

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

**Thursday, November 12, 2020; 2:30 p.m.  
Held virtually on Microsoft Teams**

President p.t. Lingqian Hu called the Faculty Meeting to order at 2:30 p.m.

**I. COMMENTS AND QUESTIONS**

1. Provost's Report

Provost Britz announced that Dean Alan Shoho will retire from UWM. He thanked Dean Shoho for his service to the School of Education. Dean Tina Freiburger will serve as oversight dean in the interim. The Provost reported on enrollments projections and budget meetings with the schools and colleges. He discussed COVID planning for the spring semester and announced that campus will likely move to predominately online instruction after Thanksgiving.

Discussion took place on the switch to biweekly payroll and related concerns of graduate teaching assistants

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

The report is attached.

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

The report is attached.

4. Academic Staff Committee Report: Kyla Esguerra, Chair

The report is attached.

5. University Staff Committee (USC) Report: Stanley Yasaitis, Chair

The USC meets the third Tuesday of every month. Issues of particular concern to the USC were the unemployment payments of university staff employees who were furloughed over the summer. The USC is working to update the campus layoff policy so that university staff are included in discussions and planning that may result in layoffs. University staff are at the forefront of employees affected by COVID. Yasaitis urged faculty to familiarize themselves with the notification process for employees who test positive for COVID-19.

6. Student Association (SA) Report: Daniel Dyer, SA Vice President of Academic Affairs

Daniel Dyer reported that the SA is close to filling all its seats, that the Student Appropriations Committee and Student Finance Committee are running smoothly, and that the SA has been collaborating with other schools in the UW System on improvement of student life. The SA has received feedback from students about COVID and campus testing and is working with other UW System schools on ways to increase testing.

**II. SENATE ROLL CALL**

Secretary of the University Trudy Turner conducted the roll call for the Senate. There were 42 senators and Parliamentarian Richard Marcus present. A quorum of the Faculty Senate was present.

**III. AUTOMATIC CONSENT**

1. The minutes of the October 15, 2020 Faculty Senate meeting were approved as distributed.

2. SAAP 10-06: Recommendation of the Policy Advisory Committee (PAC) and the UWM Police Department to Revise the Firearms and Dangerous Weapons Policy was received.

3. Faculty Document 3315: 2019-20 Annual Report of the Athletic Board was received.

#### IV. CHANCELLOR'S REPORT

1. Document 3280R1, 10/15/20: Request for Authorization to Implement a Bachelor of Science in Data Science at UWM. Sent to UWM Administration, 10/20/20. Approved by UWM Administration 10/22/2020.
2. Document 3307, 10/15/20: Request to Create the Institute for Systems Change and Peacebuilding at UWM. Sent to UWM Administration, 10/20/20. Approved by UWM Administration 10/22/2020.
3. Document 3313, 10/15/20: Recommendation of the Academic Policy Committee (APC) to Approve the Calendar for Academic Year 2022-2023. Sent to UWM Administration, 10/20/20. Approved by UWM Administration 10/22/2020.
4. Document 3314, 10/15/20: Endorsement of Student Association (SA) Resolution in Support of the Black Lives Matter Movement. Sent to UWM Administration, 10/20/20. Received by UWM Administration 10/22/2020.

#### V. BUSINESS

1. Student Mental Health Resources Update. Co-Chairs of the Chancellor's Advisory Committee on Mental Health Carrie Fleider and Bonnie Klein-Tasman presented. [Click here to view the presentation.](#)

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

Discussion took place on resources for faculty and staff. The following were suggested: <https://uwm.edu/hr/eap/> and <https://uwm.edu/norris/mental-health-online-resources/>. Also discussed was the need to present this information to deans and department chairs.

2. Police Community Advisory Committee Update. Vice Chancellor of Finance and Administrative Affairs Robin Van Harpen presented. She began with background on the creation of the committee. At the start of the semester, UWM Police Chief Joseph Lemire released a statement on the UWM Police Department's commitment to racial equity. [Click here to view the statement](#) and [the corresponding FAQs](#). Shortly after, representatives of the Student Association (SA) initiated conversations with Chief LeMire regarding policing at UWM and the formation of the police advisory group. Following this, the SA passed a [Resolution in Support of the Black Lives Matter Movement](#) which was then endorsed by the Faculty Senate at the October meeting. In the meantime, Chief LeMire in collaboration with others on campus, began researching other police advisory groups and developed a proposed charge and membership. On October 16<sup>th</sup>, a request went out to all nominating groups for proposed members.

The proposed charge of the committee is to develop and maintain a partnership between the campus community and the UWM Police Department. The committee is also asked to partner with the UWM Police Department in establishing high standards for police accountability and transparency.

The committee will be comprised of nine members: three student representatives, two undergraduate and one graduate, to be nominated by the SA; one representative of the faculty, nominated by the University Committee; one representative of the academic staff, nominated by the Academic Staff Committee; one representative of the university staff, nominated by the University Staff Senate; one dean or associate dean nominated by the Provost; one member of the nonacademic administration nominated by the Chancellor and Provost; and one member of the larger community, nominated by the Vice Chancellor for Global Inclusion & Engagement.

The police will not serve on the committee but will provide staffing and support. Three positions will be assigned as a resource to the committee: the police chief, one police supervisor, and a police officer. Members will be notified next week.

