

AGENDA
FACULTY SENATE MEETING
February 10, 2009
Huff's
2:30 – 4:30 p.m.

- I. Call to Order**
 - 1. Chancellor's Report**
 - 2. Vice Chancellor for Academic Affairs' Report**
 - 3. Vice Chancellor for Administrative & Student Life Services' Report**
 - 4. Charge to PPC on Governance Representation for the Minority Faculty Staff Network and the GLBTQ Inclusivity Group (Steve Deckelman, Attachment 1)**
 - 5. Announcements**
- II. Minutes of January 27, 2009 (Attachment 2)**
- III. Committee Reports**
 - 1. Grading Period (Renee Howarton, Attachment 3)**
 - 2. Other**
- IV. Old Business**
 - 1. Other**
- V. New Business**
 - 1. Decision Item**
 - a. Tenure Timeline 2010-2011 (Attachment 4)**
 - b. M.S. in Gerontology (Attachments 5 & 6)**
 - 2. Discussion Items**
 - a. Role of Junior and Senior Faculty in Governance (Steve Deckelman)**
 - 3. Information Items**
 - a. 2009 Named Professorship Committee Election Results**
 - 4. Other**
- VI. Adjournment**



Faculty Senate
 11 Harvey Hall
 University of Wisconsin-Stout
 P.O. Box 790
 Menomonie, WI 54751
 715/232-1789

Date: January 30, 2009

To: Joe Holland
 Chair, Personnel Policies Committee
 cc: Charles Sorensen, Chancellor, Julie Furst-Bowe, Provost

From: Steve Deckelman
 Chair, Faculty Senate

Subject: Charge to PPC on Governance Representation for the Minority Faculty Staff Network and the GLBTQ Inclusivity Group

In response to the Faculty Senate's recent endorsement (1/27/09) of the concept of investigating some formalized representative participation in shared governance by the Minority Faculty Staff Network and GLBTQ Inclusivity Group, I am charging the PPC to explore this issue through a continued conversation with these groups and to bring a recommendation to the Faculty Senate at the earliest feasible date, but no later than November 1, 2009.

As part of its study of this issue I would ask the PPC to address the specific questions of:

- Establishment of seats on the Faculty Senate for representatives from each of these groups, and whether such seats should be in the capacity of full voting rights or non-voting ex-officio.
- Mechanisms for how such representatives would be selected, terms etc.
- Preparation of draft language for Faculty Senate Constitutional changes necessary to implement the above, which could be sent to the faculty for a vote.

In addition, if it seems appropriate, you may also want to explore other avenues of participation in governance that may include, but are not limited to:

- Creation of "diversity seats" on existing standing committees.
- Adopting the MFSN and GLBTQ as standing committees of the Faculty Senate, thereby creating representation on the Faculty Senate Executive Committee.
- Any other scenarios the PPC might envision.

I would like to emphasize that your deliberations and recommendations should be made in consultation with representatives from the MFSN and GLBTQ groups. The Senate of Academic Staff has had a minority position for several years and may be a resource for your committee as it explores this issue.



MINUTES
FACULTY SENATE MEETING
January 27, 2009
Huff's
2:30 – 4:30 p.m.

ATTENDANCE:

CHAIR: Steve Deckelman

SECRETARY: Laura Schmidt

VICE CHAIR: Abel Adekola

PAST CHAIR:

PRESENT: Abel Adekola; Paul Calenberg; Hector Cruz; Steve Deckelman; Kevin Doll; Brian Fitch; Nelu Ghenciu; Joe Holland; Lars Jerlach; Phillip Motley; Gindy Neidermyer; Ann Parsons; Cynthia Rohrer; John Rompala; Laura Schmidt; Helen Schroeder; Scott Springer; Julianne Taylor; Steve Terry; Julie Watts; Ned Weckmueller

EXCUSED: Lamin Kassama; Marcia Miller-Rodeberg; Ruth Nyland

GUESTS: Chancellor Sorensen, Vice Chancellor Moen, Dennis Shaw, John Dzissah, John Lui, Lelah Lugo, Meridith Wentz

