

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

**Thursday, September 17, 2020; 2:30 p.m.  
Held virtually on Microsoft Teams**

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

**I. COMMENTS AND QUESTIONS**

**1. Chancellor's Report**

Chancellor Mone discussed his [August 16th Plenary Address](#) at which he reported on reopening plans, the budget, the 2030+ Think Tank work group, and the diversity, equity and inclusion (DEI) framework. The Chancellor reported on PCR testing for symptomatic students and asymptomatic antigen testing. He discussed the [DEI call to action](#) that was sent to campus on September 15<sup>th</sup> highlighting several major themes including the "Towards an Anti-Racist Campus" action mini-grants, the diverse recruitment and selection protocol initiative, the MMAC Region of Choice Initiative pledge, and the commissioning of a third UWM history book to celebrate and recognize the university's contributions of diversity. Chancellor Mone also reported that he and Provost Britz have charged the 2030+ Think Tank implementation group.

Discussion took place regarding potential school/college restructuring and the role of deans and senior associate deans.

**2. Provost's Report**

Provost Britz reported on pandemic-related planning for the spring semester. He predicts UWM will take an approach similar to this fall. The Provost reported on enrollments which are down 5% with freshman enrollments down 16%. International enrollments are also down due to issues with visas and travel during the global pandemic.

Associate Vice Chancellor of Academic Affairs Devarajan Venugopalan provided an [update on the accreditation preparation](#).

Discussion took place regarding the impact the 2030+ Think Tank initiative will have on the general education review, and the assessment of UWM's mission to close/eliminate achievement gaps.

**3. University Committee (UC) Report: Kathleen Dolan, Chair**

The report is attached.

Discussion took place regarding the UC's discussions with campus police. Chancellor Mone thanked Professor Dolan on her work as UC Chair during these challenging times.

**4. Academic Planning and Budget Committee Report: Barry Cameron, Co-Chair**

The report is attached.

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

The report is attached.

**6. Academic Policy Committee Report: Suzanne Boyd, 2019-20 Chair**

The report is attached.

**7. Graduate Faculty Committee (GFC) Report: Aaron Schutz, 2019-20 Chair**

The report is attached.

Senator Hall suggested that the GFC look into a situational policy that would allow for the waiving of application fees for graduate programs in certain cases, particularly for some international applicants who cannot send money abroad.

8. Student Association (SA) Report: Emma Mae Weber, President  
E.M. Weber reported on the SA's summer work which included discussions on lowering segregated fees, the campus reopening plan, and messaging to encourage student participation in COVID-related health and safety protocols such as social distancing, wearing masks, washing hands, etc. The SA also discussed Black Lives Matter (BLM) protesting and campus policing.

At the first meeting of 20-21, the SA passed two pieces of legislation:

1. [Resolution of Belarusian Solidarity](#)
2. [Resolution in Support of the Black Lives Matter Movement](#)

Discussion took place on the policing of neighborhoods and nearby parties and the potential for misunderstanding and conflict.

## **II. PROPOSED FACULTY SENATE RULES COMMITTEE AND FACULTY SENATE MEETINGS FOR ACADEMIC YEAR 2020-21**

The proposed Faculty Senate Rules Committee and Faculty Senate meeting schedules were distributed with the Senate agenda. There were no comments or questions.

## **III. DETERMINE EXISTENCE OF QUORUM FOR THE FACULTY MEETING**

A quorum of the faculty was not present. A meeting of the Faculty Senate convened.

## **IV. 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.

Senators missing roll call may send an email during the meeting time containing their name, department, and division to the Secretary of the University's Office: [secofunv@uwm.edu](mailto:secofunv@uwm.edu).

## **V. AUTOMATIC CONSENT**

1. The minutes of the May 7, 2020 Faculty Senate meeting were approved as distributed.
2. Report on Faculty Senate Attendance for Semester II, 2019-20, FD 3277, was received.
3. Summary of Faculty Legislation for Semester II, 2019-20, FD 3278, was received.
4. Listing of New Faculty members for 2020-21, and Retired Faculty for 2019-20, FD 3279, was received.
5. Faculty Document 3280: Notice of Intent to Implement a Bachelor of Science in Data Science, was received.
6. SAAP 0-1: Recommendation of the Policy Advisory Committee (PAC) and the of the University's Office to Revise the Policy on the Creation of Selected Academic & Administrative Policies, was received.
7. 2019-20 Annual Reports of the Faculty Standing Committees: Annual reports from 24 faculty standing committees were received.

