

The University of Wisconsin-Milwaukee
Graduate Faculty Committee
Minutes

Monday, September 22, 2014, 3:00 p.m.

Union 280

I. CALL TO ORDER

Kristene Surerus called the meeting to order at 3:05 p.m.

II. ROLL CALL

Members Present

Barbara Bales, Sukanya Banerjee, Naira Campbell-Kyureghyan, Ann Cook, Sarah Davies Cordova, Marija Gajdardziska-Josifovska (ex officio), Craig Guilbault, Jerry Kaster, Laura Otto-Salaj, Hamid Ouali, Gabriel Rei-Doval, Patricia Richards, Aaron Schutz, Mark Schwartz, Kristene Surerus, Chair, Jon Welstead and Kathryn Zalewski

Members Absent

Miren Boehm, Laretta Henderson, Seyed Hosseini, Mark Srite and Greg Thomson

Guests

Joyce Hamm, Jenna Jazna, Kathleen Koch, Peter Hansen, and Cindy Marifke, Graduate School; Michael Liston, Philosophy Department; Steve McMurtry, Social Work

III. REPORT

Kristene Surerus requested that the dean's report be moved to the beginning of the meeting because Marija Gajdardziska-Josifovska has another commitment. There were no objections.

Report from the Dean of the Graduate School

A Graduate School Retreat was held in June to develop a mission statement within the context of UWM's mission and the strategic plan.

The Chancellor's Council on Enrollment Management met for two days in June to look at the potential number of incoming students, the budget and space planning. A new group, the Chancellor's Enrollment Management Action Team, has been formed.

Marija Gajdardziska-Josifovska attended the Council of Graduate School's New Deans Institute, which focused on the topic of Enrollment Management.

Enrollment in the Graduate School this semester is similar to last year's. An important question is how to reach our target of 6,000 Graduate School students by 2020. There's the possibility that programs could purchase names of those who took the GRE Test to include in marketing campaigns with the goal of increasing the applicant pool. New program development is another avenue, but a process for prioritizing planning is needed. More than 80 potential graduate

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degree and certificate programs were proposed during the academic planning phase of the strategic plan.

Fellowship support has been strengthened, which should aid in attracting students to UWM. The AOP Fellowship and the Distinguished Graduate Student Fellowship stipends were increased to \$15,000. Fellows also receive travel support from the Graduate School.

The Graduate School has hired a part-time development officer, and now has access to the alumni database.

Naira Campbell-Kyureghyan asked about the demographics of potential students for the Graduate School's goal of 6,000 students by 2020. According to the enrollment workshop Marija Gajdardziska-Josifovska went to, the number of high school graduates has been declining since 2010 and is expected to remain low through 2020. She said competition for students is "insane." There's pressure on the system of higher education to attract students. To attract students, the Graduate School will need to grow programs that have strong student interest and employment prospects.

Barbara Bales asked if the faculty will increase with the potential rise in enrollment. Marija Gajdardziska-Josifovska replied that governance will need to weigh in on how to have colleges and schools grow, but how to budget, etc.

Sukanya Banerjee asked what the conversation has been so far – what parameters have been discussed. There might be limited admissions to programs that are at capacity. Programs could also be trained on how to plan.

Aaron Schutz asked what data is available on new programs that are attracting students away from existing programs. Marija Gajdardziska-Josifovska said she knows about the internal competition for students. She's working with an IT group to look at the data. We have to see if we can tell when students apply to more than one program and who actually admits them.

Jerry Kaster stated that all programs are needed, but we need to determine, "what is sexy about UWM" in order to attract students.

Barbara Bales agreed with Aaron Schutz that we should survey undergrads to find out what they're interested in. She said a role of graduate study is expanding thinking and not just training for specific careers.

Mark Schwartz said some PhD students come to UWM to work with particular faculty. The problem is the faculty size and the compensation.

Marija Gajdardziska-Josifovska concluded by stating we gain more revenue from master's students, but PhDs also bring in tuition.

IV. ANNOUNCEMENTS

There were no announcements.

V. WELCOME AND INTRODUCTIONS

Kristene Surerus, Chair, welcomed members, and asked them to introduce themselves.

