UNIVERSITY OF WISCONSIN - MILWAUKEE
FACULTY SENATE MEETING
MINUTES
Thursday, November 15, 2018; 2:30 p.m.; Curtin 175

Chancellor Mone called the Faculty Senate Meeting to order at 2:30 p.m.

I.   COMMENTS AND QUESTIONS

1. Chancellor's Report
    Chancellor Mone reported on the election results and the effect they might have on UWM and UW System. He also addressed discussions held at meetings of the Education Advisory Board and the Association of Public & Land-Grant Universities on the changing nature of Higher Education and what UWM plans to do to help counter the transformative forces.

    The Chancellor also discussed UWM's compensation study which is done every three years by an outside consultant. The study is meant to detect statistically significant compensation disparities based on gender and race. The last study was done using October 2014 salary data and the next will be done using Fall 2018 salary date. Further discussion of the compensation study was moved to Unfinished Business.

    Discussion took place on plans to enforce the new campus tobacco and smoke-free policy. A report on the status of the policy implementation will be given at the December Faculty Senate meeting.

    Additional discussion took place on the Pew Research Center's study indicating that there is a national trend of higher education to lean left politically. More information on the Pew Research Center's study can be found at the following link: https://pewrsr.ch/2mHHHS0

2. University Committee (UC) Report: Kristian O'Connor, Chair
    The report is attached.

3. Academic Planning & Budget Committee (APBC) Report: Tina Freiburger, Co-Chair
    The report is attached.

4. Academic Staff Committee Report: Kristin Roosevelt, Chair
    The report is attached.

5. Academic Program & Curriculum Committee Report: Kristen Murphy, Chair
    The report is attached.

    Discussion took place regarding exceptions to the GER moratorium and the campus-wide cultural diversity requirement.

6. Information Technology Policy Committee Report: Nick Fleisher, Co-Chair
    Associate Professor Fleisher reported that the committee has reviewed current IT projects including the transition to Canvas and Office 365. ITPC members serve as liaisons on the APBC, Tech Users Group, Educational Technology Committee, Office 365 Governance Team, RPAC, and the Web Steering Committee. The committee has also reviewed IT policies including the UW System Information Security Policies and the password change policy.

7. Student Association Report: Mary Greuel, Student Organization Appropriations Director
    M. Greuel reported that work of the Student Allocation Committee and Finance Committee are winding down for the year. She announced that the UWM Farmer's Market was being held that afternoon and a Trans-Inclusive Swim and Pool Party will be held on November 30th.

II. SENATE ROLL CALL
Secretary of the University Trudy Turner conducted the roll call for the Senate. There were 39 senators and Parliamentarian Richard Marcus present. A quorum of the Faculty Senate was present.

III. AUTOMATIC CONSENT
1. The minutes of the October 18, 2018 Faculty Senate meeting were approved as distributed.

2. Faculty Document 3212: 2017-18 Annual Report of the Economic Benefits Committee.

IV. CHANCELLOR'S REPORT
1. Document 2425R3, 10/18/18: Recommendation to Revise the Undergraduate International Student Admissions Policy. Sent to UWM Administration, 10/19/18. Approved by UWM Administration 10/23/18.

2. Document 3133R1, 10/18/18: Recommendation of the Graduate Curriculum Committee to Establish Transcript-Designated Degree Concentrations and Options. Sent to UWM Administration, 10/19/18. Approved by UWM Administration 10/23/18.

3. Document 3150R1, 10/18/18: Recommendation to Revise *UWM Policies & Procedures* Chapter 5.25 Fair Hearing. Sent to UWM Administration, 10/19/18.

4. Document 3207R1, 10/18/18: Recommendation of the Graduate Faculty Committee to Revise the Policy on the Review of Certificate Programs. Sent to UWM Administration, 10/19/18. Approved by UWM Administration 10/23/18.

5. Document 3209, 10/18/18: Recommendation of the Academic Policy Committee to Approve the Calendar for Academic Year 2020-2021. Sent to UWM Administration, 10/19/18. Approved by UWM Administration 10/28/18.

