

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

Thursday, December 12, 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 pay plan and the December Board of Regents (BOR) meeting. UW System President Cross and the BOR convened a meeting of all the Chancellors regarding a system-wide initiative to build a diverse workforce. This initiative includes support for K-12, an increase in resources for campuses and a focus on closing the achievement gap. Chancellor Mone also addressed a recent visit of the Education Advisory Board to consider the Milwaukee region for the Moon Shot for Equity initiative. The Chancellor updated the senate on the Freshwater Collaborative and announced that the M³ initiative has been recognized both locally by the Milwaukee Urban League and nationally.

2. Provost's Report

Provost Britz discussed his meetings with department chairs regarding retention, budgetary and enrollment management meetings with schools and colleges, and an upcoming meeting to discuss transfers.

Director of Human Resources Tim Danielson updated the senate on the UW System Title and Total Compensation Project. Discussion took place on the elimination of prefixes and the need for clear communication on the use of business titles.

MOTION: to extend time by five minutes. The motion was seconded and approved by voice vote.

Additional discussion took place on the next phase of the project and UW System's definitions of "promotion" and "progression". Senators expressed concerns regarding the volume of initiatives coming from UW System in recent years.

3. University Committee Report: Kathleen Dolan, Chair

The report is attached.

Discussion took place on Regent Vice President Michael Grebe's request for input regarding the UW System Presidential Search.

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

The report is attached.

5. Academic Staff Committee Report: Kyla Esguerra, Vice Chair

The report is attached.

6. Physical Environment Committee Report: Wendy Huddleston, Chair

The report is attached.

7. Student Association (SA) Report: Connor Mathias, President

SA President Mathias discussed student concerns regarding safety after the series of assaults that took place near campus. Students have put forward a petition to have the Be On the Safe Side (BOSS) service available 24/7. The SA's Women's Advocacy Committee is looking into the possibility along with other ways to address student safety.

The SA is also working with the City of Milwaukee regarding recently implemented parking restrictions that affect UWM students. Mathias also addressed the lack of student representation on the

UW System Presidential Search committee.

II. SENATE ROLL CALL

Secretary of the University Trudy Turner conducted the roll call for the Senate. There were 36 senators and Parliamentarian Richard Marcus present. A quorum of the Faculty Senate was present.

III. AUTOMATIC CONSENT

1. The minutes of the November 14, 2019 Faculty Senate meeting were approved as distributed.

IV. CHANCELLOR'S REPORT

1. Document 3264, 11/14/19: 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. Sent to UWM Administration, 11/15/19. Received by UWM Administration 11/19/19.
2. Document 3265, 11/14/19: Resolution on the Composition of the Search and Screen Committee for the Next UW System President. Sent to UWM Administration, 11/15/19. Received by UWM Administration 11/19/19.

VI. BUSINESS

1. Report on Development & Alumni Relations. Vice Chancellor Patricia Borger presented. The presentation is posted at the following link: <https://bit.ly/2LSKXHn>
2. Presentation on Student Retention. Provost Britz presented.

Provost Britz reported that the first-to-second year retention rate is up to 70+%, the second-to-third year rate is 62%, the four-year graduation rate is 22%, and the six-year graduation rate is 44%. The current focus is on figuring out why students leave and what can be done to retain them. This will include addressing advising, metamajors and experiential learning, and investing more in financial aid and technology including Progress Reports.

Discussion took place on the need to prioritize teaching support, address issues with the Early Warning System, and consider GER reform.

VII. UNFINISHED BUSINESS – None.

VIII. GENERAL GOOD AND WELFARE

Chancellor Mone wished the senate a happy holiday season.

