

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

**Thursday, January 28, 2021; 2:30 p.m.
Held virtually on Microsoft Teams**

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

I. COMMENTS AND QUESTIONS

1. Chancellor's Report

Chancellor Mone reported on [the State of the University Meeting](#) that was held on Wednesday, January 27, 2021. He addressed the Wisconsin Policy Forum's (WPF) report, "[Falling Behind? The State of Wisconsin's Public Universities and Colleges](#)," and [the panel discussion held at the WPF 2021 Annual Meeting](#). Chancellor Mone and UW Madison Chancellor Blank are meeting with the Milwaukee Metro Association of Commerce and the Madison Business Chamber to advocate for public education in the state of Wisconsin. The Chancellor will introduce Interim UW System President Thompson to the Greater Milwaukee Committee to discuss support for the UW System. Chancellor Mone emphasized the exigency of expanding the tuition promise program.

The Chancellor also discussed the state budget and how the [projected revenues](#) may impact UWM's budget. He addressed UWM's health and safety initiatives regarding the pandemic, including continued testing and the potential to become a vaccination site, and announced that faculty, instructional staff, and those who have contact with students on a regular basis are now included in the 1B phase of vaccine distribution.

Discussion took place on who would be included in phase 1B. Vice Chancellor Van Harpen shared that FAQs are in development with reference to the [Wisconsin Department of Health Services definitions](#).

2. Provost's Report

Provost Britz spoke of the untimely passing of Zilber School of Public Health Dean Ron Perez. College of Nursing Dean Kim Litwack will act as oversight Dean, and Associate Professor Amy Harley will serve as senior Associate Dean. Provost Britz announced that College of Health Sciences Dean Timothy Behrens is now home from the hospital to continue his COVID-19 recovery. Associate Professor Jennifer Doll has stepped in as acting Dean during his absence. The Provost thanked all who donated leave to Dean Behrens during his time of need.

Provost Britz announced that the [option for tenure-clock extension](#) continues to be available for the Spring semester and that [guidelines are available for those considering a change in instructional modality](#). The Provost also discussed current enrollment numbers and coronavirus testing queues in the UWM Union. Regarding the fall semester, Provost Britz stated that he is cautiously optimistic that more face-to-face instruction will be possible.

Discussion took place on the variability of enrollment numbers across campus. Additional discussion took place on fall enrollments and schedule planning.

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

The report is attached.

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. Research Policy Advisory Committee Report: Robin Mello, Chair
The report is attached.
7. Athletic Board Report: AkkeNeel Talsma, Chair
The report is attached.
8. Student Association (SA) Report: Emma Mae Weber, President
E.M. Weber announced that the SA will hold its first meeting of the semester on Sunday, January 31st. The SA will vote on the hiring of a new Diversity and Inclusion Coordinator. Over the break, E.M. Weber worked closely with the UW System presidential council. She announced that the SA's elections are approaching, with nominations opening on February 1st. E.M. Weber asked that senators encourage students to nominate themselves. One of her main goals for the spring semester is to communicate the importance of getting vaccinated to students.

II. DETERMINE EXISTENCE OF QUORUM FOR THE FACULTY MEETING

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

III. SENATE ROLL CALL

Secretary of the University Trudy Turner conducted the roll call for the Senate. There were 43 senators and Parliamentarian Richard Marcus present. A quorum of the Faculty Senate was present.

IV. AUTOMATIC CONSENT

1. The minutes of the December 10, 2020 Faculty Senate meeting were approved as distributed.
2. Faculty Document 3316: Report on Faculty Senate Attendance for Semester I, 2020-21 was received.
3. Faculty Document 3317: Summary of Faculty Legislation for Semester I, 2020-21 was received.
4. SAAP 10-12: Recommendation of the Policy Advisory Committee to Revise the COVID-Related Health & Safety Rules was received.
5. Faculty Document 3318: Notice of Intent to Plan for a General Business Major was received.

V. CHANCELLOR'S REPORT

1. Document 2137R6, 12/10/20: Recommendation of the Senate Subcommittee on the Evaluation of Administrators to Revise the Policy for Faculty Evaluation of Administrators. Sent to UWM Administration, 12/15/20. Approved by UWM Administration 01/19/21.

