility could provide a teaching laboratory for students; and

WHEREAS the availability of child care is an important recruitment, retention, and quality of life issue for students, faculty, and staff;

NOW THEREFORE BE IT RESOLVED, that the Faculty Senate of the University of Wisconsin - Green Bay recommends the creation of a campus child care facility with potential to include a laboratory school component.

**Resolution Regarding the Right to Bargain Collectively by the
University of Wisconsin System Faculty and Academic Staff**

Be it resolved that the Faculty Senate at the University of Wisconsin – Green Bay strongly supports granting the right of the faculty and academic staff throughout the University of Wisconsin System to collectively bargain as proposed in the Governor’s 2009-11 biennial budget.

It is further resolved that if such enabling collective bargaining legislation is approved, the faculty at the University of Wisconsin – Green Bay strongly support the idea that all faculty and academic staff be allowed to establish collective bargaining units as they determine without *a priori* restrictions as to the nature of those bargaining rights.

**MEMORIAL RESOLUTION OF THE UNIVERSITY OF WISCONSIN-GREEN BAY ON THE
DEATH OF BRUCE LA PLANTE,
LECTURER IN THE INFORMATION AND COMPUTING SCIENCES PROGRAM**

Bruce La Plante, Lecturer in Information and Computing Sciences, died on September 2, 2008 as a result of esophageal cancer. Survivors include two children, Jessica (Paul) La Plante-Wikgren, Sean La Plante; a stepson, Logan Meyers; his wife, Janet; three brothers, Kevin (Kathy) La Plante, Grant (Debbie) La Plante, Scott La Plante; two sisters, Suzanne (Peter) Neerdaels, Linda La Plante; nieces, nephews, other relatives and friends. He was preceded in death by his first wife, Judy; a stepson, Austin Meyers; and his parents.

He was born Mar. 24, 1954, to Ralph and Beverly (Mommaerts) La Plante. He graduated from Green Bay West High School and the University of Wisconsin-Green Bay with a Bachelor of Science with emphases in mathematics and computer science and was also a Master of Science candidate at UWGB. He had previously been employed as a systems analyst and database analyst at WPS, University of Minnesota, Kimberly-Clark, and Shopko and was most recently employed as a Lecturer in the Computer Science Program at UWGB. Bruce was also a district representative and committee chairman for the Democratic Party of Brown County and was a founding member and vice president of the Green Bay Chess Association.

Bruce will be most remembered for his unselfish giving of his time, his jovial personality, and his tireless activities toward providing his students with an academic experience reflecting his unending quest for knowledge and his years of professional experience. Though Bruce had been employed by the university for a relatively short period of seven years, his contributions to the university began in 1978 when he was a student. At the time, UWGB was hiring for a faculty position in computer science and Bruce, though he was going to graduate soon, wanted to be a part of the process that hires new faculty. He selflessly volunteered his time to be part of a student group that met with interviewing candidates. After he graduated in 1980 he continued to volunteer his time by returning to the classroom as a guest lecturer in order to talk with students and provide insights based on his experiences as a computing professional.

He moved to Minneapolis to continue developing his career as a database analyst and administrator and worked at the University of Minnesota and B. Dalton Book Store. After his return to Green Bay about ten years later he entered the Master of Science program at the university and reinitiated his connection to the university's computer science department by taking additional course work. He also resumed his role as a volunteer guest speaker in class. He valued education and wanted students to make the connection between their academic experience and their future professional lives. According to Linda Peacock-Landrum, Director of Career Services at UWGB:

Bruce always saw the big picture and wanted students to understand the world of computer science beyond the academic world.... Bruce was supportive of students in every sense of the word – in the classroom, out of the classroom and on a personal level as needed.

Bruce had taught two introductory programming classes at UWGB as an ad hoc instructor. Shortly after, in the fall semester of 2001 he was hired as a Lecturer in the Information and Computing Sciences unit. It was immediately clear that Bruce's contributions to the Information and Computing Sciences programs would go far beyond teaching. He was a scholar in every sense of the word. He enthusiastically investigated new technologies and was always looking for ways to use them in the continuing evolution of our programs. In an area when constant change can be intimidating, Bruce saw it as a challenge and an academic pursuit. According to Professor Hosung Song:

There was a demand for new technology and he answered it with a lot of enthusiasm. ... When I was visiting him last summer before his surgery (or maybe after the surgery), he was still learning the systems and enjoying them. He loved to share with me what he learned.

