

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

**Thursday, April 15, 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 UW System budget. He continues to hold meetings with members of the Joint Finance Committee and other legislative leaders to discuss several key operational priorities including support for employee compensation, the expansion of the tuition promise program, and the Freshwater Collaborative. Regarding capital projects, discussions have revolved around the Northwest Quad and the resumption of on campus activity in the fall.

The Chancellor emphasized the importance of vaccinations. He reported that the Milwaukee Health Department (MHD) is mandating that testing continues to be required even for those who are fully vaccinated. Chancellor Mone and Governor Thompson plan to work with the MHD to potentially relax the requirement.

Chancellor Mone thanked those who contributed to the [414 for UWM: Day of Giving](#). He also discussed fall planning. The goal is to have 75% of courses held in person.

Discussion took place regarding department engagement in 414 for UWM and ways faculty can advocate for UWM during the budget process. Additional discussion took place on health and safety concerns for large classes in the fall.

Chancellor Mone confirmed that the new Secretary of the University will be announced within the next two weeks.

2. Provost's Report

Provost Britz reported on enrollments. Student acceptances are up, but the focus is now on yield. The Provost encouraged the senate to help reach out to prospective students.

The Provost also discussed the 2030 planning. He and his team will visit all units to give a detailed update on the planning effort. Work is already underway to implement some of the recommendations.

Provost Britz reported on the Project Distance Education (DE)+ initiative from the UW System. He will serve on a team to discuss the most constructive approach to implement the initiative.

3. University Committee Report: Kathleen Dolan, Chair

The report is attached.

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

No report.

5. Physical Environment Committee Report: Wendy Huddleston, Chair

The report is attached.

6. Affirmative Action in Faculty Employment Committee Report: Kim Cosier, Chair

The report is attached.

7. Academic Staff Committee Report: Kyla Esguerra, Chair

The report is attached.

8. Student Association (SA) Report: Emma Mae Weber, President
E. M. Weber encouraged the senate to watch the [recent edition of the “Panther Minute” in which she interviewed students after they received a dose of the vaccine](#). She echoed the Chancellor’s comment that students are eager to be back on campus.

Weber reported the results of the SA election. Mia Heredia was elected as SA President. The two vice presidential roles were not able to be filled by the election, so [a special election will be held to fill those positions](#). Weber asked the senate to encourage their students to participate in the election.

II. SENATE ROLL CALL

Secretary of the University Trudy Turner conducted the roll call for the Senate. There were 45 senators present. A quorum of the Faculty Senate was present.

III. AUTOMATIC CONSENT

1. The minutes of the March 18, 2021 Faculty Senate meeting were approved as distributed.
2. Faculty Document 3327: Request of the Institute for Urban Education to become a UWM Education/Outreach Institute was received.
3. SAAP 10-03: Recommendation of the Policy Advisory Committee, the Department of Human Resources, and the Department of University Safety & Assurances to Revise the UWM Policy Regarding Children in the Workplace was moved to item 5 under Business (V).

IV. CHANCELLOR’S REPORT

1. [Document 3318R1](#), 03/18/21: Request for Authorization to Implement a General Business Major in the Bachelor of Business Administration Program at UW-Milwaukee’s Lubar School of Business. Sent to UWM Administration, 03/19/21. Approved by UWM Administration 03/23/21.
2. [Document 3324R1](#), 03/18/21: Request for Authorization to Implement a Bachelor of Science in Neuroscience at UW-Milwaukee. Sent to UWM Administration, 03/19/21. Approved by UWM Administration 03/23/21.
3. [Document 3325](#), 03/18/21: Proposal for the Creation of the UWM Archaeological Research Laboratory. Sent to UWM Administration, 03/19/21. Approved by UWM Administration 03/23/21.

V. BUSINESS

1. Faculty Document 3328: Endorsement of the Asian Faculty & Staff Association (AFSA) Statement on Atlanta Murders and Call to Allies. A senator moved adoption of Faculty Document 3328. AFSA Steering Committee members Lingqian Hu and Jacqueline Nguyen presented the document.

MOTION: To approve Faculty Document 3328. The motion was seconded and approved by voice vote.

2. Faculty Document 3329: Recommendation of the Codification Committee to Revise *UWM Policies & Procedures* Chapter 5.20. Codification Committee Chair Kelly Kirshtner presented the document.

