




Academic Affairs
Provost and Vice Chancellor

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TO: Deans
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FROM: Scott Gronert 
Interim Provost and Vice Chancellor

DATE: January 13, 2023

RE: Important Class Information

Welcome to Spring 2023! As we begin the new semester, I would like to remind you about several important items:

1. Course Syllabus Policy

Faculty Document No. 1895 states, “At the first class session, each student in each course will be supplied a syllabus that contains essential information about the course and department policies that affect the conduct of the course.” At the request of the Faculty Senate, the Academic Policy Committee prepared a summary of recommended items for each course syllabus. This summary is available in printed form from your department chair and at: <https://uwm.edu/secu/syllabus-links/>. Instructors are encouraged to post the syllabi for their upcoming courses online. Please check with your Department Chair.

To meet federal Department of Education requirements on credit hours, the revised syllabus policy includes the following: “A.1.i. Specific information on the investment of time by the average student necessary to achieve the learning goals of the course in accordance with the campus credit hour policy, Faculty Document # 2838.” The credit hour policy states, “Study leading to one semester credit represents an investment of time by the average student of not fewer than 48 hours for class contact in lectures, for laboratories, examinations, tutorials and recitations, and for preparation and study; or a demonstration by the student of learning equivalent to that established as the expected product of such a period of study.” Examples can be found at <https://uwm.edu/secu/wp-content/uploads/sites/122/2014/07/Workload-Statements.pdf>.

I wish to draw particular attention to the issue of academic misconduct and ask that you include a statement in your syllabus clarifying both UWM’s and your expectations of appropriate student academic conduct. Student academic misconduct procedures are specified in Chapter UWS 14 and Faculty Document No. 1686 and can be found at <https://uwm.edu/deanofstudents/academic-misconduct-2/>. You can contact the Dean of Students Office (dos@uwm.edu or 414-229-4632) if you need assistance with crafting an academic conduct statement for your syllabus, if you have any concerns or questions relating to academic integrity, or if you would like to consult regarding a suspected academic misconduct incident. The Dean of Students Office is also happy to provide presentations on UWM academic misconduct processes and procedures. Please contact them for more information.

We are federally mandated to provide accommodations for students with disabilities. It is expected that a statement be placed on your syllabus informing students to contact you to arrange accommodations. View the recommended syllabus statement at <https://uwm.edu/arc/wp-content/uploads/sites/97/2022/06/Recommended-Syllabus-Statement.pdf>.

Finally, we ask that all faculty add the following statement to their syllabus:

Support U

Any student in need, or students that face challenges that are barriers to their education, are encouraged to contact the Dean of Students (dos@uwm.edu) for support. Support U offers wrap-around holistic support for students, including basic needs, accessing the food pantry, emergency funding, case management, and connecting to resources, etc. Support U is run by the Dean of Students Office.

In addition, faculty and staff are encouraged to contact the Dean of Students Office if they have a student they are trying to support and want to consult with a professional staff member. The Dean of Students Office will provide faculty and staff with resources and information to assist the faculty or staff member in supporting the student. The Dean of Students Office is also interested in providing you with training, resources, and support as you help students this upcoming semester.

2. **Course Reserves**

Please consider putting a copy of your textbook on Course Reserve. Providing multiple ways to access class materials and reduce textbook costs leads to improved student success.

- Personal or Library-owned textbooks, videos, or other supplementary materials can be placed on Reserve for students to use. Photocopied articles or materials from other Libraries cannot.
- Online course? Please consider placing a physical copy of your textbook on reserve for on-campus students.
- Personal copies of books can be dropped off at the main Media and Reserve Services desk with the course information.
- To place new book or video requests for items not held by the Library – use the Libraries' purchase recommendations form at <https://wisconsin.hosts.atlas-sys.com/illiad/gzn/illiad.dll?Action=10&Form=20&Value=GenericRequestPurchase>
- Please submit your Reserve requests online at <https://uwm.edu/libraries/forms/reserve/>
- Course Reserve requests may be made any time throughout the semester.

Questions? Contact Media and Reserve Services at libmedia@uwm.edu or consult the Media and Reserve Services website at: <https://uwm.edu/libraries/media/reserve-services/>.