Others from the computer science faculty echo similar thoughts. He was seen as an innovator and educator. He would frequently share his knowledge and findings with others in computer science during department meetings or our more informal monthly "literary society" meetings at the Titledown Brewing Company. He could progress

seamlessly from a discussion of the merits of their Rail Yard Ale vs. the Johnny “Blood” Red brew to a discussion of a new technology he might have discovered recently. He was a pleasure to work and socialize with.

His impact on the both the Computer and Information Sciences programs was significant. He used his private sector experience to further both programs’ goals and propose significant changes in our courses. He developed a new course in Systems Analysis and Project Management and frequently brought in Computing Professionals to lend their insights to students. He enthusiastically volunteered to teach the “Information, Computing, and Society” course when the developer of that course retired.

His collegiality and collaborations extended beyond those in Computer Science. All that knew Bruce found him an excellent colleague and a joy to work with. Here are some thoughts from colleagues in other areas.

Though I did not know him long I can say that he was helpful, welcoming, and kind when I first arrived at UWGB. (Adolfo Garcia: Assistant Professor in Communication)

I knew him best through his tireless work as a volunteer and administrative council member for the Democratic Party of Brown County. ... People in the organization had great respect for him. They saw him as smart, kind, funny, and best of all, honest. (Ryan Martin, Assistant Professor of Human Development and Psychology)

Bruce was a superb colleague. ... He was patient and always willing to work with you. He will be sorely missed. (Timothy Meyer, Professor and Chair of Communication)

Bruce LaPlante was a kind, gentle man and cherished and generous colleague. (Victoria Goff, Associate Professor of Communication)

Bruce encountered multiple hardships in his final 10 months and faced them with courage and strength. Bruce’s greatest impact on my life occurred the day he introduced me to his daughter Jessica, who would become my wife. I am proud to say that she continues to carry on Bruce’s spirit. (Paul Wikgren, UWGB IS Business Automation Specialist and Bruce’s son-in-law).

Bruce was also well liked and respected by his students. They respected the high value he put on the academic experience and appreciated his approachability and willingness to help and share his professional experiences. Students sought him out as an advisor and as a faculty contact for internships. Because of his combination of academic and private sector credentials, he was in a unique position to advise students in career opportunities. This same combination of talents also made him a natural for students needing a faculty advisor for their internships.

According to Kimberly Simendinger:

He was an amazing man that could spark any person’s interest in a class room by his colorful personality, vast amount of knowledge, and enthusiasm to teach. He was truly an inspiration to me and had a huge impact on my decision to go toward this particular field of study. He was always extremely helpful, genuinely happy and such a pleasure to talk with. He was truly a remarkable teacher, mentor, and friend that will be extremely missed and never forgotten

And from John Klak:

He was able to empathize with students unlike any professor I’ve ever met. He not only understood the topics which he taught, but he also understood the people whom he taught. It is easy to see why Bruce LaPlante was such a well-respected and likeable instructor.

And from Kurt Wondra

Bruce LaPlante never wore any expression short of a smile on his face. His enthusiasm helped to inspire his students and give them more fuel to advance in their educational understanding. I was very much so looking forward to his return to the classroom this fall and am deeply saddened that it was not possible. However, he still has made a lasting impact with the UWGB family and will never be forgotten.

Bruce La Plante served many roles. He was a colleague, friend, advisor, resource person, mentor, educator, liaison, volunteer, father, husband, and a great person. He will be missed but we will continue to benefit from his tireless activities and contributions he made to better the program, faculty, and most of all, our students.

Bill Shay

**MEMORIAL RESOLUTION OF THE UNIVERSITY OF WISCONSIN-GREEN BAY
UPON THE DEATH OF CHANCELLOR EMERITUS EDWARD W. WEIDNER**

Dr. Edward W. Weidner, world-renowned educator whose crowning achievement was founding of the University of Wisconsin-Green Bay, passed away peacefully at the age of 85 on June 6, 2007.

Dr. Weidner was appointed chancellor of UW-Green Bay in October 1966. Hired to oversee the creation of a new four-year campus in Northeast Wisconsin, he was the institution's first employee and driving force. He was the architect who oversaw development of the bay shore campus and its groundbreaking curriculum, and he assembled a national-caliber faculty and staff. He would serve 20 years as chancellor, which ranks among the longest tenures in UW System history.

