

**UNIVERSITY OF WISCONSIN - MILWAUKEE  
FACULTY SENATE MEETING  
MINUTES**

**Thursday, November 16, 2017; 2:30 p.m.; Curtin 175**

Chancellor Mone called the Faculty Senate Meeting to order at 2:31 p.m.

**I. COMMENTS AND QUESTIONS**

1. Chancellor's Report

Chancellor Mone reported on the pay plan which has yet to be approved by the Joint Committee on Employment Relations. The merit-based pay plan will include an aggregate 4.04% wage increase effective July 2018 and January 2019.

The Chancellor also reported on the UW-System restructuring. The Board of Regents voted on Thursday, November 9<sup>th</sup> to reorganize the UW-Colleges with the four-year comprehensive and research institutions. UWM will be joined with UW-Waukesha and UW-Washington County effective July 2018. A system-wide steering committee met for the first time on November 10<sup>th</sup> with Interim Dean of the Zilber School of Public Health Ron Perez as chair and Professor Emerita Paula Rhyner as co-chair for UWM, UW-Waukesha, and UW-Washington County. A graphic of the restructuring teams can be found at the following link: <http://bit.ly/2hJ2YYY>. There are many unknowns at this point. The UW-System restructuring website which includes comprehensive FAQs can be found at the following link: <https://www.wisconsin.edu/uw-restructure/>

2. Provost Report

Provost Britz reported on the Dean searches for the Colleges of Letters & Science, the Lubar School of Business, and the College of Health Sciences. The Provost also reported on his visits with schools and colleges which he encourages faculty to attend. He reported on enrollment management and new freshman applications which are currently up compared to last year. Provost Britz is included in weekly discussions with a group of seven Provosts on the UW-System restructuring. He also chairs the UW-System International Education Advisory Council. The Provost discussed the \$26 million that has been designated for system-wide performance based funding as well as a recent funding request for workplace development.

3. University Committee Report: Kristian O'Connor, Chair

The report is attached.

4. Academic Planning and Budget Committee Report: Thomas Malaby, Chair

The report is attached.

5. Academic Staff Committee Report: Sue Cashin, Chair

Dr. Cashin reported that the ASC put together suggestions for the pay plan as well as the UW-System restructuring from the perspective of academic staff. The ASC is also working on changes to *AS Personnel Policies & Procedures* Chapter 104 which deals with AS appointment types.

6. Academic Program & Curriculum Committee: Kristen Murphy & Margaret Noodin, Co-Chairs (5 minutes)

The report is attached.

Discussion took place on concerns regarding the inability to request new GER courses.

7. Student Association Report: Alyssa Molinski, Vice President of Academic Affairs

The report is attached.

## II. SENATE ROLL CALL

Secretary of the University Trudy Turner conducted the roll call for the Senate. There were 38 senators and Parliamentarian Richard Marcus present. A quorum of the Faculty Senate was present.

## III. AUTOMATIC CONSENT

1. The minutes of the October 19, 2017 Faculty Senate meeting were approved as distributed.
2. SAAP 32: Recommendation of the Policy Advisory Committee and the Provost's Office to Eliminate the Policy on Instructional Materials: Use, Ownership and Control of
3. SAAP 22: Recommendation of the Policy Advisory Committee, the Academic Policy Committee, and the Provost's Office to Amend the Final Examinations Policy

## IV. CHANCELLOR'S REPORT

1. Document 1895R5, 10/19/17: Recommendation of the Academic Policy Committee to Amend the Uniform Syllabus Policy. Sent to UWM Administration, 10/25/17. Approved by UWM Administration, 11/05/17.
2. Document 2377R1, 10/19/17: Recommendation of the Academic Planning & Budget Committee to Amend *UWM Policies & Procedures* Chapter A1.05 APBC (1) Membership. Sent to UWM Administration, 10/25/17. Approved by UWM Administration, 11/05/17.
3. Document 3129, 10/19/17: Recommendation of the University Committee to Create the UWM Student Representative Missed Class Policy. Sent to UWM Administration, 10/25/17. Approved by UWM Administration, 11/05/17.
4. Document 3130, 10/19/17: Recommendation of the Academic Policy Committee to Approve the Calendar for Academic Year 2018-2019 and 2019-2020. Sent to UWM Administration, 10/25/17. Approved by UWM Administration, 11/05/17.
5. Document 3131, 10/19/17: Resolution in Support of the Deferred Action for Childhood Arrivals Program. Sent to UWM Administration, 10/25/17. Received by UWM Administration, 11/05/17.