I. Call to Order – 2:37 p.m.

- 1. Chancellor's Report – Chancellor Sorenson said that there isn't any definite news about the budget. Information on the budget is not expected to be released until February 10 at the earliest. A letter regarding extra spending for the campus was received, but this money is not guaranteed. Even if there is a bailout, there will not be additional spending. Hiring will take some precedence. Caution should be taken when forwarding any funding requests. Between now and 2015, there will be a drop in 15-year-olds. This will produce a challenge in recruitment/enrollment. Concerns were raised on admission qualities. If a higher ACT were required, it could potentially mean the enrollment would drop a few hundred students each year. This would result in smaller programs and would require less faculty and staff. A discussion pursued about how to maintain the current enrollment number of 8800 students. The Chancellor asked BPA to run a report on ACT scores of 21 for current students. The report indicated that there would be 150 less students on campus. The challenge will be to attract more graduate students and transfer students, make deeper cuts of the ACT scores, or simply view the campus as an access campus for some programs. Admissions standards would not be changed. The campus has a great placement rate for graduates. This will be used to draft a white paper to tell "who we are". The issues of access versus selectivity will have to be settled. In the next year, the campus will need to discuss who we want to be. The strategic planning group will begin discussing these issues and drafting a white paper for distribution. Meridith Wentz has assisted by providing valuable data about admissions. It is alarming that there have been over twelve deaths in our student body over the past eighteen months. In the next few weeks, the Dean of Students office will begin initiating a campus response to address the risky behavior of the student body.**
- 2. Vice Chancellor for Academic Affairs' Report – No Report**
- 3. Vice Chancellor for Administrative & Student Life Services' Report – Vice Chancellor Moen said that two budget forums are scheduled for February 19 and 23, if the budget is finalized. The Governor has formed the Office of Recovery and Reinvestments to expedite and oversee the funds received from the federal government. Since enrollment for next fall is down, housing contracts are also down about 150 from last year. The Hovlid Hall project to renovate and add a dining facility is currently out for bids. This is expected to be a \$12 million project. Facilities in the Memorial Student Center are being temporarily rearranged to accommodate the Price**

Commons remodeling project. Construction will begin during spring break and will be completed by the end of the school year. The President's Climate Commitment on Sustainability requires an action plan to be submitted by October. Research and input from faculty/staff and students will be requested during spring break. Sustainability appears to be the new buzz word for programs and activities. Programs with sustainability concentrations are showing nice enrollments which provide an opportunity for the campus to show their involvement.

4. **Other Information** – Per the discussion at the last Faculty Senate meeting, Chair Deckelman has sent the Administrative Hiring Charge and College Level Governance Charge to PPC.
5. **Announcements** – Chair Deckelman announced that Jerry Kapus has resigned from the Faculty Senate due to scheduling problems. Joe Holland will be working with Janell on updating the Faculty Senate webpage. Send any comments or suggestions to Joe or Janell. As a response to Chair Deckelman's email request, Ned Weckmueller has volunteered to serve on the hiring committee for Cindy Gilberts' replacement. His name has been submitted to the Provost to serve as a Faculty Senate representative on this committee.

Motion: Jerlach/Schroeder moved to endorse Ned Weckmueller to serve as the Faculty Senate representative on the director of enrollment services hiring committee.

Vote: Passed unanimously.

II. **Minutes of December 9, 2008**

Motion: Holland/Ruenger moved to approve the Minutes of December 9, 2008.

Amend: Under III. Committee Reports, 1. Curriculum & Instruction, a. Global Perspectives Requirements, Thomas Lacksonen, not Tom Ebert, was on the committee to review the Global Perspectives courses and requirements and gave an overview.

Vote: Passed unanimously with Amendment.

III. **Committee Reports**

1. **Other – No Report**

IV. **Old Business**

1. **Information Items**

- a. **Ad-hoc Committee for Polytechnic Curriculum Framework** – Chair Deckelman said that the first Committee for Polytechnic Curriculum Framework's report stated that there is still some productive work that could be done. He requests to form an ad-hoc committee to address the charges in the Faculty Senate Committee on Curriculum and Program Framework document.

Motion: Fitch/Parsons moved to endorse the formation of a committee on the Vision of the Polytechnic Curriculum.

Brian Fitch, Renee Howarton and Jerry Kapus volunteered to serve on the committee to address the important issues of polytechnic, learning goals, etc. Any interested volunteers should contact Chair Deckelman.

Vote: Pass unanimously.