Chancellor Bruce Shepard on Dr. Weidner's University of Wisconsin-Green Bay:

"We are, in so many ways, Dr. Weidner's University of Wisconsin: as the direct expression of his revolutionary vision for higher education, as the product of his tireless hard work, and, even after his retirement, as the focus of his caring, concern, and commitment."

"The depth of the loss for our community and for our university is matched only by the personal loss we all feel for Ed. He was held so strongly in the affection of so many of us, and together we grieve. Marge Weidner and the entire family are very much in our hearts."

A citation quoting the essayist and poet Ralph Waldo Emerson — "An institution is the lengthened shadow of one man" — was cited when the UW System Board of Regents honored Dr. Weidner with chancellor emeritus status after he stepped down in 1986. Colleagues and contemporaries agreed those words were never more fittingly applied than to Edward W. Weidner and the University of Wisconsin-Green Bay.

Green Bay's local newspaper, just hours after his passing, paid tribute to his life's work by describing him as "one of the leading figures in Green Bay in the 20th century."

Edward W. Weidner was born July 7, 1921, in Minneapolis, the second of two children of Lillian and Peter Weidner. He attended public schools and graduated from Roosevelt High School in Minneapolis in 1939.

He married the former Jean Blomquist on March 23, 1944. They would have four children: Nancy, Gary, Karen and Bill. Jean Weidner —UW-Green Bay's first "First Lady" and a well-known social worker and psychotherapist in her own right —preceded him in death, on April 15, 1997. Ed remarried to Marjorie Conway Fermanich; the couple marked their ninth wedding anniversary on Wednesday, the day of his passing.

Edward W. Weidner began his distinguished academic career as a Phi Beta Kappa graduate of the University of Minnesota, where he also completed the M.A. and Ph.D. in political science, in 1946. He first pursued his interest in public administration in graduate school, when he worked as a research associate for the National Municipal League. He also did graduate work at the University of Wisconsin.

In the two decades before he was called to Green Bay, he had already made important contributions to higher education in America and abroad as political scientist, university professor, university administrator, scholar and authority on international affairs.

As an assistant professor at Minnesota, Dr. Weidner was assistant director of research in intergovernmental relations. He moved on to a one-year faculty post at UCLA and then to Michigan State. There, over a period of 12 years beginning in 1950, he added activities in technical assistance, educational exchange, international development and administration, serving as director of the Governmental Research Bureau, chairman of the Department of Political Science, and director of the Institute of Research on Overseas Programs. His work brought him and his family to countries including Vietnam, where he was consultant on assistance needs to the Foreign Operations Administration, and Pakistan, consulting on rural development academies for the Ford Foundation.

After a year as a Visiting Senior Scholar at the East-West Center of the University of Hawaii, Weidner was named vice chancellor of the Center's Institute of Advanced Projects, a post he held for six years. He was director of the Center for Development Change at the University of Kentucky before accepting appointment from then-UW President Fred Harvey Harrington to head the new campus in Wisconsin.

At that time, Dr. Weidner had written or collaborated in the writing of at least eight books, had presented hundreds of papers to professional meetings, and served as an officer or on committees of dozens of scholarly organizations. His books included *The World Role of Universities* (McGraw-Hill, 1962), *Technical Assistance in Public Administration Overseas* (Public Administration Service, 1964), and *Development Administration in Asia* (Duke University Press, 1970).

Throughout his tenure as chancellor, Ed Weidner maintained an active and passionate interest in political science, public administration, and public affairs. His early academic work and his service as the founding chancellor of UW-Green Bay reflected his deep knowledge of government and politics and in particular the challenges of economic development around the world. He set high standards for academic excellence that later strongly shaped his service as the University's chancellor as well as the program in Political Science, where after retirement he held the title of professor emeritus.

It was at UW-Green Bay however, that Chancellor Weidner would earn national and even international attention. The pioneering curriculum and "Man and his Environment" theme grabbed headlines – Newsweek, Harper's magazine and others showered praise on what they described as America's first eco-university—but there were other, even more significant ways UWGB challenged the higher education orthodoxy of the day.