## V. SPECIAL ORDERS OF BUSINESS

1. Honorary Degrees. A motion was made and seconded to go into closed session pursuant to Wis. Stats. 19.85 (1) (c) and (f) to consider the qualifications of and balloting for two candidates nominated as recipients of an Honorary Degree. The motion was unanimously approved by voice vote, and closed session began at 3:15p.m. Honorary Degrees Committee Chair Virginia Stoffel presented the ballots for the honorary degree candidates.

A motion was made and seconded to rise from closed session. The motion was approved unanimously by voice vote. The committee reconvened into open session at 3:23p.m.

## VI. BUSINESS

1. SAAP 77: Recommendation of the Policy Advisory Committee and the Provost's Office to Create a Minimum Qualification for Instructors Policy. Absent a presenter, SAAP 77 was postponed to the end of business.
2. SAAP 47 and 47.5: Recommendation of the Policy Advisory Committee, Equity/Diversity Services, the Title IX Working Group, and Legal Affairs to Revise the Discriminatory Conduct Policy and Create the Sexual Violence and Sexual Harassment Policy. A senator moved adoption of SAAPs 47 and 47.5. The motion was seconded. Chief Legal Counsel Joely Urdan presented the documents.

Discussion took place on inconsistencies between the policy and current practice.

MOTION 1: To send SAAP 47 back to the Policy Advisory Committee for reconsideration.

Additional discussion took place on suggested ambiguities within the policies as well as differences in confidentiality requirements between the two policies.

MOTION 2: to amend MOTION 1 to also send SAAP 47.5 back to the Policy Advisory Committee for reconsideration. The motion was seconded and approved unanimously by voice vote.

Discussion took place on UW-System requirements and leeway within the policies. Additional discussion took place on clear and convincing evidence versus preponderance of evidence, as well as the definition of power in consensual relationships.

MOTION: to extend time by five minutes. The motion was seconded. The motion failed.

MOTION 1 (as amended): To send SAAP 47 and S-47.5 back to the Policy Advisory Committee for reconsideration. The motion was seconded and approved unanimously by voice vote.

3. Report on Global Inclusion and Engagement. Vice Chancellor Joan Prince presented. The presentation can be found at the following link: <http://bit.ly/2hRqbMz>
4. Report on International Student Recruitment. Associate Professor Lawrence Kuiper presented. The presentation can be found at the following link: <http://bit.ly/2BbeHbl>

MOTION: to extend time by five minutes. The motion was seconded. The motion failed.

5. SAAP 77: A senator moved adoption of SAAP 77. The motion was seconded. Associate Vice Chancellor of Academic Affairs Devarajan Venugopalan presented the document.

Discussion took place on the definition of direct supervision for graduate assistants.

MOTION: To add the following sentence to SAAP 77: "It is the expectation of the institution that the decisions to hire instructors under this provision will be relatively rare, and made in light of providing students with the best possible learning experience." The motion was seconded and approved unanimously by voice vote.

MOTION: To approve SAAP 77 as amended. The motion was seconded and approved by voice vote with one negative vote.

## **VII. UNFINISHED BUSINESS - None.**

## **VIII. GENERAL GOOD AND WELFARE**

Chancellor Mone wished the senate a good Thanksgiving.

## **IX. ADJOURNMENT -The meeting was adjourned at 4:39 p.m.**

**Report to the Faculty Senate**  
**Thursday, November 16, 2017**

---

**University Committee (UC) – Kristian O’Connor, Chair**

1. UW System restructuring has been a dominant topic of the last few UC meetings. The UC will continue to work with the administration and the restructuring team to identify the best way to integrate the campuses. In particular, the UC will be focusing on ways to preserve the unique missions of the Milwaukee, Waukesha, and Washington County campuses as it relates to faculty workload, tenure & promotion practices, and involvement in governance.
2. In the last couple of weeks, concerns were brought to the UC regarding the process by which complaints to EDS are reported, particularly around confidentiality. Coincidentally, this policy (S-47) was under revision in order to satisfy new state mandates, and those changes are on today’s agenda. The UC discovered inconsistencies between the current policy and current practice, which prompted suggested changes to the proposed draft. Based on UC feedback, revised language has been proposed regarding the UC role in the notification process that will be presented later. It is acknowledged that there is a state deadline to meet the new mandates, and the proposed alterations essentially retain what is in the current policy. However, typically in cases where edits are made to draft policy, it would be best to delay consideration of the proposed changes to the next meeting to give Senators a chance to review. If there is a desire to delay consideration to the next meeting in order to better understand these edits, the UC would be supportive. Separately, there remain concerns regarding the current EDS Complaint Process. The UC has struggled with the question of whether to try to address those concerns in the current draft or whether to address them separately. Regardless of today’s vote, the UC will initiate a conversation with Nelida Cortes from EDS at our meeting next week regarding ways that the complaint process could be improved.
3. The UC worked with the Administration and the EBC on the final details of the pay plan, including the distribution of the merit pool between the Executive Committees, Deans, Provost, and Chancellor.
4. The UC met with Larry Kuiper to learn more about the new efforts to expand international student recruitment. Based on that conversation, we recommended he share information with the Senate, which is on today’s agenda.
5. The UC has continued to monitor the dean searches, strategic position control, budget, and campus enrollment through its meetings with the Provost and Chancellor. Regarding the budget, the UC has asked the Chancellor to provide information on the latest version of the new budget model as soon as he is able.
6. More information on these topics, as well as up-to-date information on UC activities can be found at <https://uwm.edu/ucnews>.

