

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

Thursday, November 14, 2019; 2:30 p.m.; Curtin 175

Chancellor Mark 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 retirement of UW System President Ray Cross and the UWM and UW-System budgets. He addressed the pay plan, the M³ initiative, the Higher Education Regional Alliance (HERA), the design solutions center, and the comprehensive campaign. He announced that the School of Freshwater Sciences received a \$10 million donation for a new research vessel to replace the Neeskay. Chancellor Mone also discussed budgetary headwinds which will result in budget reductions next year such as declining enrollments, tuition cost, and demographics.

Chancellor Mone recounted his strategic directions and announced the establishment of the 2030+ Think Tank which will examine how UWM can position itself for success in future years. The group will be comprised of fifteen individuals including governance representatives. The Chancellor also discussed the need to address retention rates.

Discussion took place on the timeline for the new research vessel. Chancellor Mone estimated that construction could begin within 2-3 years. Additional discussion took place regarding the lack of faculty representation on the UW System President Search and Screen Committee.

2. Provost's Report

Provost Britz reported on enrollment planning, retention rates, dual enrollment, and international markets.

Discussion took place on recruiters travelling to high schools to enroll students and the use of "Common App" for admission. Additional discussion took place on dual enrollment specifically within the College of Engineering & Applied Sciences.

3. University Committee Report: Kathleen Dolan, Chair

The report is attached.

4. Academic Planning and Budget Committee Report: Gillian Rodger, Co-Chair

The report is attached.

5. Academic Staff Committee Report: Leigh Wallace, Chair

The report is attached.

6. Economic Benefits Committee Report: John Reisel, Co-Chair

The report is attached.

7. Student Association (SA) Report: Katie Malek, Vice President

SA Vice President Malek reported that the SA also plans to put forward a resolution on the composition of the UW System President Search and Screen Committee. She addressed the SA's issues with participation. Currently only 16 of the 42 spots on the SA are filled. VP Malek asked the senate to encourage their students to participate in student governance.

II. SENATE ROLL CALL

Secretary of the University Trudy Turner conducted the roll call for the Senate. There were 35 senators and Parliamentarian Richard Marcus present. A quorum of the Faculty Senate was present.

III. AUTOMATIC CONSENT

1. The minutes of the October 17, 2019 Faculty Senate meeting were approved as distributed.

IV. CHANCELLOR'S REPORT

1. Document 3124R1, 10/17/19: Motion of the University Committee to Rescind the Voting Rights of an Academic Staff Member in the College of Health Sciences. Sent to UWM Administration, 10/18/19.
2. Document 3203R1, 10/17/19: Recommendation of the Graduate Faculty Committee for Changes to the Admission, Continuation, and Dismissal Policies of the Graduate School. Sent to UWM Administration, 10/18/19.

V. SPECIAL ORDERS OF BUSINESS

1. Election to fill a vacancy on the Faculty Senate Subcommittee on the Evaluation of Administrators. Nominations were taken from the floor and one name was received. The Faculty Senate elected Tricia Wessel Blaski to join continuing members Susan Cashin, Richard Grusin, John Reisel, Julia Snethen, and Jeffrey Sommers on the Faculty Senate Subcommittee on the Evaluation of Administrators for 2019-2020.
2. 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 four candidates nominated as recipients of an Honorary Degree. The motion was unanimously approved by voice vote, and closed session began at 3:23pm. 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 3:33pm.

VI. BUSINESS

MOTION: To suspend the rules in order to add to the agenda a Resolution on the Composition of the Search and Screen Committee for the next UW System President. 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. Resolution on the Composition of the Search and Screen Committee for the next UW System President. A senator moved adoption of the resolution. UC Chair Kathleen Dolan presented the document.

Discussion took place on the composition of previous UW System President Search and Screen Committees.

MOTION: To approve the resolution. The motion was seconded and approved unanimously by voice vote.

2. Report of the American Association of University Professors (AAUP) - UWM Chapter. Chapter President Joel Berkowitz presented. The report is attached.
3. SAAP 0.5: Recommendation of the Policy Advisory Committee, the Graduate Faculty Committee (GFC), the Graduate Curriculum Committee, and the Provost's Office to Revise the Academic Approval Matrix. A senator moved adoption of SAAP 0.5. GFC Chair Aaron Schutz presented the document.

MOTION: To approve SAAP 0.5. The motion was seconded and approved with a vote of 29-yes; 1-no; and 0-abstention.

4. Faculty Document 3264: Recommendation of the College of Health Sciences (CHS) to Request Approval for Voting Privileges at CHS Faculty and Staff Meetings for Two Full-Time Academic Staff Members. A senator moved adoption of FD 3264. The motion was seconded. Chair of the Department of Communication Sciences & Disorders Carol Seery presented the document.

Discussion took place on the qualifications of the two academic staff members in comparison to faculty in the department.

MOTION: To approve FD 3264. The motion was seconded and approved with a vote of 20-yes; 9-no; and 3-abstention.

VII. UNFINISHED BUSINESS

Secretary Turner announced the results of the Honorary Degrees balloting. All four candidates received positive votes from the Faculty Senate.