Providing some perspective on an individual establishing a university former Superintendent of Public Instructions and University Regent Bert Grover said "*very few individuals have founded a university, Thomas Jefferson comes to mind.*"

By integrating disciplines into interdisciplinary "concentrations," by offering liberal education seminars and the January special-studies period, by emphasizing problem-solving and "communiversity," the University that Dr. Weidner helped build would re-shape the status quo. For example, UWGB was among the first universities of its day to offer a broadly defined program in Environmental Sciences; once revolutionary, such interdisciplinary programs can be found nationwide, today.

Phil and Betsy Hendrickson, longtime friends and supporters of UW-Green Bay:

"Our memories of Edward Weidner go back to about 1975 when we met him soon after he had been appointed as chancellor for the new University of Wisconsin at Green Bay. Ed Weidner dreamed of establishing a 'communiversity' with environmental emphasis. We think of Ed as an administrator who was persistent in his goals, planned for the future, and was practical in seeking new ways to reach out into the community. With this new approach to higher education, students from all over the country applied for admission to UWGB. During Ed's retirement years, we have many happy memories of good times and delicious food at his Shore Acres home. We admire Ed and Marge for their persistence in bird

watching and love for travel. Ed has touched the lives of countless students and left our community with an outstanding university and forward thinking community leaders. We will miss him."

As a result, Dr. Weidner was invited to write and speak widely on higher education in general and UW-Green Bay in particular. He prepared papers on problem-oriented education and UWGB for the International Year Book of Education; for the American Council on Education journal, the Educational Record; for the International Journal of Environmental Sciences; for the national conference of the American Association for Higher Education; for three international meetings of the Organization for Economic Cooperation and Development in France and Denmark; for the inauguration of new universities in Sweden and South Africa; and for conferences in Germany, South Africa, Lebanon, Japan, Yugoslavia, and Spain. He was honored by the King of Sweden for his contributions to higher education in that country.

On the national scene, Weidner served during his tenure as chancellor as secretary and board member of the American Council on Education as well as on the Association of American Colleges board and the AAC project policy board, working to create institutional change by developing and implementing alternative curriculum models for undergraduate liberal education. He also took his experience and expertise to the American Association of State Colleges and Universities as a member of that body's committee on alternatives and innovation. For a six-year period beginning in 1974, Weidner served as American representative on the governing council of United Nations University, a newly founded world institution of postgraduate study and research.

Student life was another priority during Dr. Weidner's tenure at UWGB. Despite state budget cuts, he was successful in winning state support for a student union and sports center, and a successful capital campaign in the 1980s enabled construction of modern campus residence halls without public funds.

He was a champion of bringing NCAA Division I athletic competition to Green Bay, and helped rally the community to achieve that goal. The school's first NCAA tournament bid, in 1983 in men's soccer, and the hiring of Dick Bennett to lead the ascent of the men's basketball program at the major-college level, were accomplished under Chancellor Weidner's watch. Previously, the school had achieved much success in soccer and basketball at the NAIA and Division II levels. Chancellor Weidner had identified successful sports programs as a campus goal upon his arrival in the late 1960s; he often credited legendary Packers Coach Vince Lombardi as a key community adviser and the man who persuaded him that soccer, not football, should be the primary fall sport because of the expense involved, likelihood for an immediate national profile, and the risk of being overshadowed by the city's NFL team.

Carol Hammerle, former UW-Green Bay women's basketball coach wrote:

"As the former chancellor at UW-Green Bay, Ed displayed outstanding leadership because he had a vision for such a young campus. I believe his vision was well ahead of the times. The atmosphere and success that UW-Green Bay athletics and especially women's athletics enjoy today is what Ed Weidner envisioned for this University.

"In my 32 years of coaching, he was the only chancellor to ask me each year what I needed to improve the quality of the women's basketball program. When I reflect back I realize what a pivotal person he was in my career at UW-Green Bay.

"After I left UW-Green Bay he made it a point to stay in contact with me. He was a role model, a mentor and a friend. I will miss him dearly."

During his time as chancellor, Dr. Weidner also gave generously of time and effort to other local projects: as a member of the board of directors of the Heritage Hill Foundation and co-chairman of its recent capital

campaign; on the executive board of the Bay-Lakes Council, Boy Scouts of America, which honored him in 1986 with its Distinguished Eagle Award.

Dr. Weidner stayed active with UW-Green Bay in the years since his retirement as chancellor. He took particular interest, and leading roles, in continuing development of the Cofrin Arboretum, scholarship assistance for students, Phoenix Athletics, and development of the campus/community performing arts center that was later named in his honor.