6. Document 3210, 10/18/18: Recommendation of the International Committee to Create Study Abroad Policies and Procedures. Sent to UWM Administration, 10/19/18.

7. SAAP 4, 10/18/18: Recommendation of the Policy Advisory Committee and the Department of Auxiliary Services to Eliminate the Policy on Advertising (Off-Campus) Student-Sponsored Events. Sent to UWM Administration, 10/19/18. Approved by UWM Administration 10/23/18.

8. SAAP 5, 10/18/18: Recommendation of the Policy Advisory Committee and Student Affairs to Revise the Alcoholic Beverages, Guidelines for Service Policy. Sent to UWM Administration, 10/19/18. Approved by UWM Administration 10/23/18.

9. SAAP 43.5, 10/18/18: Recommendation of the Policy Advisory Committee and Finance and Administrative Affairs to Revise the Policy on Protests/Demonstrations on University Property. Sent to UWM Administration, 10/19/18. Approved by UWM Administration 10/23/18.

10. SAAP 48A, 10/18/18: Recommendation of the Policy Advisory Committee and Human Resources to Eliminate the Sick Leave Policy. Sent to UWM Administration, 10/19/18. Approved by UWM Administration 10/23/18.

11. SAAP 49, 10/18/18: Recommendation of the Policy Advisory Committee and the Physical Environment Committee to Revise the Smoking and Tobacco-Free Campus Policy. Sent to UWM Administration, 10/19/18. Approved by UWM Administration 10/23/18.

12. SAAP 56, 10/18/18: Recommendation of the Policy Advisory Committee and Human Resources to Eliminate the Policy on Vacation and Holiday Entitlement for Faculty on Annual Appointments and for Academic Staff. Sent to UWM Administration, 10/19/18. Approved by UWM Administration 10/23/18.

13. <u>SAAP 65.5</u>, 10/18/18: Recommendation of the Policy Advisory Committee and the Dean of Students Office To Eliminate the Student Nonacademic Code of Conduct Implementation. Sent to UWM Administration, 10/19/18. Approved by UWM Administration 10/23/18.

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 3:08pm. Honorary Degrees Committee Member Naira Campbell-Kyureghyan 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 3:14pm.

VI. BUSINESS

> MOTION: To suspend the rules in order to add to the agenda the Endorsement of the Recommendations of the Faculty Representatives Regarding the UW System Administration Program Productivity Monitoring Policy. The item will be added as the first item of business.
>
> The motion to suspend the rules was seconded and approved unanimously by voice vote.

1. Endorsement of the Recommendations of the Faculty Representatives Regarding the UW System Administration Program Productivity Monitoring Policy. A senator moved adoption of the endorsement. UC Chair Kristian O'Connor presented the document.

    Discussion took place on the removal of the exemption for foreign languages and the source of the data. Second degrees will be included in the policy. A senator suggested that the senate should also put forward documents on tenure and faculty governance.

    > MOTION: To approve the Endorsement of the Recommendations of the Faculty Representatives Regarding the UW System Administration Program Productivity Monitoring Policy. The motion was seconded and approved with a vote of 31-yes; 0-no; and 0-abstention.

2. Report of the Chancellor's Advisory Committee for LGBT+ Advocacy (CACLGBT+A). CACLGBT+A Co-Chair Angela McManaman and Faculty Representative Joyce Latham presented. The CACLGBT+A asked for input on appointing a faculty spokesperson who can address LGBT+ concerns both to the media and on campus.

    Discussion took place on how the person would be selected and connected to governance.

    > MOTION: To receive a report from the CACLGBT+A. The motion was seconded and approved by voice vote.

    Concerns were expressed about designating one person to represent an entire group on campus.

    > MOTION: To extend time by one minute. The motion was seconded and approved by voice vote.

    Chancellor Mone will discuss this issue with the CACLGBT+A at their meeting next week. The UC will then consider the issue if needed.

3. Faculty Document 3211: Recommendation of the University Committee to Develop Procedure for Distance Participation in Faculty Meetings and Faculty Senate Meetings. A senator moved adoption of FD3211. UC Chair Kristian O'Connor presented the document.