2. **Other**

V. **New Business**

1. **Decision Item**

a. **Faculty Senate Department Representative**

- 1.) **Steve Terry, Physical Education Department – Chair Deckelman said that the faculty senate constitution has a three-year term limit with a year off in between serving consecutive terms. This causes a problem with the physical education department, since Steve Terry is the only faculty member.**

Motion: Weckmueller/Ruenger moved to allow Steve Terry as the Physical Education Department Faculty Senate representative until such time there is more than one faculty member in the department.

Vote: Passed unanimously.

- b. **PPC Recommendations on Emeritus Status Process – Joe Holland said a concern arose when a retiree’s department/Dean did not respond on an emeritus status request. Current policy focuses mainly on criteria. In the past, faculty have retired and their department or Dean took action. When no action occurred, faculty approached the Chancellor/Provost for the answer. It is a department’s or Dean’s decision to make, not administration. Emeritus status is not an entitlement, but an honorary status. PPC’s recommendation does not allow for a department not to make a decision which is reflected in point 1 and point 2 of the Emeritus Status Policy document. A decision would be part of the human resources’ retirement check-off list. Chair Deckelman intended for the charge to produce an appeals process and asked if it was discussed. PPC did discuss the possibility of an appeals policy, but since it is an “honorary” designation they decided it can’t be appealed.**

Motion: Holland/Jerlach moved to approve the PPC Recommendations on Emeritus Status Policy.

Questions were raised about creating an appeals process. This was discussed by the PPC, but it was decided that an appeals process is not necessary. Since an emeritus status is an honorary recognition, it is not entitled to an appeals process. There was a concern regarding the timeline of 30 days. Due to retirements happening in the summer, the timeline should be lengthened to 90 or 120 days or changed to 30 days of academic contract year. This would give the department a chance to make a decision before the Dean must make a decision. It was stated that possibly the Memorials and Honors committee should review the whole policy.

Amend: Weckmueller/Parsons moved to amend the PPC Recommendations to change the length to respond to 120 days in point 1.1 and 120 days in the first part of point 1.2. The second 30-day reference would not change.

Vote on the

Amendment: Amendment passed unanimously.

Vote on the

Motion: Passed unanimously with Amendment.

Chair Deckelman will forward the proposal to be processed.

2. **Discussion Items**

- a. **Minority Faculty Staff Network (MFSN) Proposal – Dennis Shaw, Chair of the Senate of Academic Staff (SAS), spoke on relevant positions in the SAS membership. Each year the MFSN supplies the nomination, then the SAS Chair appoints the member and the SAS give their approval. This member is a full voting member and serves a one-year term. Consecutive terms are allowed. It was questioned if a Faculty Senate committee could be formed for each of these groups. This would provide them with representation on the**

Faculty Senate Executive Committee with voting rights, but would not provide discussion and participation at the full Faculty Senate. John Dzissah, MFSN chair, explained the issues and point of the proposal. The proposal would allow this group a voice and an avenue to address issues. John Lui, past MFSN chair, said that Forrest Schultz and Jerry Kapus, Past Faculty Senate Chairs, had approached him about the committee's interest in possibly being a part of the Faculty Senate. The tangible benefits from the SAS were to have representation and to provide leadership and committee opportunities. This may assist with recruiting and retention of minority faculty and staff. There are different rationale/opinions among the MFSN members for this request. A concern was made if this would begin a process of opening Faculty Senate seats to all special interest groups on campus. No other seat or representative on the Faculty Senate is elected by people other than faculty. This is a concern because the MFSN is not only composed of faculty members and would mean the Faculty Senate would address issues of a group that represents faculty, academic staff, and classified employees. In the past, MFSN members were mainly academic staff.

Motion: Holland/Calenburg moved that one minority faculty member shall be nominated by the MFSN for a designated at-large Faculty Senate position to be elected by the faculty.

It was asked if this means that one of the current at-large spots would represent only that group or is there a chance of a different nomination. This would be an at-large minority representative only. It was discussed that there are no at-large positions anymore. Some feel that if the MFSN is recognized as a major group in the Faculty Senate bylaws, then the MFSN should have a position. It was mentioned that major groups, defined in the Faculty Senate bylaws, are colleges or schools. Some feel that minorities should be elected through regular channels, and not be singled out.

Vote: Defeated with one Abstention.

It was suggested that Chair Deckelman charge PPC to produce a complete proposal/wording of a motion and address Faculty Senate constitution issues.

Motion: Schroeder/Parsons moved to endorse the idea of forming a minority seat for Faculty Senate to be investigated and possibly formulated through PPC.