VI. INFORMATION ONLY

1. Attendance for GFC 2013-14
2. GFC Annual Report for 2013-14 to be sent to the Faculty Senate
4. Preauthorization Granted for an MS in Athletic Training
5. Notice of Intent to Plan a Joint Doctorate in Aquatic Sciences

There were no comments on these items.

VII. SPECIAL ORDER OF BUSINESS

Aaron Schutz was elected Vice Chair of the Graduate Faculty Committee. Barbara Bales was elected Secretary of the Graduate Faculty Committee.

VIII. AUTOMATIC CONSENT

The following items were approved as distributed.

Minutes of the Regular Graduate Faculty Council Meeting of May 12, 2014

New Curricular Area Approval - Korean Curricular Area Request

GFC Documents

1. Program Review – MA and PhD in Communication, #1312
2. Program Review – MS in Nonprofit Management and Leadership, #1313
3. Certificate Review – Digital Libraries, #1314
4. Certificate Review – Health Professional Education, #1315
5. Certificate Review – International Human Resources and Labor Relations, #1316
6. Certificate Review – Nonprofit Management, #1317
7. Certificate Review – Investment Management, #1318
8. Certificate Review – Assistive Technology and Accessible Design, #1319
9. Annual Report for the Subcommittee on Graduate Course and Curriculum, 2013-2014, #1320
10. Annual Report for the Subcommittee on Graduate Program Review, 2013-2014, #1321
11. Program Change – PhD in Environmental and Occupational Health, #1322

12. Program Change – PhD in Public Health, #1323
13. Program Change – PhD in Social Work, #1324
14. Program Change – PhD in Sociology, #1325
15. Program Change – MA in Sociology, #1326
16. Bulletin Copy for PhD in Kinesiology, #1327
17. Annual Report for the Subcommittee on Graduate Fellowships, 2013-2014, #1329
18. Transcript-Designated Concentration – Crime Analytics Concentration within MS in Criminal Justice, #1330

IX. NEW BUSINESS

1. Admissions and Continuation Policy, #1328

Kathleen Koch from the Graduate School distributed information on the proposed changes to the Graduate School admissions and continuation policy. The old policy was from 2000.

Aaron Schutz supported the proposed revisions. He said the old admissions criteria was problematic because it didn't let a program admit students who might succeed. The proposed policy creates adequate administrative criteria to streamline evidence so students could be considered for admission while maintaining academic integrity.

The desired outcomes of the proposed changes to the Graduate School Admissions and Continuation Policy are:

1. Expand admissions criteria
2. Reduce paperwork
3. Clearer separation and easier maintenance of policies
4. Define/explicitly state our practices
 - a. The way that GPA is calculated
 - b. The number of credits that are counted in the last 2 years towards GPA
 - c. That a positive recommendation for admission is required from the graduate program.

The Current Graduate School Admission Criteria

1. A baccalaureate degree
2. A minimum grade point average of 2.75 (4.0 scale), based on all undergraduate work completed prior to the awarding of the bachelor's degree
3. Proficiency in the English language

A program can set stricter standards, if desired.

Under the Current Policy, if your undergraduate GPA is between 2.50 and 2.75, you need one of the following to be admitted on probation:

1. GPA of at least 3.00 during the last 2 years of the undergraduate degree

2. Completion of 6 program-defined post-bach credits (recent coursework at the advanced undergraduate level) with grade of B or better
3. GRE, GMAT, or MAT scores indicating probability of success in graduate study
4. An advanced degree

Under the Current Policy, if your undergraduate GPA is below 2.50, you need two of the following to be admitted on probation:

1. GPA of at least 3.00 during last 2 years of undergraduate degree
2. Completion of 9 program-defined post-baccalaureate credits with grade of B or better
3. GRE, GMAT, or MAT scores indicating probability of success in graduate study
4. An advanced degree

If a student's GPA is under 2.5, he/she probably doesn't have a 3.0 in the last two years and either did not take one of the standardized admissions tests, or has low test scores, leaving two criteria one of which is a subset of the other.