IX. ADJOURNMENT -The meeting was adjourned at 3:50 p.m.

Report to the Faculty Senate
Thursday, December 12, 2019

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met weekly since the last Faculty Senate meeting on November 14th.
 2. We continue to monitor campus activities through our regular meetings with the Provost and Chancellor.
 3. We continue to monitor enrollment issues on campus through participation in the recent transfer summit and on the 2030 work group.
 4. The UC continues to monitor the search for a new dean of the Helen Bader School of Social Welfare.
 5. UC members are attentive to the relatively small number of faculty who serve on governance committees. In an attempt to increase participation, I sent an email to faculty encouraging them to submit preference sheets and, last week, deans were asked to do the same. After those reminders, submissions have increased somewhat, which should result in about 30 additional faculty serving on committees.
 6. We have been monitoring the situation regarding the composition of the search and screen committee for the new UW System president, which met for the first time last week. Tomorrow is the monthly UW system meetings that are attended by campus representatives. Faculty reps will meet with Regent VP Michael Grebe, the chair of the SS committee.
 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 November 21; given the fact that the Provost was away from campus, and the on-going budget meetings with schools and colleges, the December 5 meeting was cancelled due to lack of other business. The committee will meet on December 19, when we will consider a proposed Bachelor's Degree in Computer Science and the on-going budget meetings.

The Budget Advisory Team, including the co-chairs of APBC, met on December 6 to finalize the adjusted budgets for Schools and Colleges. Meetings with the Central Support and Infrastructure Units began on December 11 and will continue through December 13. The APBC is represented at these meetings by one co-chair, and one other representative from the committee. The budget process is expected to conclude in January.

Academic Staff Committee (ASC) – Kyla Esguerra, Vice Chair

Since our last report on November 14, 2019, the ASC met on November 18 and December 2 in regular session. Our December 12 AS Senate meeting was cancelled due to a lack of significant business on our agenda.

- The Titling and Total Compensation (TTC) process continues to remain at the forefront of our business and discussions. Tim Danielson led an Academic Staff Forum on December 3 with updated information related to the TTC process. As you are likely aware, the primary point of concern relates to the elimination of prefixes (such as senior or distinguished) for Instructional Academic Staff. Members of the Academic Staff have appreciated the support from our faculty colleagues in supporting our efforts to maintain these hard-earned prefixes. We also appreciate Tim Danielson's, Chancellor Mone, and Robin Van Harpen's attention to our concerns and willingness to create systems to help preserve those prefixes along with movement through the salary range.
- The ASC has completed our meetings with the new, incoming Deans – On December 2 we had the

opportunity to talk with Interim Dean Nancy Frank from the School of Architecture and Dean Tim Behrens in the College of Health Sciences.

- ASC member Susan Cashin is taking the lead with exploring the interest in an “Academic Staff Mentoring Program” – Her team plans to send a survey out to Academic Staff prior to the start of the Spring semester to assess interest and need.
- We continue to review our policies to ensure they are up to date – and changes to our Chapter 105 (UW System policy 1254) and Chapter 109 policies have been through the codification committee and will likely be put forward to the Academic Staff Senate in January.
- We have our final meeting on 2019 on Monday, December 16.
- Have a nice Winter Break!

Physical Environment Committee (PEC) – Wendy Huddleston, Chair

The PEC has continued to meet monthly this semester to discuss a wide range of issues. We have heard two facility naming requests in closed session. We also received an inclusive bathroom report from M. Priem. Pursuant to UWM’s goal of being a welcoming campus to all, 12 additional campus restrooms have been adapted to be inclusive. Now 20% of all UWM restrooms are inclusive. While great progress has been made, disparities across the four campus quadrants do exist, with the highest density of inclusive bathrooms located in the southeastern quadrant. The annual transportation budget has been reviewed by the transportation sub-committee. This year we have seen a decline in the number of cars in several of the lots. Members have been assigned to serve on various capital project advisory committees including the southwest quadrant parking garage pre-design, the Student Union, and Klotsche annex. We have also received updates on renovations at the Northwest Quad. External work on Building D is progressing as expected. Campus continues to solicit funds to demolish Building A rather than to mothball it, as is the current plan.

The next PEC meeting will be held December 18th.