## **VI. CHANCELLOR'S REPORT**

1. [Document 3275](#), 05/07/20: Recommendation of the College of Letters & Science and the Department of Art History to Change the Name of the BA in Art History and Criticism to a BA in Art History. Sent to UWM Administration, 05/11/20. Approved by UWM Administration 06/01/20.

2. Document 3276, 05/07/20: Resolution on Faculty Participation in Instructional Design and Delivery Responses to COVID-19 Pandemic. Sent to UWM Administration, 05/11/20. Approved by UWM Administration 06/27/20.

## VII. BUSINESS

1. Faculty Document 2950R3: Recommendation of the Academic Policy Committee (APC) to Revise the Academic Forgiveness Policy. A senator moved adoption of FD 2950R3. 2019-20 APC Chair Suzanne Boyd presented the document.

MOTION: To approve FD 2950R3. The motion was seconded and approved by voice vote.

2. Faculty Document 3305: Request for Authorization to Implement a Doctor of Philosophy in Electrical Engineering at UWM. A senator moved adoption of FD 3305. The motion was seconded. Professor George Hanson of the Department of Electrical Engineering presented the document.

MOTION: To approve FD 3305. The motion was seconded and approved by voice vote.

3. Faculty Document 3134R1: Recommendation of the Graduate Faculty Committee (GFC) to Revise the Criteria for: 1) Graduate Faculty Membership; 2) Major Professor, Advisor, or Committee Chair and Committee for Master's Students; and 3) Major Professor, Advisor, or Committee Chair and Committee for Doctoral Students. A senator moved adoption of FD 3134R1. 2019-20 GFC Chair Aaron Schutz presented the document.

MOTION: To approve FD 3134R1. The motion was seconded and approved by voice vote.

4. Faculty Document 3306: Recommendation of the School of Education to Request Approval for Voting Privileges for Two Full-Time Academic Staff Members. A senator moved adoption of FD 3306. The motion was seconded. Chair of the Department of Administrative Leadership Simone C.O. Conceição presented the document.

MOTION: To approve FD 3306. The motion was seconded and approved by voice vote.

5. COVID Management Team (CMT) Update. Vice Chancellor of Finance & Administrative Affairs Robin Van Harpen presented the update. She discussed the various groups that have been working during the crisis based out of the Emergency Operations Center which serves as the logistical and operation planning arm of the crisis. She discussed the Scenario Planning Workgroup, focused on the academic aspects of fall planning; the Monitoring Core Team which is monitoring how UWM is doing as the fall progresses; the Antigen Testing Workgroup, focused on getting the testing program up and running; the CMT large group; and the CMT leadership group.

Over the summer, CMT efforts focused on fall planning and implementation. In the last month, activities have changed to managing the situation as it continues to unfold.

Vice Chancellor Van Harpen reported that there are two main types of testing underway: PCR testing for symptomatic students and antigen testing for asymptomatic students. The testing program is primarily for students residing in campus housing, but the CMT is also looking at providing antigen testing to a small group of employees who are at the highest risk due to their job responsibilities. Once the testing program is running well, the CMT will consider allowing additional groups to participate.

Another major focus of the CMT leadership group is follow-up on positive cases. This includes isolation and quarantining logistics for residential students, ensuring proper transportation to and from isolation, food service, and daily welfare checks.

Vice Chancellor Van Harpen also discussed the reporting of positive cases. An e-workflow is in place for employees and their supervisors. Students have a separate online reporting mechanism that is

connected to the Dean of Students contact management system. The CMT is currently in the process of creating an FAQ for instructors on reporting.

Data gathering and decision making is another focus of the CMT. The Monitoring Core Team has been tasked with developing a matrix on the relevant data as well as data sources and arranging for possible actions that can be taken by the campus to mitigate any spike in cases. A [positive case dashboard](#) has also been established.

Lastly, the Communications Team has been putting out near-daily updates on all manner of topics. The team has also coordinated town halls over the summer and managed the web interface including the [fall reopening site](#).

Discussion took place on the name change from Crisis Management Team to COVID Management Team. Additional discussion took place on the risk of information overload with the frequency and length of communications to campus.

6. Diversity, Equity and Inclusion (DEI) Framework Update. Vice Chancellor Joan Prince and Associate Vice Chancellor Chia Vang of the Division of Global Inclusion & Engagement presented the update.

Vice Chancellor Prince referred the senate to the two messages Chancellor Mone sent to campus regarding the DEI framework: Racial Justice - A Call to Action [Part I](#) and [Part II](#). She discussed the DEI framework as a way to look broadly at all the initiatives on campus to catalog what UWM is currently doing and find gaps and opportunities for improvement. Vice Chancellor Prince emphasized that, although quite a bit of attention has been focused on race recently, the DEI framework is also working on other initiatives including gender equity, LGBTQ+ issues, diverse expression, and the faculty and staff recruitment and selection process.