Proposed Graduate School Admission Criteria

1. A baccalaureate degree (or its equivalent as determined by CIE) from a regionally accredited institution, completed before the first term of enrollment in the Graduate School. (Exception – students admitted to Integrated Bach/Master's)
2. A minimum GPA of 2.75 (4.0 scale), based on all undergraduate work completed prior to the awarding of the bachelor's degree
3. Proficiency in the English language (there is also a separate policy)
4. Positive recommendation for admission by the program to which the student is applying.

Proposed Policy for demonstrating ability for those whose undergraduate GPA is below 2.75 is at least one of the following:

1. Minimum 3.00 GPA during last 2 years of undergraduate degree (calculated on at least 48 credits)
2. At least 6 post-baccalaureate credits of Graduate or upper level undergraduate with a grade of B or better
3. Submission of GRE, GMAT, or MAT scores that show strength in relevant area(s)
4. A graduate degree with a minimum 3.00 GPA
5. Scores on tests you develop that demonstrate potential for success in that program (a program would have to pilot test it and then bring it to the GFC to be approved)
6. Evidence of professional certification or licensure in a relevant area

Jon Welstead asked what would happen if a student started graduate school at a different university and did not perform well. Would we look at his undergraduate or graduate

transcripts? Joyce Hamm from the Graduate School said the program would have discretion in including the graduate transcript in making its admission recommendation.

Other Proposed Changes – Eliminate the probationary admission category

- Still need to provide evidence for admission if GPA is below 2.75
- All students held to the same continuation standards once admitted
- Eliminate the details of how English proficiency is attained from the admission policy (There is a separate GFC document for English proficiency)
- Eliminate the two-course restriction on deficiencies
- Discontinue tracking and removal of deficiencies by the Graduate School

It was noted that probationary admission status creates a lot of paperwork and reports from the program to the Graduate School for three semesters just to create a label for students who have to maintain the same academic performance as all graduate students, once admitted.

Craig Guilbault stated he was worried that departments will be pressured to admit students that might fail. Kathleen Koch and Joyce Hamm from the Graduate School said there was not pressure. The goal was not to admit unqualified students but to provide other means for assessing potential for success in graduate school.

Michael Liston said we need decent selectivity or retention and completion will decrease. Most programs are constrained by the number of faculty available.

Other Proposed Changes – Continuation Policy

- If the probationary admission category is discontinued, then the Grad Dean's OK is not needed for failure to remove a student from probation status within three enrolled semesters
- If deficiency tracking is discontinued, then the Grad Dean's OK is not needed if deficiencies are not removed within three enrolled semesters

Other Proposed Changes – Continuation Policy – Academic Dismissal

- Add accumulating U grades in thesis courses as a reason for dismissal (to be consistent with dissertation courses)
- Add failing the failing dissertation defense as a reason for dismissal

The two proposed changes above are not mandatory reasons for dismissal, but departments could use them.

Aaron Schutz moved to approve GFC Document #1328, effective Fall 2015. Naira Campbell-Kyureghyan seconded. Passed unanimously.

2. GFC representatives on other standing committees
 - a. Kathryn Zalewski volunteered to serve on the Academic Policy Committee
 - b. Aaron Schutz, Craig Guilbault, Laura Otto-Salaj and Sukanya Banerjee volunteered to serve on the Graduate Assistant Appeals Panel
 - c. There were no volunteers for the Physical Environment Committee, Academic Planning and Budget Committee and the Research Policy and Advisory Committee

X. REPORTS

Chair's Report

Kristene Surerus reported that the Certificate Policy Change and the English Proficiency working groups are making progress.

XI. GENERAL DISCUSSION

1. S/U Grading for Thesis and Dissertation (Reference GFC 890 and GFC 726)
This will be discussed at the next meeting because of time constraints.

There is an issue because there are credits on official transcripts but no grades. It makes it look like a student didn't pass a class. This is especially problematic for professional licensure.

2. Preliminary Discussion – GFC Charter
This will be discussed at the next meeting because of time constraints.

Aaron Schutz and Barbara Bales said they would be interested in joining a working group about it.

XII. ADJOURNMENT

The meeting adjourned at 4:32 p.m.

Respectfully submitted,

Cindy Marifke, Graduate School