---

**Academic Planning and Budget Committee (APBC) – Thomas Malaby, Chair**

APBC met for business once this month, and will again on the 30<sup>th</sup>. With the exception of one item of business (which I will treat separately), the committee has continued with member updates and discussion on matters of ongoing concern, such as efforts in international education, the proposed joining of campuses, and the new budget model. During off weeks and outside of our business meetings, we have continued our financial training, with the continued assistance of BFS. We have had one such meeting since our last Senate report. On November 2<sup>nd</sup>, we were introduced to the UWM Financial Report. We also had follow-up conversations about tuition-revenue categories and the outgoing budget model.

The Rules Committee has asked APBC to take up the question of researching and reporting on the transition to the new budget model, and had requested a report for today’s Senate meeting. At this time APBC is waiting for the opportunity to be introduced to the new budget model (as it is currently constituted), which will happen on

November 30<sup>th</sup>, and then to be taken through its application to last year's numbers, which is a planned training session that we anticipate scheduling, but for now we are waiting to do so.

Please find the Report on the Program Proposal for an MA Program in Translation & Interpreting Studies at the following link: <http://bit.ly/2zVmrAp>

---

### **Academic Program & Curriculum Committee (APCC) – Kristen Murphy & Margaret Noodin, Co-Chairs**

1. Meetings were scheduled once a month during the 2016-17 academic year, with the exception of January.
2. Eighty-seven (87) new courses were approved; one hundred sixty-six (166) course changes were approved; and nine (9) courses were deleted.
3. Six (6) courses were approved for GER distribution; one (1) were approved for Cultural Diversity; nine (9) courses were approved for OWC-B; four (4) was approved for QL-B; and one (1) withdrew GER/CD.
4. The following undergraduate programs were reviewed:

September 13, 2016	Exceptional Education
March 14, 2017	Social Work Theatre
May 19, 2017	Applied Math and Computer Science Chinese Political Science

So far this year we have met three times since the beginning of the current academic year.

APCC was not at full membership strength last year, carrying a vacancy in Social Sciences which has been filled this year. This year we have a vacancy in Professions due to a faculty departure. We had one student vacancy last year and are none have been appointed yet for this year.

Faculty participation on Program Review Committees has been good this year, with program reviews only delayed by workload and scheduling issues. There is a growing backlog of departments who have passed their scheduled due dates for delivering self-studies to the committee, and we are continuing to make clear the value of the review process and encourage participation. We want to thank all those faculty members who have served on review committees, and thank, in advance, those who agree to serve on this useful and necessary task.

At the request of the provost, APCC has continued the “hiatus” on approval of new General Education distribution requirement courses, with the exception of OWC-B and QL-B courses which will to continue to be accepted for review. The GER Review Committee appointed by the Provost was led last year by Lindsay McHenry and is now led by Dave Clark. The committee met through spring of last year and will meet for the first time this academic year on Monday, November 13<sup>th</sup>. The goal is to assess the array of GER courses with a student-centered focus.

APCC continues the discussion of the program review guidelines and the expectations the review process has of departments. The role of APCC is to review existing courses and programs and evaluate and approve new courses and programs. Programs reviews support accreditation while course reviews support a coherent GER array of course options. All issues of compliance are in the hands of the faculty. We look to the Faculty Senate, Departments and Programs to enforce the deadlines and recommendations of the APCC which is comprised of individual faculty. One option available is for the Faculty Senate to increase the power of APCC to enforce recommendations.

---

## **Student Association (SA) – Alyssa Molinski, Vice President of Academic Affairs**

- 1) SA finished up their October food drive, which succeed in supplying a very large nonperishable food base for the UWM Food Pantry.
  - 2) The Fresh Picks Mobile Market visited campus on Thursday, November 9th and the amount of students, faculty and community members who participated reached over 1,000. We're very proud of the turn out, and the Mobile Market will be returning every first Thursday, from 3-4:30 on the corner of Maryland and Kenwood.
  - 3) Two Student Association exec board members have completed the "Bystander Intervention Train the Trainer Program" and throughout the next few months, they will be teaching "Bystander Invention" to other student groups on campus.
-