> MOTION: To approve FD 3211. The motion was seconded and approved with a vote of 30-yes; 1-no; and 0-abstention.

4. Faculty Document 3213: Recommendation of the Criminal Justice Faculty, and the Helen Bader School of Social Welfare Academic Planning and Budget Committee to Change the Name of the Department of Criminal Justice to the Department of Criminal Justice and Criminology. A senator moved adoption of FD3213. Department of Criminal Justice Chair Tina Freiburger presented the document.

> MOTION: To approve FD 3213. The motion was seconded and approved with a vote of 28-yes; 2-no; and 0-abstention.

5. Faculty Document 1691R1: Recommendation of the Faculty Rights and Responsibilities Committee (FRRC) to Revise *UWM Policies & Procedures* Chapter 5.44 FRRC Charter. A senator moved adoption of FD1691R1. FRRC Member John Boyland presented the document.

> MOTION: To approve FD 1691R1. The motion was seconded and approved unanimously by voice vote.

6. Faculty Document 3214: Recommendation of the Honorary Degrees Committee to Revise *UWM Policies & Procedures* Chapter A3.1 Honorary Degrees Committee Charter. A senator moved adoption of FD3214. Honorary Degrees Committee Member Naira Campbell-Kyureghyan presented the document.

> MOTION: To approve FD 3214. The motion was seconded and approved with a vote of 30-yes; 1-no; and 2-abstention.

7. Faculty Document 2902R1: Recommendation of the Information Technology Policy Committee (ITPC) to Revise *UWM Policies & Procedures* Chapter A3.2 ITPC Charter. A senator moved adoption of FD2902R1. ITPC Co-Chair Nick Fleisher presented the document.

> MOTION: To approve FD 2902R1. The motion was seconded and approved with a vote of 28-yes; 0-no; and 2-abstention.

8. Faculty Document 3144R1: Recommendation of the Economic Benefits Committee (EBC) to Revise *UWM Policies & Procedures* Chapter A2.5 EBC Charter. A senator moved adoption of FD3144R1. EBC Member John Reisel presented the document.

> MOTION: To approve FD 3144R1. The motion was seconded and approved with a vote of 24-yes; 1-no; and 1-abstention.

9. Faculty Document 3215: Recommendation of the Faculty Senate Rules Committee to Revise *UWM Policies & Procedures* Chapter A3.5 Faculty Senate Rules Committee Charter. A senator moved adoption of FD3215. Faculty Senate Rules Committee Chair John Reisel presented the document.

> MOTION: To approve FD 3215. The motion was seconded and approved with a vote of 26-yes; 2-no; and 1-abstention.

VII. UNFINISHED BUSINESS
1. Compensation Study Discussion
Chancellor Mone addressed six questions submitted by the Faculty Senate Rules Committee:
1) We would like to request a copy of the 2015 report.
Because the report includes confidential data on gender and race, it cannot be made public.

2) **Which company did they hire? (and at what cost?)**
   The Office of Legal Affairs has utilized DCI Consulting since 2014 at a cost of $2400.

3) **What formula do they use?**
   They established Pay Analysis Groups (PAG) subdivided by college and division and then performed multiple regression or Fisher exact tests. DCI looks for statistically significant disparities based on race and gender.

4) **Is a similar analysis conducted with regard to racial and ethnic inequality?**
   Yes, using EEO-1 race categories.

5) **How many times have they found inequity and addressed it? That is information they can share without breaking confidentiality.**
   In 2015, zero cases were found for both men having higher salaries than women and women having higher salaries than men. Zero cases were found for whites having higher salaries than minorities. There were two cases in which Asians were found to have higher salaries. In an earlier study, there was one case in which a woman was found to have a higher salary. Legal Affairs shared these cases with Human Resources and Equity/Diversity Services (EDS) for further investigation.

6) **How does UWM's approach to this issue compare to other R1s, including Madison? At other R1's faculty and administration rather than the legal department lead the efforts to reduce inequity, at least initially, and in the creation of the relevant formula.**
   Director of Human Resources Tim Danielson will look into how other R1 institutions approach this issue.

   Chancellor Mone encouraged individuals to contact EDS with any issues regarding compensation equality.