3. **Accommodations for Students with Disabilities**

In the pursuit of equal access and in compliance with state and federal laws, the University is required to provide accommodations to students with documented disabilities. Students must share their Accommodation Plan with you and indicate the accommodations they are requesting in your course. You will also receive a Notification of Disability Accommodations letter from the Accessibility Resource Center (ARC). If a student requests an accommodation but does not have an Accommodation Plan, please direct him/her to the ARC.

Additionally, please order and/or provide accessible course materials. See [Essential Accessibility Considerations \(& Resources\) for Instructional Materials](#). When this is not possible, provide early information on course reading materials and syllabus information with a schedule of readings, so materials can be converted to alternative formats for students with print disabilities.

Media, including films and videos, should have captioning or subtitles available. Please note that Kaltura and YouTube auto-generated captions are not an accurate or reliable substitute for professional captioning. ARC will work with you to ensure that media for your course will be captioned for students with a captioned media accommodation. Instructors will receive directions for uploading captioned media requests through PROFconnect in the Notification of Disability Accommodations letter. [PROFconnect](#) is the online professor portal for instructors to view and manage accommodation information for students enrolled in their courses. For more information, please view the media captioning guidelines at <https://uwm.edu/arc/faculty-staff/media-captioning/>. If you are unable to send ARC your recorded lectures or other media, you may use the [UW-System approved outside vendors](#). Please be aware that the department is responsible for the costs associated with use of outside vendors.

4. **Religious Observances**

From time to time, students who are observing religious holidays or other days of special religious significance will find it necessary to be absent on a class day. While it is undoubtedly impossible to avoid the scheduling of tests and other major activities without conflicting with some religious observance, Wisconsin law (Chapter 36.43) and UWM Faculty Policy (Document 1918) require that we provide a reasonable accommodation of a student's sincerely held religious beliefs with regard to all examinations and other academic requirements. Please make every effort to accommodate students who face conflicts between their academic responsibilities and religious commitments. A copy of the policy is located on the web at <https://apps.uwm.edu/secu-policies/storage/other/SAAP%201-2.%20Accommodation%20of%20Religious%20Beliefs.pdf>. In addition, the current religious calendar can be found at <https://uwm.edu/academicaffairs/wp-content/uploads/sites/32/2022/06/calendar2223.pdf>.

5. **Policy on Teaching Evaluation Procedures**

Faculty Document No. 2019 outlines the policies regarding teaching evaluations. The policy states that all departments/instructional units will conduct end-of-the-semester student evaluations in every section of every course. This should include UWinterIM and summer session courses. Since the department/instructional unit

determines the format of its course evaluations, you should consult your department chairperson if you have any questions. The policy can be found at https://apps.uwm.edu/secu-policies/storage/other/SAAP1-16.Teaching_Evaluation_Policies.pdf.

6. **FERPA Reminder**

The Family Educational Rights and Privacy Act (FERPA) of 1974 requires that you be knowledgeable of students' rights concerning their educational records, and of certain categories of public information that the University has designated "directory information." For more information on understanding what UWM faculty and staff are required to do to protect the privacy of students, go to <https://uwm.edu/registrar/ferpa/>.

If you have not already done so, you are also strongly encouraged to complete the on-line FERPA training and quiz found at <https://uwm.edu/ferpa/>. See also sections 6 and 7 below for additional information about the confidentiality of student grade information.

7. **Grading and Grade Records**

Faculty Document No. 1927 outlines the policies on grading and grade records and is available from your department chair and at <https://apps.uwm.edu/secu-policies/storage/other/SAAP%201-11.%20Grading%20and%20Grade%20Records%20for%20All%20Schools%20and%20Colleges.pdf>. The policy on assigning F-Grades to students is available at <https://apps.uwm.edu/secu-policies/storage/faculty/2435.pdf>. Please consult both documents for information on responsibilities for evaluation, grade and record changes, record keeping, and special consideration.

Information on grading functionality within PAWS can be found at <https://uwm.edu/registrar/academic-unit-services/instructor-grading/>. Please note that under no circumstances may individual student grades be shared with other students, nor may grades be emailed to students.

8. **Posting of Student Grades**

Posting a list of students' names and grades represents a violation of the provision regarding release of a student's education record without written authorization and should not be allowed. Be aware that social security numbers, UWM student ID numbers, or any parts of them may not be used to identify grades, whether they are final course grades or exam or assignment grades. This does not preclude you from posting grades as long as the procedure used ensures student anonymity. Posting grades with a unique identifier known only to the student and instructor is acceptable. In such cases, you should not order the list alphabetically.