VIII. GENERAL GOOD AND WELFARE - None.

IX. ADJOURNMENT -The meeting was adjourned at 3:46 p.m.

**Report to the Faculty Senate
Thursday, November 14, 2019**

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met weekly since the last Faculty Senate meeting on October 17th.
 2. We continue to monitor campus activities through our regular meetings with the Provost and Chancellor.
 3. UW System President Ray Cross will join us for the January 23, 2020 Faculty Senate meeting.
 4. The UC continues to monitor the search for a new dean of the Helen Bader School of Social Welfare.
 5. We have concluded our visits with all of the new deans on campus with our recent meetings with CHS Dean Tim Behrens and Lubar Dean Kaushal Chari.
 6. We have been monitoring the situation regarding the composition of the search and screen committee for the new UW System president, which, at this point, does not have any faculty, academic staff, or university staff appointed. We will take up a resolution on this matter today.
 7. More information on these topics, as well as up-to-date information on UC activities can be found at <https://uwm.edu/ucnews>.
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Academic Planning and Budget Committee (APBC) – Gillian Rodger, Co-Chair

The APBC met on October 24; given the fact that the Provost was away from campus, and the on-going budget meetings with schools and colleges, the November 7 meeting was cancelled due to lack of other business.

Between November 4 and 15, meetings with the Schools and Colleges have been scheduled to review budget narratives and preliminary adjusted budgets. The APBC is represented at these 14 meetings by one co-chair, and one other representative from the committee. These meetings will continue in December with the Central Support and Infrastructure units.

Academic Staff Committee (ASC) – Leigh Wallace, Chair

Since our last report on October 17, 2019, the ASC met on October 21 and November 4 in regular session and the All Academic Staff meeting with the Academic Staff Senate was held Tuesday, November 12, 2019.

- At the All Staff/Senate Meeting on the 12th, presentations were given by Chancellor Mone, Tim Danielson, and remarks provided by Provost Britz. We were also provided an introduction to volunteer opportunities with Big Brothers, Big Sisters, initiated by John Reisel, UWM Faculty liaison for BBBS.
- The ASC continues to remain abreast of the changes related to the Titling and Total Compensation project. Tim Danielson provided updated information to the Academic Staff members in attendance. In addition, a “Forum” will be held December 3, 9:30-10:30am in the Chemistry Building). As you are aware, this is of significant concern to all Academic Staff and University Staff members whose titles may change along with their salary ranges. We anticipate this being a primary focus over the next few months.
- December to help address questions/concerns – Tim will share that with us today
- The ASC has begun meeting with all new, incoming Deans to engage in conversations related to the role of Academic Staff in their respective schools/colleges. Monday, November 4, we met with Dean Simon Bronner of the College of General Studies. He is “settling in” to the campuses and has already identified areas of focus: Enrollment, recruitment strategies, marketing, and coordinated transportation that can support students.

- This coming Monday, November 18, we will meet with the new Dean of the School of Business, Dean Kaushal Chari.
- The ASC is exploring the possibility of creating an “Academic Staff Mentoring Program” – A survey to assess interest – of both mentees and mentors will be forthcoming.
- We continue to review our policies to ensure they are up to date – and are waiting to approve recent UW System changes to our Chapter 105 (UW System policy 1254) and Chapter 109 policies. Once system provides an approved policy – no longer a “draft” – we will move forward to approve.
- Finally – Thank you for your continued support of your Academic Staff colleagues.

Economic Benefits Committee (EBC) – John Reisel, Co-Chair

Since the last Economic Benefits Committee Report to the Senate in December, the committee has met six times. It has been a fairly quiet year, as most of the benefits have stayed the same for UWM employees.

The committee did receive an annual update from Parking and Transit, and also received a report on the conditions in the College of General Studies in Washington County and Waukesha.

One issue that we spent considerable time exploring was the UW System Benefits Survey, in which employees were asked to rank various benefits in terms of their perceived importance. We expressed that there was a lot of concern among employees over the intention of this survey, and that the structure of the survey was rather confusing and flawed. Along those lines, we encouraged that the survey results either be ignored, or at least be supplemented by additionally administering a well-written survey.

Recently, we have been trying to learn more about the UW System Title and Total Compensation study. While this should have little direct impact on faculty, it is causing considerable angst among many of Academic Staff and University Staff colleagues. In our upcoming meetings, we will continue to encourage the system to be very careful about how they implement the results of the study so as to damage staff morale through the process.

American Association of University Professors (AAUP) - UWM Chapter – Joel Berkowitz, President

- 119 chapter members: one of the largest advocacy chapters in the country, with fairly stable membership numbers since the chapter re-formed in 2015, despite significant attrition of our faculty.
- Chapter leaders recently met with Chancellor Mone, Provost Britz, and Vice Chancellor Joan Prince to discuss issues related to free speech, extremist speech and actions, and student protests.
- Chapter leadership met with AAUP Exec Dir Julie Schmid and Collective Bargaining Congress President Paul Davis, who see our chapter as a model advocacy chapter in the aftermath of the SCOTUS *Janus* decision.
- We’ve been participating in a number of events and activities to support students. I addressed a Student Safety Conference in October that addressed such threats as white supremacy and sexual assault, and we partnered with the Wisconsin ACLU to organize a “Know Your Rights” training session on responding to ICE if its officers come for our undocumented students.
- Many chapter members, along with AAUP members from other chapters across the state, participated in the fall plenary organized by AAUP Wisconsin in October, and featuring a keynote address by Hank Reichman based on material from his important new book, *The Future of Academic Freedom*.
- A number of us also met recently with our former UWM colleague Ani Mukherjee to talk about lessons learned from his experience so far heading a chapter at Hobart and William Smith College in upstate New York.
- We’re planning to launch a new, ongoing series next semester that we’re calling “University 101,” designed to educate the entire UWM community on issues of academic freedom, shared governance, and other core

AAUP principles. To kick off the series, we're bringing Joerg Tiede, Associate Secretary of AAUP's Department of Academic Freedom, Tenure, and Governance, on Feb. 26 to speak about "Academic Freedom in the Age of Trump."