VI. BUSINESS

1. Faculty Document 3319: Recommendation of the Graduate Faculty Committee (GFC) to Create the Academic Leave of Absence (ALA) Accommodation for Graduate Students Policy. A senator moved adoption of Faculty Document 3319. GFC Chair Aaron Schutz presented the document.

MOTION: To approve Faculty Document 3319. The motion was seconded and approved by voice vote.

2. Faculty Document 3320: Recommendation of the Academic Policy Committee to Create the Prior Learning Assessment Policy. A senator moved adoption of Faculty Document 3320. Associate Vice Chancellor of Academic Affairs Devarajan Venugopalan presented the document.

MOTION: To approve Faculty Document 3320. The motion was seconded and approved by voice vote.

3. Faculty Document 3321: Request to Change the Name of the Department of Occupational Science & Technology to the Department of Rehabilitation Sciences & Technology. A senator moved adoption of Faculty Document 3321. The motion was seconded. Chair of the Department of Occupational Science & Technology Jay Kapellusch presented the document.

MOTION: To approve Faculty Document 3321. The motion was seconded and approved by voice vote.

4. Faculty Document 3322: Recommendation of the Codification Committee and University Committee to Revise *UWM Policies & Procedures* Chapter 4.05(4). A senator moved adoption of Faculty Document 3322. Codification Committee Chair Kelly Kirshner presented the document.

MOTION: To approve Faculty Document 3322. The motion was seconded and approved by voice vote.

5. Report on Finance & Administrative Affairs (FAA). FAA Vice Chancellor Robin Van Harpen presented. [Click here to view the presentation.](#)

Discussion took place on the current status of Innovation Park, proceeds from the sale of the Alumni House, and sustainability efforts on campus.

6. 2030+ Think Tank – Radically Welcoming Institution Group Update. Co-Chairs Rebecca Freer and Margaret Noodin presented.

Professor Noodin encouraged senators to browse the 2030 Planning site:

<https://uwm.edu/chancellor/2030-think-tank/>. She reported on the Radically Welcoming Institution Group's 74-page report that includes four sections: 1) Institutional Culture and Climate; 2) Belonging, Hiring, and Training; 3) Pathways to Success; and 4) College Affordability.

VII. UNFINISHED BUSINESS – None.

VIII. GENERAL GOOD AND WELFARE – None.

IX. ADJOURNMENT -The meeting was adjourned at 4:06 p.m.

Report to the Faculty Senate
Thursday, January 28, 2021

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met five times since my last report to the Faculty Senate on December 10.
 2. We continue to monitor campus activities through our regular meetings with the Provost and Chancellor.
 3. The UC has worked with the Provost to extend the policy on applying for Covid-related tenure clock stoppages for an additional six months.
 4. We have also consulted with the Provost's office on a policy on faculty requests to change course modalities and on the new requirement that all people on campus at least once a week be tested every two weeks.
 5. At the end of 2020, the UC began a review of the annual reports of the University-level governance committees to determine the scope of their activities and will continue those reviews this spring.
 6. The UC has been contacted by Kate Nelson, the campus' Chief Sustainability Officer, about appointing a representative of the Faculty Senate to serve on the group writing the campus' Climate Action Plan. Senators who might be interested in this position are asked to contact me.
 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) – Barry Cameron, Co-Chair

APBC has met twice since the last Faculty Senate meeting in December. APBC has fallen into its more traditional role of reviewing new program requests. The January 14, 2021 meeting reviewed two new program requests. The first request was from the College of Letters and Science to establish a Bachelor of Science in Neuroscience. The new major would respond to the tremendous growth in neuroscience in recent decades and the corresponding increase in undergraduate demand for a coherent neuroscience major that integrates the interdisciplinary courses needed for appropriate training. Secondly, the UW System Institute for Urban Education requested approval to become a UW-Milwaukee Education/Outreach Center Institute. The committee viewed favorably the mission of the Institute to advance the field of urban education and to recruit, promote and retain high quality educators for urban districts. The worthy goal is that all students have equitable access to quality teachers. APBC approved both requests unanimously.

We also met this morning and considered a proposal from the Lubar School of Business to establish a General Business Major in the Bachelor of Business Administration (BBA). The addition of a General Business Major allows students the option to customize their major for those who are uncertain of the need for an in-depth learning experience in a specific business functional area such as accounting or marketing. The new major could be delivered both online and in person. APBC had no concerns or reservations regarding the new General Business Major request.