9. **Drop /Withdrawal/Repeat Policies**

UWM Academic and Administrative Policy SAAP 1-8 details the Drop/Withdrawal/Repeat policies (<https://apps.uwm.edu/secu-policies/storage/other/SAAP%201-8.%20Drop,%20Withdrawal,%20and%20Repeat%20Policy%20for%20Courses.pdf>). A student may drop a full-term course(s) through the end of the 10th week of classes. (Deadlines for shorter session courses are prorated.) One factor in students' decisions to drop courses might be their perception of course performance. I encourage you to provide some form of feedback about their academic performance to each of your students as soon as possible, but certainly prior to the drop deadline, so as to help students realistically assess their prospects for success in your course.

10. **Progress Reports**

While feedback by the drop deadline may help students assess whether they should remain in a class, it may be too late by then for students to turn around unsatisfactory performance. Understanding course expectations and knowing their progress is especially important for freshmen and others who may be less well prepared academically. The Progress Reports campaign will start the fourth week of class and will conclude the ninth week. More specific information on this will be provided early in the semester.

11. **Helping Students Cope with Stress and Mental Health Challenges**

Given the many demands and unprecedented circumstances college students face today, stress is unavoidable. The simplest words or actions from an influential adult can have a significant impact on how students succeed. Close friends, relatives, clergy, coaches – anyone who is seen as caring and trustworthy – may be a potential resource in times of trouble. In your position as faculty or staff member, students may also view you as someone who listens and offers guidance. I hope that we all would offer caring support and guidance to our students who may be struggling with excessive stress as well as those students who are experiencing significant emotional or health problems. By expressing interest and concern, you have the opportunity to help a student in need find appropriate assistance.

Counseling is available for students on campus and students can be referred to [Student Health and Wellness Center](#) Counseling Services at 414-229-7429. Counseling staff provide consultation to faculty and staff about individual student mental health issues.

For more information about how you can help students, please see the UWM Mental Health website at <https://uwm.edu/mentalhealth>. YOU@UWM is a digital resource available to all students and supports proactive emotional self-care and connection with campus resources. Class and department presentations on stress, coping, and available campus resources are also available. Contact Lori Bokowy at labokowy@uwm.edu for additional presentation information and scheduling.

There is a community of care to help support students in distress at UWM. You can provide information and concerns to the Dean of Students Office, who will assist you and the student in navigating the situation. When you submit a report, a staff member with the Dean of Students Office will consult with you about the situation. More information on the Dean of Students Office is available at <https://uwm.edu/deanofstudents/>. There is an abundance of resources available to students in the UWM Student Handbook: <https://uwm.edu/studenthandbook/>.

For students who need assistance related to medical issues (health problems), including concerns related to COVID-19, the Student Health and Wellness Center is available at 414-229-7429 and will provide care and assistance to students.

Finally, you can refer students to the Campus Cares site (<https://uwm.edu/deanofstudents/campus-cares/>) for information on how students can get involved, resources for mental and physical health, upcoming wellbeing events, and on-campus spaces that promote mindfulness and wellbeing.

If you want a presentation or workshop on any or all of these resources and information, contact the Dean of Students (dos@uwm.edu).

12. **Sexual Harassment/Sexual Violence**

Consistent with state and federal law, UWM policy prohibits sex discrimination and sexual violence, including sexual harassment, sexual assault, dating/domestic violence, and stalking. UWM will respond to allegations of such conduct, regardless of where it occurred, if it has the potential to interfere with an individual's participation in UWM's educational programs or activities.

UWM takes these reports very seriously and strongly encourages individuals impacted by sex discrimination or sexual violence to contact the UWM Title IX Office for information about resources and reporting options. More information is available at uwm.edu/titleix.

UWM employees have certain obligations to notify the UWM Title IX Coordinator if they receive reports related to these concerns. Employees can learn about their specific reporting obligations at https://uwm.edu/titleix/wp-content/uploads/sites/95/2022/02/Title_IX_Reporting_Sexual_Misconduct.pdf or by contacting the Title IX Office (titleix@uwm.edu, 414-229-7012).

Please see [UWM's Sexual Violence and Sexual Harassment Policy, SAAP 5-2](#), and [UWM's Policy on Investigation and Resolution of Formal Title IX Complaints, SAAP 5-4](#), for more information on sex discrimination. See [UWM's Discriminatory Conduct and Consensual Relationships Policy, SAAP 5-1](#), for more information on other prohibited forms of discrimination.