Associate Vice Chancellor Vang highlighted that, beginning in February, twenty faculty, staff, and administrators participated in the University of Southern California's Center on Race and Equity Institute. She also discussed [the work of the DEI training work group](#), and emphasized that a single training is not going to bring about systemic change. Campus as a whole needs to take personal and collective initiative to learn, reflect, and take action to make UWM a more equitable campus. The DEI training work group's recommendations include the creation of a racial justice and equity educational program. The hope is to have the program available to the campus community next semester.

Associate Vice Chancellor Vang also discussed the "Towards an Anti-Racist Campus" action mini-grant proposals which will be reviewed in the coming weeks. The group also plans to host book readings, film discussions, and study groups.

Lastly, Associate Vice Chancellor Vang announced a third UWM history book that has been commissioned to highlight the contributions diverse groups have made to campus.

**VIII. UNFINISHED BUSINESS** - None.

**IX. GENERAL GOOD AND WELFARE** - None.

**X. ADJOURNMENT** -The meeting was adjourned at 4:02 p.m.

**Report to the Faculty Senate**  
**Thursday, September 17, 2020**

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**University Committee (UC) – Kathleen Dolan, Chair**

1. The UC met eight times over the summer and we began our weekly meetings for the new academic year on August 25th.

Since my last report at the May 7<sup>th</sup> Senate meeting, the UC has been involved in a number of activities:

2. We continue to monitor campus activities through our regular meetings with the Provost and Chancellor, both over the summer and now on our regular academic year schedule.
3. Some of the issues we were involved in over the summer included the delayed Spring commencement planning, enrollment patterns, furlough plans, the Graduate School's research re-opening plan, campus Covid-19 testing plans, the report of the 2030 workgroup, DEI initiatives, and federal changes to campus Title IX procedures.
4. We also consulted with a number of deans on a range of faculty issues.
5. We met with Police Chief LeMire to discuss campus policing in general and specifically around the campus and community protests around police violence and racial injustice, as well as other protests that took place on campus this summer.

As UC Chair, I was directly involved in a number of activities, including:

6. As the campus faculty representative to the UW System, I took part in the June interview of Jim Johnson to be the UW System president.
7. Also, as campus faculty representative to the UW System, I took part in weekly meetings with former President Ray Cross until his retirement in June. We finished the summer with biweekly meetings with the new president, Governor Tommy Thompson.
8. As UC chair, I took part in the weekly Crisis Management Team meetings that focused on re-opening plans for the campus.
9. As UC Chair, I was a member of the Provost's Scenario Planning Group, which met weekly over the summer to plan for the fall semester.
10. As UC chair, I took part in two Town Hall meetings for faculty and staff.
11. 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) – Barry Cameron, Co-Chair**

Though APBC had no formal meetings during the summer, Co-chairs Cameron and Rodger were invited by the Provost to two Deans and Shared Governance meetings in the summer on Wednesday June 10 and Wednesday August 5 to stay informed on the ever-changing budget situation at UW-Milwaukee. Moreover, co-chairs of APBC were invited to a special Budget meeting with the Provost and Vice Chancellor Robin Van Halpern on Tuesday June 30 to discuss FY 2020-21 and 2021-22 budget planning. The good news in summer was that reductions to spending in the final quarter of FY19-20 were larger than expected, thus reducing the anticipated \$15 M operating deficit created by the net impact of pre-COVID-19 enrollment declines, COVID-19 refunds and expenses, and the state budget lapse at the end of the fiscal year. The bad news in summer was that net losses for FY20-21 for academic and non-auxiliary administrative units are projected in the range of \$25 million

to \$40 million depending on the magnitude of enrollment declines in Fall 2020. In summer, Deans were tasked with undertaking additional cuts to the FY20-21 budget to adsorb these projected losses. Moreover, the budget process for FY21-22 has been initiated in August with the goal of making permanent cuts to the budget. The fall timeline for the budget process of meeting with Schools and Colleges and Central Support and Infrastructure has been moved forward in consideration of the complex deliberations ahead. Accordingly, meetings with Schools and Colleges have been tentatively scheduled for September 28 to October 5 and meetings with Central Support and Infrastructure from October 19 to 29. One co-chair and one APBC member attend the meetings to ensure budget transparency.