He served as project director for the performing arts center following announcement of a unique public-private partnership launched by a \$5 million challenge gift from his friends, Dr. David and Mary Ann Cofrin, in 1987. Groundbreaking took place in 1991, and at the Cofrin's suggestion the center was dedicated as the Edward W. Weidner Center for the Performing Arts upon its opening in 1993. A subsequent family honor was announced in 2005 when the center's Jean Weidner Theatre was named for his late wife, herself also a fan of, and advocate for, the theatre program.

Despite a serious heart attack suffered during a 1997 trip to New York state, Dr. Weidner recovered to resume an active schedule. He remained one of the University's biggest boosters and enthusiastic advocates, a fixture at campus theatre, sporting and student events. His most recent campus functions were a meet-and-greet session with students at last month's scholarship reception — he and his family helped fund several scholarship endowments at UW-Green Bay — as well as the annual Founders Association community reception, and the most recent induction ceremony for the Phoenix Hall of Fame.

When asked why he chose to remain in Green Bay following his retirement, having lived many other places around the world, he mentioned friends and the importance of having a strong public university in the community — “which we have here in Green Bay.”

Jim Schmitt, Mayor of Green Bay wrote:

“It's hard to imagine what Green Bay would be like without its university. Ed Weidner's vision and leadership from the very beginning have created an everlasting legacy that will continue to enrich the lives and the spirit of the Greater Green Bay Community for generations to come. Ed showed how quickly a university could build a strong reputation from scratch for both academics and athletics and we can't thank him enough for that gift.”

As UW-System President Kevin Reilly wrote on behalf of the University of Wisconsin System

“He is sure to be remembered as one of the giants in the history of the University of Wisconsin.”

William G. Laatsch, Interim Provost and Vice Chancellor for Academic Affairs
Michael E. Kraft, Public and Environmental Affairs

**MEMORIAL RESOLUTION
OF THE UNIVERSITY OF WISCONSIN-GREEN BAY
UPON THE DEATH OF ASSOCIATE PROFESSOR EMERITA SUSAN KLINE-HEIM**

Sue Kline-Heim, Associate Professor Emerita of Communication and the Arts: Theatre, died on January 27, 2005, after a prolonged battle with Multiple Sclerosis. Sue is survived by her husband Jim Heim of New Franken and numerous family members still living in the Menominee area in Michigan's Upper Peninsula.

Sue was born in Menominee in 1952 and after graduating high school she moved on to fashion design school in Florida leaving Menominee never to return. Sue did get as close as Marinette to design windows for the Lauerman Brother's Department Store after completing fashion school and it was that creative work and the desire to put her fashion training to work in a more meaningful way that prompted Sue to seek her bachelor's degree in Theatre, focusing on costume technology and design. Like many arts students at UW Green Bay, Introduction to Human Biology was not her most successful subject but any art work that Sue could get her hands on was where she found her passion and later in her undergraduate studies her intellectual curiosity caught up with her artistic bent. After being named the UW-Green Bay's Outstanding Theatre Student, Sue graduated in 1984 and was accepted into the MFA Theatre Design program at Michigan State University. Sue received her terminal degree three years later and she was awarded her first faculty position in a one-year Faculty Sabbatical Replacement position at the University of Michigan - Flint. One year later Sue Kline accepted an Assistant Professor Costume Design position at the university she loved so very much and where she discovered her passion for creative design and problem solving, The University of Wisconsin – Green Bay. The fit was perfect. Sue Kline was one of the few new Assistant Professors on campus who could move seamlessly into teaching unique upper-level interdisciplinary arts courses without batting an eye. Sue's undergraduate preparation with faculty mentors in the arts like Davey Damkoehler and Ray Gabica and Arthur Cohrs allowed her to fit right into the interdisciplinary arts environment on our campus. In 1994, as Chair of Communication and the Arts, I was able to be at her side while Sue made her case for tenure and was promoted to Associate Professor at a school that meant so much to her. The ravages of MS eventually forced Sue to retire early in August of 2000 but her creative spirit and her passion for life long learning never retired as she took advantage of her Emerita status and took various courses across campus and continued to focus on arts attending events at the university and throughout the community.