Students can be referred to the Student Health and Wellness Center's Health Promotion & Advocacy Survivor Support and Victim Advocacy Coordinator (victimadvocacy@uwm.edu or 414-229-4582) as a confidential resource for survivors of dating violence, domestic violence, stalking, sexual assault, and/or sexual harassment. The Survivor Support Advocate does not report to Title IX; the advocate will provide support and resources for the student, so they understand all their options.

13. **The Behavioral Intervention Team (BIT) and Student Support Team (SST)**

The BIT addresses incidents involving anyone (student, employee, non-affiliated persons) who may pose a risk of potentially harmful or threatening behavior to the campus community. The SST helps identify students who appear to be in distress and provides supportive intervention and guidance to the student in need. These teams are not emergency response teams; if there is an emergency, or you need immediate assistance, call UWMPD at 414-229-9911 or 9-911 from a campus phone.

The BIT and SST do not replace other classroom management responsibilities, supervisory workplace duties, or disciplinary processes. The teams, instead, are designed to supplement these efforts. If you are concerned about an individual's distressing or disruptive behavior, a student that is facing significant challenges (mental health concerns, food insecurity, homelessness, death in the family, etc.), threats to the campus community, and/or any

other concerns for which you feel you need assistance, fill out an incident report at <https://uwm.edu/deanofstudents/report-it/> or call the Dean of Students Office at 414-229-4632.

When you submit a report, a staff member in the Dean of Students Office will consult with you about the situation. For more information about these teams or to request a presentation on these resources, contact the Dean of Students Office at dos@uwm.edu or 414-229-4632.

14. Students Called to Military Service

I would also remind you that UWM and the UW System have in recent years put in place a number of policies and procedures designed to accommodate students who must temporarily interrupt their studies when called to active-duty military service. Go to <https://uwm.edu/onestop/students-called-to-active-duty/> for more detailed information. Students in this situation do have some options not generally available under our usual academic and administrative policies, so if you have not done so recently, I encourage you to review this document.

15. Schedule of Final Exams

UWM Selected Academic and Administrative Policies (SAAP) 1-9 outlines the scheduling, change in scheduling, and exemption for final examinations. With rare exceptions, the final examination shall be given during the regular examination period. The time of a final examination for an individual or a class may be changed only with the prior approval of the dean. An approved change can only be a postponement to a later date and must be clearly communicated to students early in the term. Final exams may not exceed two hours in length, even for courses that have met only once per week during the semester for longer than two hours. The academic department, in consultation with the appropriate dean or director, is authorized to exempt particular courses from the final examination, when it is determined that no essential educational purpose is served by the two-hour final examinations. A summary of the policy is at <https://apps.uwm.edu/secu-policies/storage/other/SAAP%201-9.%20Final%20Examinations.pdf>. Questions regarding the policy should be directed to the Secretary of the University.

16. Smoke-Free Campus

UWM is committed to maintaining a safe campus environment and to ensuring that it acts to the extent possible to shield its students and employees from harm. To mitigate the established health risks associated with the use of tobacco products and exposure to secondhand smoke, UWM prohibits smoking and the use of tobacco on all campus property. More information is available at <https://uwm.edu/smokefree>.

Your cooperation in all these matters is greatly appreciated. Have a wonderful semester!

C: Mark Mone, Chancellor
Phyllis King, Vice Provost
Dev Venugopalan, Vice Provost
Dave Clark, Vice Provost for Student Success
Kelly Haag, Vice Chancellor, Student Affairs
Kay Eilers, Associate Vice Chancellor, Enrollment Management
Beth Schaefer, Interim Chief Information Officer
John Reisel, Secretary of the University
Mark Schwartz, Chair, University Committee
Michael Priem, Chair, Academic Staff Committee
Gail Dukes, Chair, University Staff Committee
Kristin Hildebrandt, Registrar
Michael Doylen, Associate Vice Provost and Director, UWM Libraries
Tim Opgenorth, Director, Financial Aid
Marc Young, Executive Director, Undergraduate Admissions
Mike Dixon, Manager, New Student Programs
Shannon Aylesworth, Director, Accessibility Resource Center
Sandy Humes, Assistant Director, Records and Grades
Emily Kuhnen, Academic Catalog Coordinator
Sarah Rothmann-Mandl, Classroom Assignments
Christine Wolf, Academic Programs Coordinator, Center for International Education