   Discussion took place on the use of both hard and soft money in salary analyses and the reverse relationship between years of service and salary. Specific issues in the College of Engineering & Applied Science were discussed including the underrepresentation of women on the faculty and the power differential for women in the college. Chancellor Mone stated that he would have Associate Vice Chancellor Devarajan Venugopalan and Human Resources look into this issue.

   Additional discussion took place on the lack of comparison to salaries at peer instructions and the failure to address diversity issues, particularly for Native American faculty. Future compensation plans and the models used to determine raises were also discussed.

VIII. GENERAL GOOD AND WELFARE - None.

IX. ADJOURNMENT -The meeting was adjourned at 4:16 p.m.

University Committee (UC) – Kristian O'Connor, Chair

1. The UC has continued to monitor the dean searches, budget, and campus enrollment through its meetings with the Provost and Chancellor.

2. The UC discussed the UWSA draft changes to the Program Productivity Monitoring policy at two meetings. Last week, the UC identified five issues for feedback. 1. The number of degrees awarded in programs that offer both a master's and PhD degree should be combined. The programs should be considered as a whole and not separated into number of master's and PhD degrees awarded per year. 2. There should be internal agreement about the number of students in programs at UWM before the information is forwarded to system. 3. There should be clarification about how the final decision on programs is made. 4. At the undergraduate level there should be a way to count the second major of an individual who is taking a double major. 5. There was general concern about where the data were coming from and the quality of the data being sent to the system.

3. As was distributed yesterday to you, the UW System faculty reps developed a set of broader concerns and requested revisions at its meeting last Friday. Based on discussion at this week's UC meeting, the intent today is to suspend the rules and to insert an agenda item for the Senate to endorse this statement. Please note that all are able to contribute individual feedback through the link in the email.

4. Another issue that arose this month was the replacement of faculty on the Instructional and Research Academic Staff Committee. This committee performs indefinite status reviews and two faculty serve on this committee. It came to our attention that faculty vacancies to this committee had not been filled through a standardized protocol. Based on those conversations, these vacancies will now be handled as other faculty standing committee vacancies are handled, which is through UC appointment.

5. 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 & Budget Committee (APBC) – Tina Freiburger, Co-Chair

APBC met has met twice this month for regular business and once for financial training. This was the last trainings in a series of three for the semester. The three trainings covered the campus budget in its fundamentals, the New Budget Model, and the actual budget numbers for the campus this year.

During the regular APBC meetings the committee was updated on an ongoing basis by the Provost about meetings for the new budget model and of the active dean searches. In September, meetings were scheduled for each school and college to discuss preliminary unadjusted and adjusted budgets under the new budget model. The provost, the Vice Chancellor of Finance and Administrative Affairs, members of their staff, one of the APBC co-chairs, and an additional voting member of the APBC attend each meeting. Six of these meetings have already been held and the remaining are scheduled for after the Thanksgiving holiday.

In addition, APBC reviewed and endorsed two proposals for new majors—a new major in Japanese and a new major in Digital Arts and Culture. We will be discussing an additional proposal for a major in Sign Language/English Interpreting at our next meeting.

Academic Staff Committee (ASC) – Kristin Roosevelt, Chair

- Dr. Leigh Wallace has agreed to serve as the Vice Chair for the remainder of the 2018-2019 term
- Stressed Importance of Faculty to serve on IRASC Review committee because of your vested interest and

responsibility for the curriculum being delivered. Please consider nominating yourself or others for service on this committee for the 2019-20 academic year.

- Chapter 104 training will be delivered at December Academic Leadership Council meeting.
- Academic Staff workload policy for teaching academic staff in the College of General Studies.
- Meeting with Lubar School of Business Dean candidates over next few weeks.

Academic Program & Curriculum Committee (APCC) – Kristen Murphy, Chair

1. Meetings were scheduled once a month during the 2017-2018 academic year, with the exception of January.

2. Sixty-three (71) new courses were approved; two hundred forty-two (242) course changes were approved; and seventeen (17) courses were deleted.