PPC should consult with the MFSN. Thorough consideration should be taken opening up the door to any special interest groups for a Faculty Senate seat. There was a concern regarding the pressures that might lead to non-renewals or leaving the job here.

Vote: (By show of hands): 12 Yea's; 3 Nay's; 4 Abstentions. Motion Passed.

- b. **Inclusivity Committee Proposal** – Jan Hare explained the mission and vision of the LGBTQ committee. She pointed out the issues and points raised in the Revised (LGBTQ) Request for Representation on the Faculty Senate document. This committee is made up of LGBTQ individuals and friends. The LGBTQ is requesting a non-voting representation and proposes the Director of Diversity occupy this seat. The LGBTQ needs will be communicated through the Director.

Motion: Parsons/Schroeder moved to explore the issue and investigate the implications of a non-voting or possibly voting seat for the inclusivity committee to be addressed by the PPC.

The PPC should consult with the inclusivity committee. The Director spoke on the issues that these two groups face and pointed out that the Faculty Senate needs to take issues of diversity seriously. PPC should consider other

alternatives to answering the same questions. The special issues of these groups could possibly be better represented on standing committee's subcommittees, but this could limit the amount of discussion. The importance of these issues should be recognized by the entire university as a whole. If these doors are opened groups requesting a Faculty Senate seat would be evaluated on a case basis.

Vote: (By show of hands): 12 Yea's; 5 Nay's, 2 Abstentions. Motion passed.

- c. **Job Satisfaction and Engagement Report** – Chair Deckelman wanted to bring this to the Senate's attention. The full report can be found at: <http://www.uwstout.edu/bpa/ir/surveyresults/qwl08/index.html>. This replaces the previous morale studies and was prepared by Russell Consulting, Inc. There are some interesting results that may be of concern to the Faculty Senate. Please contact Chair Deckelman with any thoughts on a Faculty Senate Response.
3. **Information Items**
- a. **Sabbatical Guidelines 2010-2012** – Chair Deckelman wanted to make this information available. The guidelines will be discussed at the next meeting when the Provost is present.
 - b. **Form Changes for Evaluations of Administrators** – Meridith Wentz met with Dennis Shaw, SAS Chair, and Chair Deckelman to offer suggestions on how to improve the submission of evaluations.
 - 1.) **Use of Scantrons (bubble sheets)** – Meridith explained how the procedure would be changed. Instead of circling an opinion on the evaluation form, a circle on the bubble sheet would be filled in. This will greatly increase efficiency and decrease the amount of time in producing the results. The bubble sheet would not be able to handle the comments, so the Senate Office program associate would still need to type up the comments. The Faculty Senate Executive Committee approved using the bubble sheet and sharing the decision to the Faculty Senate for information only.
 - 2.) **Online Submission-** Meridith said that online submission would allow no manual entering of typed comments, as well as, the response to questions. Using online submission provides accurate and fast results/responses. There are two types of tools for online submission: Vovici and Qualtrics. BPA, along with the user, has the only access with the Vovici tool. This means that only BPA would be able to give access, providing confidentially. In this tool, BPA can get access to IP addresses. BPA is moving to a new online tool, Qualtrics. With Qualtrics, only the user has access and can choose to give it to others. All identifying information is hidden from the entire campus. No one on campus has access to IP addresses. A recommendation was made to use bubble sheets until Qualtrics is implemented. A concern was raised on making sure response rates remain the same or are increased. Chair Deckelman asks senators to take the online submission evaluation process to your departments for their input and comments.
 4. **Other** -Since Joe Holland has been elected the PPC chair, he has resigned from his college representative position. An alternate cannot serve, so a new representative from the College of Management is needed. Vice Chair Adekola will ask the college for a representative.

VI. Adjournment – 4:24 p.m.

Respectfully submitted,
Laura Schmidt, Secretary

Recorded and prepared by,
Janell Reitz

Grading Period

Larry Graves distributed information with the current language given to instructors, what other UW institutions are doing, how it was laid out this past fall, and some of the reasons why grades need to be reported in a short time frame. After some discussion, it was moved and seconded that we maintain the current process of having grade reports due in the registrar's office within three working days after the end of the term in which the course is offered. It passed unanimously.