Sue Kline Heim was in her glory coming back to lead the UWGB Costume Shop and the students flocked to Sue. Sue was such a perfect match for UWGB's unique interdisciplinary mission and she was such a vibrant and creative person with an intellect to match and people were naturally drawn to her. At the end of Sue's very first year at UWGB she hurt her back making plaster molds for face casting. Thinking nothing of it she continued on but the nagging pain did not seem to leave her. After months of testing the diagnosis of Multiple Sclerosis was discovered to be the cause of her pain. Shortly after attending Sue and Jim's wedding at the Ecumenical Center in 1989 we began to see more outward effects of the MS, which were always so frustrating to Sue. At that time however, those physical effects were more of a nuisance than life changing as the creative mind and spirit choose to ignore those kind of physical inconveniences. Sue never gave up and neither it seems did the MS. We designed many shows together and I learned from Sue just how strong the creative spirit could be. To have truly known her was to love her and for those of us lucky enough to have loved and worked with Sue prior to her many years of battling this most insidious disease our lives were all made richer.

In the few years following as I stood by and saw how MS can wreak havoc with someone physically, I came to realize that I couldn't muster the physical strength and courage for a single day that I saw Sue dig down and gather up just to get around each and every day of her life. Even after she retired these last few years every time I saw Sue I was able to see in her eyes that spirit so wanting to get out. I knew as I saw her less frequently

that she was relying on Jim's strength more and more to simply get through every day. But her gift of "Wings" to the university Art collection after her retirement served as a reminder of how much her spirit could soar regardless of her fettered physical condition.

Just two weeks prior to Sue's passing I happened to see the Chairperson of Theatre at the University of Michigan - Flint who told me to let Sue know they were using some beautiful costumes she had designed back in 1987 in their upcoming mainstage show. This was a Theatre colleague who worked with Sue for less than one calendar year and at the very beginning of Sue's professional career and yet 21 years later she still felt a special bond with Sue Kline Heim and they will never forget her contributions. That's because of the kind of special person and creative spirit that Sue was...and is.

Sue spent her professional life in an art form that focuses on the Human Condition and the Human Spirit...An art form that prompts people to think about ways both big and small to make this world a better place.

Sue Kline-Heim, in ways both small and big, made this world a better place for all of us here today. She is relying on different wings today but without question her spirit will always soar. Sue..."May flights of Angels sing thee to thy rest..."

Jeff Entwistle

**MEMORIAL RESOLUTION
OF THE UNIVERSITY OF WISCONSIN-GREEN BAY
UPON THE DEATH OF ASSOCIATE PROFESSOR EMERITA LORRAINE M. NOLL**

Lorraine M. Noll was an admired and influential faculty member of the University of Wisconsin Green Bay and Associate Professor in the Professional Program of Nursing. She was born on July 28, 1932, in Neillsville, Wisconsin, and died on September 27, 2007, in Two Rivers, Wisconsin, where she lived for many years. In 1953 Lorraine graduated from St. Joseph's Hospital School of Nursing in Marshfield, Wisconsin, with a Diploma in Nursing. In 1980, she graduated from Alverno College in Milwaukee with a Bachelor of Science degree in Nursing. Lorraine earned a Masters Degree in Primary Care Nursing in 1983 from the University of Wisconsin-Oshkosh and earned post-graduate credits toward a Doctorate in Education at Marquette University.

In 1983, Lorraine began her career in nursing education at the University of Wisconsin-Green Bay where she was employed as an Associate Professor in Nursing until her retirement May 1, 2000, when she was awarded Associate Professor Emerita. Lorraine had years of nursing experience in medical-surgical nursing, clinic nursing, and public health nursing. Noll also served in leadership positions with state and national nursing associations. In 1977, she achieved Certification in Community Health Nursing from the American Nurses Credentialing Center (ANCC) and maintained this certification until 2001 when she achieved Board certification until 2006. Lorraine was a member of ANCC Community Health Nurse Test Development Committee from 1981 to 1986 and from 1994 to 2002

Lorraine was best known for her "we'll-come-to-you" outreach that brought nursing instruction to remote places across Northern Wisconsin. In 1986, she led establishment of UW-Green Bay satellite sites at Howard Young Medical Center in Woodruff and Nicolet Community College in Rhinelander. Through this effort she provided holders of R.N. diplomas and associate degrees the opportunity to pursue bachelor's degrees. In the days before web-based instruction, she made the near-200-mile drive from her Two Rivers home in all seasons, so dozens of students with busy lives and young families didn't have to. For that, she received the Founders Association Award for Excellence in Community Outreach in 1993, as well as an award from her national association. "From Fond du Lac to Sturgeon Bay and Shawano to Hurley," the Founders citation read, "she was instrumental in extending the UW-Green Bay Professional Nursing Program."