3. One (1) course was approved for GER distribution; no courses (0) were approved for Cultural Diversity; seven (7) were approved for OWC-B; one (1) was approved for QL-B; and one (1) withdrew GER/CD.

4. The following undergraduate programs were reviewed:
December 12, 2017	Computer Engineering
February 13, 2018	Electrical Engineering
	Materials Science and Engineering
March 13, 2018	Industrial and Manufacturing Engineering
May 8, 2018	Criminal Justice

5. APCC Approvals:
   September 12, 2017
   - Changes to the certificate in Global Health – web form #2386
   - Changes to the major in Criminal Justice – web form #2387
   - Changes to the certificate in Digital Arts and Culture – web form #2394
   - Changes to the major in Digital Arts and Culture – web form #2403
   - Establish certificate in Arts Integration and Learning
   - Suspend Educational Studies
   - Create two tracks in Conservation and Environmental Sciences
   - Create a minor in Inclusion and Accessibility Studies
   - Allow graduate-level OWC-B courses to fulfill undergraduate OWC-B requirements in integrated programs

   October 10, 2017
   - Changes to the certificate in Pre-Medical Studies – web form #2366
   - Changes to the certificate in Community-Based Organizations: Policy and Leadership – web form #2404
   - Changes to the major in Education – web form #2407
   - Changes to the minor in Counseling – web form #2413

   November 14, 2017
   - Changes to the major in Education – web form #2397
   - Changes to the major in Education – web form #2416
   - Changes to the major in Japanese – web form #2420
   - Changes to the major in Community Education – web form #2432
   - Changes to the major in Exceptional Education – web form #2441
   - Changes to the major in Materials Science and Engineering – web form #2444
   - Changes to the certificate in Childhood and Adolescence Studies – web form #2445
   - Changes to the major in Electrical Engineering – web form #2446
   - Create a new curricular area code for Diagnostic Imaging (DMI)

   December 12, 2017
   - Changes to the minor in Music – web form #2469
   - Establish an integrated BS/MS in Kinesiology

   February 13, 2018

- Changes to the major in Journalism, Advertising, and Media Studies – web form #2437
- Changes to the major in Geosciences – web form #2449
- Changes to the major in Anthropology – web form #2489
- Changes to the major in Geography – web form #2490
- Changes to the certificate in Business Analytics – web form #2491
- Establish a Bachelor of Science in Public Health

March 13, 2018
- Changes to the major in Computer Engineering – web form #2483
- Changes to the certificate in Web Development – web form #2503
- Changes to the major in Information Resources – web form #2509
- Reinstate GER SS for Social Work 100
- Establish certificate in Social Data Analysis

April 10, 2018
- Changes to the major in English – web form #2487
- Changes to the major in Biochemistry – web form #2492
- Changes to the major in Jewish Studies – web form #2494
- Changes to the major in Computer Science – web form #2496
- Changes to the minor in Jewish Studies – web form #2515
- Changes to the certificate in Latino Studies – web form #2519
- Create a new curricular area code for Air Force and Aerospace (AFAS)
- Revise QL-A requirements

May 8, 2018
- Changes to the minor in Kinesiology – web form #2521
- Changes to the major in Theatre – web form #2522
- Changes to the major in Theatre Education – web form #2523
- Changes to the major in Education – web form #2526
- Changes to the major in Education – web form #2533
- Changes to the major in Exceptional Education – web form #2537
- Changes to the major in Education – web form #2538
- Changes to the major in Exceptional Education – web form #2539
- Changes to the major in Biological Sciences – web form #2541
- Changes to the certificate in Childhood and Adolescence Studies – web form #2542
- Changes to the major in Africology – web form #2544
- Changes to the minor in Theatre Education – web form #2548
- Changes to the minor in Performing Arts-Theatre – web form #2549
- Change the curricular area code Africology (AFRICOL) to African and African Diaspora Studies (AFRIC) - #58
- Elect new chair/co-chairs
- Authorize chair to act during the summer
- Establish undergraduate Global Educator certificate
- Establish an integrated BS/MS in Social Work (BSW/MSW)
- Review L&S Articulation Agreements
- Revise GER Implementation Document
- 2017-18 Annual Report