APBC held meetings on Thursday, August 27 and September 10, 2020. In the August 27 meeting, new members were introduced and welcomed, Cameron and Rodger were re-elected as co-chairs, and the Provost and co-chairs updated the committee on budget developments in the summer. In the September 10 meeting, the Provost updated the Committee on the Covid-19 pandemic and the latest on enrollment for Fall 2020. With regards to the anticipated losses for FY20-21, it was encouraging that enrollment declines were on the lower end of the budget projections presented in summer.

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### **Academic Staff Committee (ASC) – Kyla Esguerra, Chair**

Good afternoon, faculty colleagues. My name is Kyla Esguerra, and I am the Academic Staff Committee Chair for this academic year. Since our last report on May 7, the Academic Staff Committee has continued to meet twice monthly over the summer, which is part of our regular session. The Academic Staff Senate convened May 12, July 14, August 11, and September 8.

- Recent Academic Staff concerns have included the impact of position specific furloughs, which has varied across units and was exacerbated this summer by delays in unemployment claims at the Department of Workforce Development for educational employees. While we have some data about the impact of furloughs on academic staff this summer and what parts of campus were most impacted, we will continue working with HR to ascertain the range of continuing impacts for academic staff this fiscal year, including numbers of non-renewals.
- The Academic Staff Committee is also watching closely the number of anticipated layoffs being shared by campus leadership, and has confirmed that the Priority Referral Program is still in effect at this time. This program through HR gives staff who are laid off for reasons of budget priority consideration on any open UWM positions for which they may be qualified.
- There has been some concern among academic staff members about their ability to achieve indefinite status or distinguished status within the current budgetary climate, and campus leadership has clarified that promotion for those reasons are protected in policy and should continue when earned.
- Finally, L&S shared with ASC that due to a drop in enrollment and the reduction in the number of sections offered, they would not be offering new multi-year contracts for teaching academic staff who are eligible, but are able to honor those that had already been issued.
- We have our next meeting on Monday, September 21, and I welcome any questions, concerns, or insights. Thank you.

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### **Academic Policy Committee (APC) – Suzanne Boyd, 2019-20 Chair**

The APC met 4 times during the 2019-2020 academic year: August 28, October 15, February 24, April 6.

Committee work:

1. Approved the 2021-2022 academic calendar.
2. (Minor) Revisions to UWM's Academic Misconduct Procedures (UWS Chp 14 and FD 1686) – updated FD 1686 to match the addition to UWS Chp 14 of delivery of report and decision by electronic means.

3. Revision to UWM's Final Examinations policy SAAP 1-9, to allow for final exams longer than 2 hours if approved by Dean and Provost before the Registrar's office Schedule of Classes deadline.
  4. Updated SAAP 1-8, the UWM Drop, Withdrawal, and Repeat Policy- to specify that repeats are counted across career levels (associate, bachelor's, and flex).
  5. Augmented Faculty Doc (FD) 2950R2, the Academic Forgiveness Policy, to include guidelines for Associate degree students.
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## **Graduate Faculty Committee (GFC) – Aaron Schutz, 2019-20 Chair**

The Graduate Faculty Committee met on the following dates:

Monday, September 16, 2019  
Monday, October 21, 2019  
Monday, November 18, 2019  
Monday, February 17, 2020  
Monday, April 20, 2020  
Monday, May 4, 2020

### **During the 2019-20 academic year, the GFC:**

#### **A. Accepted Annual Reports**

- a. Graduate Faculty Committee, 2018-19
- b. Subcommittee on Graduate Program Reviews, 2018-19
- c. Subcommittee on Graduate Courses and Curriculum, 2018-19
- d. Subcommittee on Graduate Fellowships, 2018-19
- e. Graduate School Scholastic Appeals Committee, 2018-19

#### **B. Approved Policies and Procedures**

- a. Admission, Continuation, and Dismissal Policies, GFC Doc. 1328
- b. Thesis and Dissertation Embargo, GFC 1262
- c. Major Professor, Advisor, Committee Chair and Committee Membership, GFC 1173
- d. Revision of the Academic Approval Matrix

#### **C. Endorsed**

- a. Voted in support of the creation of working group for creating a graduate student academic leave of absence policy.
- b. Voted in support of the interim Academic Leave Policy for graduate students.
- c. Voted in support of graduate programs having the right to waive any program-specific admissions requirements because of challenges created by Covid-19, though Spring 2021.
- d. Voted to permit the GFC Chair to conduct urgent business on behalf of the Committee related to any minor approvals during the summer.

#### **D. Sent names to Board of Regents for completed graduate degrees – fall, spring, summer**

#### **E. Set up Scholastic Appeals Committee hearings for 2 academic dismissal appeals**

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