Many students remember Lorraine with great affection and appreciation for the encouragement she gave them to advance their careers in nursing. The fact that her students have gone on to enjoy distinguished careers in community health nursing and in higher education is a tribute to her insistence upon the highest standards of nursing education. Former students Sharon Gajeski, who is currently a UWGB Nursing Program Advisor, and Brenda Tyczkowski who is currently a Lecturer in the Nursing Program, and Amy Henniges Adjunct Professor Bellin College of Nursing are representative of the many who valued Lorraine as a professor and example in the nursing profession. Recalling Lorraine, Sharon wrote "Lorraine's passion for the nursing profession was always evident. Through my clinical experience in her Community Health Nursing course, I developed an understanding and appreciation for the impact that nurses can have when working with minority or underserved populations. Lorraine was an excellent educator and role model. Her support and encouragement impacted my decision to advance my education. I feel fortunate to have had her as a teacher and nurse colleague."

Brenda recalls that, "Though my background was not in Community Health, Lorraine helped me to gain an understanding and an appreciation for the role of the nurse in the community setting. My first Community Health experience came when I was assigned to work with one of the Public Health Nurses to do "new mother" visits. Having no children of my own and a background in hospital nursing left me feeling very anxious. Lorraine was able to guide me through what the visit was likely to entail, which boosted my confidence. I made it through the visit successfully. Lorraine was there to cheer my success. Lorraine had a kind and gentle manner of instilling confidence. Her courses were packed with information, which was always delivered with a smile. She was never too busy to answer a question. It was with self-confidence that I was able to further both

my education and my career. Lorraine was one of the faculty who helped nurture that self-confidence from a tiny bud to a blossom. I smile even now when I think of that first 'new mother' visit."

Amy remembers Lorraine as "An outstanding nursing professor that made a significant impact on my young career as a nurse. Professor Noll taught me that a comprehensive nursing physical assessment was really the key to a successful patient/client outcome. With great passion and high energy, Professor Noll role modeled how to make physical assessments a non-rudimentary experience for both the patient and the nurse. Professor Noll was also important in helping me truly see and appreciate that the role of nursing could and did extend far beyond the walls of an acute care hospital. Because of professors like Lorraine, I gained the confidence I needed in my BSN program to go on to become the first Home Health Nurse serving the patients of St. Mary's Medical Center in Green Bay, WI. I will be forever grateful to Professor Lorraine Noll."

Lorraine's memory will live on in the minds and hearts of her students, colleagues, and community health directors across the state of Wisconsin. In continuing recognition of Lorraine's contributions to nursing education, those who aspire to continue their education in nursing will have this opportunity made possible by the generous scholarship created in her memory by Lorraine's children and their spouses, Andrew and Lisa Noll, Joseph and Sally Noll, Robert and Amy Noll and Sarah (Noll) and Don Geiger. Lorraine taught students the both the art and science of nursing. She modeled caring, compassion, and a warm positive attitude. Lorraine remains a respected colleague, role model, and friend. Her contributions to the University and the field of public health nursing will continue to influence and inspire faculty, students, and graduates for years to come.

Mimi Kubsch
Associate Professor Nursing
University of Wisconsin Green Bay

Resolution of Thanks

WHEREAS, in times of transition an institution depends on interim leadership that can maintain forward motion; and

WHEREAS, shared governance depends on an administration that knows both the letter and spirit of governance rules; and

WHEREAS, a vibrant educational institution depends on leadership enlightened enough to understand student needs, community interests, and the working conditions of faculty and staff; and

WHEREAS, David Ward has provided such leadership through his network of community connections and through his commitments to the specialness he sees UW-Green Bay still has for the future; and

WHEREAS, William Laatsch has provided such leadership through his deep roots in caring for the student experience, his humane ability even after a long career to tear up at student success, and his vision for our progress in difficult times; and

WHEREAS Patricia Przybelski, retiring as long-time guardian of governance processes, has provided an institutional memory and extraordinary support for the structures that keep us from chaos;

NOW THEREFORE BE IT RESOLVED that this body expresses its enormous debt and great gratitude to Dave Ward, Bill Laatsch, and Pat Przybelski for their commitments, service, and support of the UW-Green Bay community.