3. 2030+ Think Tank – Revising Undergraduate Experience Group Update. Co-Chairs Kathleen Dolan and John Reisel presented. The charge of the group is to make UWM education a distinctive experience and optimize student experience from recruitment all the way to employment. The group has broken into three subgroups: one focused on issues around core curriculum, another on academic and beyond academic engagement, and a third on experiential learning opportunities.

The core curriculum group will look at developing a more coherent first-year experience, revamping GER, and incorporating experiential learning. The academic and beyond academic engagement group will focus on establishing UWM as a destination campus in the minds of potential students, parents, and the community and strengthening faculty engagement, advising, and support for students throughout their career at UWM.

In terms of timeline, the goal is to have recommendations to the Chancellor by the end of January. Over the next few months, the group will develop actions plans for work that will be done over the Spring semester and beyond. The goal is to have recommended model in place by Fall 2022.

Discussion took place in regard to applying first-year experience principles to transfer students. Additional discussion took place on revamping GER based on [learning outcomes for students](#).

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

Senators expressed concerns in terms of budgetary implications, class sizes, and the transition to the new model.

4. University Relations and Communications Report. Vice Chancellor Tom Luljak presented. [Click here to view the presentation](#).

Discussion took place on the pay plan. Vice Chancellor Luljak stated that UWM has been told to proceed as if the pay plan will move forward but has not been given any final confirmation.

**VI. UNFINISHED BUSINESS** - None.

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

**VIII. ADJOURNMENT** -The meeting was adjourned at 4:15 p.m.

**Report to the Faculty Senate**  
**Thursday, November 12, 2020**

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

1. The UC has met weekly since my last report to the Faculty Senate on October 15.
2. We continue to monitor campus activities through our regular meetings with the Provost and Chancellor and have talked with them about spring course modalities and policies for modality changes, the new rapid Covid testing site on campus, budget planning, and what the VSIP might mean for faculty and instructional academic staff.
3. Scenario Planning Work Group, continues to meet to plan the spring semester. Campus has decided that we will have spring break during the spring semester. The mix of course modalities be similar to fall.
4. I attended a recent summit on student recruitment and admissions. As we know, first year enrollments for Class of '24 are down 15 percent from last year. The summit focused on changes in the admissions and recruitment activities designed to make applying to UWM as a new or transfer student easier. They also unveiled the new Chancellor's Merit Scholarships, for which about 50 percent of accepted students would qualify. GPA of 3.4 or higher.
5. I also attended the campus governance reps meeting on October 30. At that meeting, System HR staff outlined the process for moving all System employees to the biweekly pay plan. There was considerable pushback on the timeline for moving to this new system, but it appears that President Thompson is going ahead with the February implementation date.
6. 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**

APBC has met just once since the last Faculty Senate meeting. The October 22, 2020 meeting was devoted to the Provost and co-chairs updates to the committee on the progress in the budget process. After budget meetings in October with Schools and Colleges, APBC was again an active participant in budget meetings from October 19-28 building the FY22 budget for Central Support and Infrastructure Units. An APBC co-chair and individual member sat in on each meeting to ensure transparency in the budget process.

The November 5, 2020 meeting was cancelled owing to no new program requests and the Provost meeting with the Regents.

Currently, the budget team is making final step 1 revenue projections to finalize the anticipated budget cuts for FY22. In the spirit of faculty governance, the entire budget team will report these revenue projections to the APBC in the November 19 meeting and comment on how these projections impact the planned 9.5% budget cut for FY22. APBC co-chairs will meet with the budget team in the next three weeks to determine the final adjusted budget numbers for FY22 for both Schools/Colleges and Central Support and Infrastructure units.

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

Good afternoon, Senators and guests. Since our last report on October 15th, the Academic Staff Committee has met twice, on October 19th and November 2nd. The Academic Staff Senate convened once, on Tuesday of this week, November 10.

- In our October 19<sup>th</sup> ASC meeting, Jamie Cimpl-Wiemer, Director of the Office of Equity and Diversity

Services, visited to discuss UWM's Affirmative Action Plan and the office's process of annually monitoring human resource actions to observe whether these disproportionately impact some members of our UWM community. This was helpful in light of recent academic staff concerns about the impacts of furloughs, non-renewals, and layoffs, and we plan to continue this conversation.

- The ASC has received a small number of requests for information by staff impacted by non-renewal, and these have been referred to the appropriate policies and to UWM's Ombuds Council.
  - On Tuesday, Senate approved changes to one of our standing committee's bylaws from gendered to more neutral, gender-inclusive language, and our codification committee is recommending similar changes be made to other committee documents.
  - The move to bi-weekly pay has generated some concern, particularly for the February 1 paycheck, which will take the full monthly benefit deductions but only include pay for two weeks, leaving little net pay. This concern has been expressed to System HR.
  - ASC has also read the instructor feedback resulting from the Scenario Planning workgroup survey, and I have shared concerns about the number of academic staff reporting paying out of pocket to support their university work. A subgroup has been formed to continue to look at the issue of unmet technology needs for staff working remotely into the spring semester.
  - The Academic Staff Committee will meet next on Monday, November 16, and I welcome any questions, concerns, or insights. Thank you.
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