

From: [Office of the Chancellor](#)
To: [Kathryn H Amato](#)
Subject: Panther Family Values
Date: Tuesday, September 26, 2023 9:02:01 AM

UWM Logo



Office of the Chancellor

Campus Update

from the office of

Chancellor Mark A. Mone



September 26, 2023

Panther Family Values

Dear Colleagues,

Here at UWM, we pride ourselves on being an organization where we support our students and each other. It's no surprise that we find much of our success in having a culture in which people know, respect, and follow our rules, policies, and ethical practices. An organization that is successful, ethical, and well-run will garner support that is imperative to its existence. At UWM, this translates to success in the following areas:

- HLC accreditation
- Student enrollment
- Student retention and graduation

- Research accomplishments
- Building investment (capital budget)
- Operating budget investment
- Donations and gifts
- A positive, healthy, safe environment for all in which to learn, live, and work

As UWM faculty and staff members, it is important to demonstrate [UWM's Guiding Values](#) with each other and with our students. In addition, it is important that we are all mindful of compliance issues and requirements. I ask that you look for updates on the following subjects throughout the 23-24 year.

Code of Conduct

UWM's [Code of Conduct](#) puts our Guiding Values into action by outlining expectations of our behavior at UWM, including:

- Integrity
- Trustworthiness
- Equity
- Respect
- Stewardship
- Compliance
- Confidentiality
- Personal Responsibility

Fraud Reporting

Occurrences of fraud, waste and abuse are rare, but even one instance can harm UWM. If you suspect someone is engaging in theft, fraud, or other [fiscal misconduct](#), you can report it using the [UWM fraud reporting form](#). Someone acting on behalf of UWM's senior vice chancellor for Finance and Administrative Affairs will follow up with you.

UW System also provides an easy and anonymous hotline for students, staff, and faculty to report behavior they believe to be wasteful or in violation of our policies. Reporting is possible on a 24/7 basis, either via the [EthicsPoint website](#) or by calling 855-827-4950. Find [additional information on reporting concerns at this website](#).

Ethics

Like other state employees, UWM faculty and staff are subject to ethical rules

governing the use of university resources, conflicts of interest, and acceptance of gifts. Generally, an employee may not use their university position to gain private financial or other benefits for the employee, the employee's immediate family, or an outside organization. [Find more details on ethics at this site.](#)

Discrimination, Sexual Violence and Harassment, and Title IX

UWM is committed to a campus environment that protects people's rights to learn, work, live, and participate in activities free from discrimination and harassment based on protected status such as sex, ethnicity, race, religion, sexual orientation, and others. UWM's [Discriminatory Conduct and Consensual Relationships Policy](#) provides guidance to report potentially violative behavior. For information and resources to identify, report and respond to sexual violence, please see our [Sexual Violence and Sexual Harassment Policy](#). [Title IX](#), a federal law that prohibits sex discrimination, underlies the two policies linked above. [Contact UWM Title IX Coordinator Jamie Cimpl-Wiemer.](#)

Executive Order 54 and Child Safety

UWM strives to provide a safe and secure environment for everyone involved in university activities. In 2011, the Wisconsin governor signed [Executive Order #54](#), which requires all UW System employees to report incidents of child abuse and neglect. You may encounter children at UWM through various programs, camps, and events. To read about our responsibilities in this area, [see our Executive Order #54 Toolkit.](#)

IT Usage

Information technology resources and their security continue to be a significant responsibility for UWM. Using IT resources properly is everyone's responsibility – whether it's protecting confidential information, being mindful of phishing and spamming attempts, or using resources responsibly. Regent Policy Document (RPD) 25-3, [Acceptable Use of Information Technology Resources](#), is the governing policy on student, faculty, staff, and visitor use of UWM IT resources.

Public Records

As a state agency, UWM is subject to the [Wisconsin Public Records Law](#) and laws providing for the retention of state records. As a UWM employee, it is important to note that the following are all subject to review and potential release under the law:

- All email messages to and from your uwm.edu account
- All email messages to and from a personal email account that relate to

university business

- All text messages to and from a personal mobile phone that relate to university business

For more information on public records, please see the [Public Records Reminders for UWM Employees page](#).

Freedom of Expression

Part of UWM's focus on inclusivity includes supporting free speech and upholding the First Amendment of the U.S. Constitution. As a public university, we are a forum for the free exchange of ideas, even if some of those ideas are offensive or challenging. In October 2017, the UWS Board of Regents adopted Regent Policy Document (RPD) 4-21, [Commitment to Academic Freedom and Freedom of Expression](#), affirming the Board's commitment to academic freedom and freedom of expression. Employees who violate that policy may be subject to employee discipline.

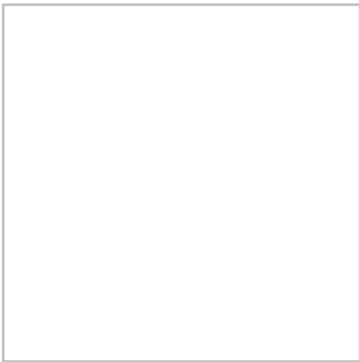
Political Activity

As a state agency, it is important for UWM to ensure that employees do not use university resources, including work time and facilities, for political campaign activity. For more information about political activities on campus, please see UW System's [Guidance on Political Campaign Activities](#). Employees should also consult UWM Marketing, Communications & University Relations' [Guidance on Statements on Current Events and Issues](#) before speaking publicly in their university roles on current events.

You have many demands on your time, and I appreciate you for taking time to review these important guidelines. They are at the core of all we do to support one another and everyone in the larger Panther family.

My very best for a healthy and inspired semester. I look forward to meeting many of you in the months ahead.

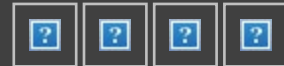
Best regards,



Mark A. Mone, PhD
Chancellor



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