Tenure Timeline for 2010-11

These rules shall provide for written notice of the departmental review to the faculty member at least 20 days prior to the date of the departmental review, and an opportunity to present information on the faculty member's behalf. The probationary faculty member shall be notified in writing within 20 days after each decision at each reviewing level. In the event that a decision is made resulting in non-renewal, the procedures specified in UWS 3.07 shall be followed.

PPC recommends the following timeline per the FASLA handbook:

Faculty Eligible to Apply for Tenure Hired in Fall

Mon., Dec. 7, 2009	Written notice is given to all probationary faculty regarding date of departmental review
Mon., Jan. 25, 2010	Tenure materials due to Department Chair no later than Jan. 25 th .
Tues., Jan. 26 - Mon., Feb 22, 2010	Departmental decisions are made. Applicants and Chancellor must be notified of the recommendation in writing within 20 days of the decision, but no later than Feb. 22 nd .
Mon., Feb. 22, 2010	The latest date by which the Applicant must be notified
Tues., Feb. 23 - Mon., Mar. 22, 2010	Chancellor makes his decision and notifies the Applicants in writing within 20 days, but no later than March 22 nd .
Tues., March 23, 2010	Chancellor notifies UW System of his recommendations on Tenure

Faculty Eligible to Apply for Tenure Hired in Spring

Fri., Sept. 3, 2010	Written notice is given to all probationary faculty regarding date of departmental review
Mon., Oct. 18, 2010	Tenure materials due to Department Chair no later than Oct. 18 th .
Tues., Oct. 19 – Mon., Nov. 15, 2010	Departmental decisions are made. Applicants and Chancellor must be notified of the recommendation in writing within 20 days of the decision, but no later than Nov. 15 th .
Mon., Nov. 15, 2010	The latest date by which the Applicant must be notified
Tues., Nov. 16 – Mon., Dec. 20, 2010	Chancellor makes his decision and notifies the Applicants in writing within 20 days but no later than Dec. 20 th .
Mon., March 21, 2011	Chancellor notifies UW System of his recommendations on Tenure

Request for Entitlement to Plan
Master's of Science in Gerontology
University of Wisconsin-Stout
October, 2008

1. What is the need for this program?

The most well known demographic trend in U.S. society is that in January, 2008, the baby boomer generation, the largest birth cohort in U.S. history, began to qualify for Social Security. This specific observation points to a larger issue, which is that millions of baby boomers are about to enter into their elder years. While programs for elders in U.S. society already have a great number of problems and concerns (especially regarding availability and quality), the increased number of elders over the next few decades requires that society respond by significantly increasing housing, social programs, health care, etc., to meet the needs of the growing number of elder persons. This trend is not only a national issue, but a state and regional issue as well. As a result of the increasing need for societal response to the needs of elders, there is a parallel need for increased education in gerontology, especially at the graduate level.

There has long been a need for increased graduate education in gerontology in Wisconsin in general, and western Wisconsin in particular. There are currently no master's degree programs in Wisconsin and only two in Minnesota. There are minors or certificate programs at UW-Stout, UW-Madison, Marquette and University of Minnesota Twin Cities, but the only full degree programs are at Mankato State and St. Cloud State, both in Minnesota. It is important for residents of Wisconsin, especially western Wisconsin, to have access to a master's degree program in gerontology, leading to increasing job opportunities in human services programs and related areas.

In Western Wisconsin, there has recently been a strong growth in human services programming for elders and anticipation for significantly increased jobs for persons with graduate training in gerontology. There are a number of local organizations that currently provide services to the elderly. These organizations provide housing, food, health care facilities, social and health programming, transportation, employment services, home health care, coordination of services to the elderly, allied health, assisted living, education and tourism for elders, and other miscellaneous services. For example, one such organization, Community Health Partnership, now employs 500 people statewide for a variety of services, most notably to include case management for the frail elderly of Wisconsin. They are currently anticipating hiring significantly more workers to address their growing number of elderly clients.

On a national level, according to the most recent Bureau of Labor Statistics report, "...the expanding senior population is an even larger factor. Employment opportunities for social workers with backgrounds in gerontology should be good in the growing numbers of assisted-living and senior-living communities. The expanding senior population also will spur demand for social workers in nursing homes, long-term care facilities, and hospices."

In sum, demographic patterns in the U.S. demonstrate a very significant need for an increased labor force to meet the needs of the growing older population. This will require increased numbers of professionals with graduate training in gerontology. The proposed program will be the only master's degree in gerontology in Wisconsin.