Academic Staff Committee (ASC) – Kyla Esguerra, Chair

Good afternoon, Senators and guests. Since our last report on December 10th, the Academic Staff Committee has met twice, on December 21st and January 4th. The Academic Staff Senate convened once, on January 12th.

- At these past two ASC meetings, we invited and listened to co-leads of the four 2030 subgroups as they shared what some of the conversations have been in each of the prioritized areas, and had the

opportunity to provide feedback and ask questions. We look forward to the completed report when it is shared and value the opportunity to participate in the 2030 process.

- Work has continued in a subgroup on the possible future use of Teaching and Research Professor titles for academic staff, and the group has looked closely at campus guidelines and faculty resolutions regarding these titles produced at UW-Madison as a starting point to guidelines for their possible use here.
- System Academic Staff reps were updated last week that UW System leads were meeting in late January to discuss an implementation timeline for the Title and Total Compensation project, which will include title changes for some of our academic staff and a move to a standard job description library. The expected timeline for implementation is early 2021.
- The ASC has also recently proposed changes to Academic Staff policies to eliminate binary his/her references and adopt more gender inclusive language. These will go to Senate in February.
- At Senate, the most recent changes to the COVID-Related Health & Safety rules were discussed and approved.
- The Academic Staff Committee will meet next this Monday, February 1, where we will hear more about Climate Action Planning for campus.

Research Policy and Advisory Committee (RPAC) – Robin Mello, Chair

The RPAC met three times during the fall 2020 semester.

During this period, the committee received updates or presentations, followed by discussion of these topics:

- Safely reopening research spaces
- Ongoing work of the 2030 Research sub-group
- Community-engaged research

They also provided input on an early draft of a revised Conflict of Interest policy. The committee will review an updated version in spring.

Athletic Board – AkkeNeel Talsma, Chair

Greetings. My name is AkkeNeel Talsma and I am serving as the Chair of the Athletic Board for 2020-21. I am an associate professor at the College of Nursing. Thank you for the invitation to provide a mid-year update on the adjustments and developments in the Athletic Department and Programs.

First, I would like to invite you to visit MKEpanthers.com and learn about our successes. For the first time ever, UWM Women's Basketball team is receiving votes in national polls and is leading the Horizon League with an undefeated record of 12-0!! Support our Panthers and follow, like, and forward their messages on Facebook, LinkedIn, Twitter, Instagram for positive advocacy for our Panthers!

The Athletic Board and the sub-committees have been meeting monthly, as scheduled.

AWARD Amanda Braun, Athletic Director, and colleagues were awarded one of the Chancellor's "Toward an Antiracist Campus" grant to work on diversity, equity, and inclusion within the Athletic Department. The grant supports facilitated quarterly dialogues to create a platform for transparency, build trust, and enrich our cultural standards. We have added this topic to our agenda and receive monthly verbal updates about the work.

BUDGET The Athletic department, like all other departments has adjusted to the budget cut with furloughs, delayed or no hiring decisions. Allocations from the travel budget were applied to address budget shortfall. Recruitment of athletes took place virtually and all teams were successful in completing their rosters with

highly competitive athletes. However, revenue is down sharply as we cannot have spectators at the matches. Revenue from watching the teams on ESPN-3 or ESPN+ viewing is a fraction of the expected revenue.

PANDEMIC Despite the pandemic, recruitment of athletes was strong and successful. Competition seasons have been delayed or seen a reduction in games, but are now well under way, under guidance of NCAA Covid protocols. Practice and competitions have been adjusted and the Athletic staff have demonstrated extraordinary flexibility and determination while maintaining a competitive athletic environment. For Spring season all sports will be hosted, fans will not be permitted for indoor sports, but we are hopeful they will be permitted for outdoor sports.

OUTREACH The Athletic Board has asked Amanda Braun, the Athletic Director, to form an Athletics Advocacy Committee to focus on how to utilize information, data, and stories to share with various target groups the value of Panther Athletics to our university and our community. The Task Force includes members of the Athletic Board, faculty, administration, development, and leaders from the UWM Alumni association. Our goal is to amplify the messaging and positive advocacy about the Panthers. Our athletes are strong students with high GPA's and graduation rates, and our graduates are excellent employees.

As we gear up for the Spring Competitions, adjustments to travel schedules remain. I encourage you to support our Panthers on their social media platforms by messaging their successes to your colleagues, communities, and networks. Thank you.