2. Identify the learning outcomes or provide a brief overview of the curriculum for this program.

A professional gerontology study encompassing issues, trends, technology, practices, services, management, and coordination of services is planned. The graduates of the Master's of Science Degree in Gerontology will be able to....

1. Identify and investigate systems and structures designed to facilitate socially responsible care for elders.
2. Research issues, trends, and technologies that impact elder care practices.
3. Analyze social, political, and economic forces and events that impact elder care.
4. Identify and understand implications of legal, moral, and ethical issues that impact elders and the elder care industry.
5. Identify and interpret data related to supply and demand of elder care services.
6. Develop leadership and management skills needed by career level professionals working within the elder care industry.

We plan to have a core of required courses regarding general issues in gerontology. This would include courses in introductory gerontology, social and psychological issues in late life, relationships in late life, nutrition and health issues in late life, and other general courses. This would also include courses in research methods and a possible internship or practicum experience. Students in this proposed program could take a track with a thesis or a professional project. In addition to required courses, students will have a variety of elective courses related to their specific professional interests in working with individuals, couples, and families in late life.

3. How does this new degree program relate to the institutional mission, strategic plan, goals and objectives?

The Master's of Science Degree in Gerontology clearly fits into UW-Stout's mission, its goals, and objectives. The UW-Stout mission statement states: *The university offers undergraduate and graduate programs leading to professional careers in industry, commerce, education and human services through the study of technology, applied mathematics and science, art, business, industrial management, human behavior, family and consumer sciences, and manufacturing-related engineering and technologies.*

The program will be one of a number of related human services graduate degrees such as Marriage and Family Therapy, Health Psychology, Vocational Rehabilitation, Family Studies and Human Development, and Mental Health Counseling. The proposed program also meets the University of Wisconsin-Stout Goal Number 1 which states that the university *Offer high-quality, challenging academic programs that influence and respond to a changing society.*

According to the UW-Stout mission statement, *UW-Stout is characterized by a distinctive array of programs leading to professional careers focused on the needs of society.* The significant increase in persons over the age of 65 indicates a very significant societal need for increased human services to serve this population and for professional training in the field of gerontology.

Clearly, the proposed gerontology program fits into graduate programs related to human services and human behavior. *The university's programs center on human development and interpersonal relationships. Efficient and effective practices in industry, commerce, education and human services and the relationships of individuals to their environment and to society.* Again, the proposed program fits well with UW-Stout's emphasis in human development and interpersonal relationships.

4. How does this new degree program relate to other academic programs in the UW System, the region and, if appropriate, the nation?

There are currently no master's degree programs in the UW System or at any other Wisconsin university.

There are approximately 20 master's degree programs in gerontology in the Midwest (from Ohio to Nebraska and from Kansas and Missouri to Wisconsin and Minnesota).

The only full Master's of Science degree programs in Minnesota are at Mankato State and St. Cloud State.

There are minors or certificate programs at UW-Stout, UW-Madison, Marquette, and University of Minnesota Twin Cities.

5. If this program will be supported by unusual resources, please describe?

While UW-Stout has many resources already in place to support this proposed program, there will need to be additional FTE to support a high quality graduate program. We propose two additional full-time tenure track faculty positions be added to the Human Development and Family Studies Department at UW-Stout to provide adequate resources for the new program.

**Preliminary Entitlement to Plan
Planning and Review Committee 2008-2009**

- I. Degree:** M. S. in Gerontology
- Sponsoring Department(s):** Department of Human Development and Family Studies
- College(s):** College of Education, Health and Human Sciences

II. Program description:

As stated in the request for Entitlement to Plan document:

It is a well known fact the United States population is aging. The first of the baby-boomer generation is already old enough to qualify for Social Security benefits. There will be a sizeable increase in the need for suitable housing, social programs, health care, etc., for the growing numbers of elderly persons. The proposed master's degree would provide professionals well-versed in such issues, trends, technology, practices, services, management, and coordination of services needed this growing segment of the population. There is no such master's degree program in Wisconsin and only two in Minnesota.

There would be need for two additional FTE's to support the program.

II. Committee Findings:

The Planning and Review Committee strongly recommends the development of this proposed new program for the University of Wisconsin-Stout. The program fits very well with UW-Stout's mission and its current program array. In particular, the mission statement says that UW-Stout is characterized by a distinctive array of programs leading to professional careers focused on the needs of society.