MOTION: To approve Faculty Document 3329. The motion was seconded and approved by voice vote.

3. Faculty Document 3330: Recommendation of the School of Education to Request Approval for Voting Privileges for Six Full-Time Academic Staff Members. Department of Teaching and Learning Co-Chairs Elizabeth Drame and Nancy Rice presented the document.

Discussion took place on commensurate relief for service and concerns of setting a precedent for giving voting rights to academic staff who do not have terminal degrees.

MOTION: With one nay, it was moved, seconded, and approved to extend time by five minutes.

The senate debated what is allowed by the current policy, [UWM Policies & Procedures Chapter 2.02\(3\)\(2\)](#).

MOTION: To approve Faculty Document 3330. The motion was seconded and approved by roll call vote.

4. Report on University Information Technology Services (UITS). Chief Information Officer Robert Beck presented. [Click here to view the presentation.](#)
5. SAAP 10-03: Recommendation of the Policy Advisory Committee, the Department of Human Resources, and the Department of University Safety & Assurances to Revise the UWM Policy Regarding Children in the Workplace. Director of Human Resources Tim Danielson presented the document.

Senator Teresa Johnson drew the senate's attention to the added language under Procedures that requires the employee to receive written permission from their department chair to allow children in their workplace.

Discussion took place on legal risks to department chairs. Chief Legal Counsel Joely Urda explained that Legal Affairs would work with the affected employee in the rare event that a decision under this or any UWM policy resulted in litigation.

MOTION: To approve SAAP 10-03. The motion was seconded and approved by voice vote.

VI. UNFINISHED BUSINESS – None.

VII. GENERAL GOOD AND WELFARE

Senator Nigel Rothfels announced that the annual [Undergraduate Research Symposium](#) will take place on Friday, April 16th.

VIII. ADJOURNMENT -The meeting was adjourned at 4:31 p.m.

Report to the Faculty Senate
Thursday, April 15, 2021

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met weekly since my last report to the Faculty Senate on March 18.
2. We continue to monitor campus activities through our regular meetings with the Provost and Chancellor.
3. The committee met with Dave Clark of Academic Affairs to discuss ways to encourage faculty to use Canvas in a uniform manner to make the student experience of their course sites more consistent. He and Diane Reddy will be working on a set of recommendations for “best practices” for faculty to consider.
4. The committee met with Athletic Director Amanda Braun and a group of faculty from the Athletics Board to discuss ways in which Athletics could be better integrated into the student experience and into the campus culture more broadly.
5. We met with Provost Britz and Vice Provost Venugopalan to discuss potential changes to P+P that might be necessary to facilitate S/C realignment as part of the 2030 implementation. We concluded that discussion by agreeing that realignment should be determined before changes to P+P are proposed.
6. The committee has been communicating with governance committee chairs as part of our review of committee activities and the health of our culture of governance. The motivation for this is to ensure that governance work is meaningful and appropriate. In working with some of the governance committee chairs, we’ve identified committees that have seen their work overlap with administrative committees and other committees that have become more “end of process” participants rather than full governance partners. This has led us to believe that we need to take some steps to strengthen and/or modify the working of some of these committees.
7. As the campus faculty representative to the UW System, I have taken part in a series of meetings about the System’s plan to coordinate distance education initiatives across the 13 campuses.
8. UC members met with members of the FACG and FRRC to discuss potential changes in committee notification procedures.
9. More information on these topics, as well as up-to-date information on UC activities can be found at <https://uwm.edu/ucnews>.

Physical Environment Committee (PEC) – Wendy Huddleston, Chair

The Physical Environment Committee met on March 17th since our last report. Key UWM physical environment projects will be completed and others started in 2021:

- Construction on the Chemistry Building will begin September of 2021 with anticipated completion in December of 2023.
- While the students voted down a major overhaul of the Union last academic year, construction on the exterior and some infrastructure work will begin in September 2021 also with an anticipated completion date of September 2023.
- Renovation of buildings C & D of the NWQ, providing innovative spaces for Student Health Services, state-of-the-art Nursing Simulation Center, and SOIS spaces, will be completed in December of this year.
- Funding was secured for the demolition of Building A, which will commence in January of 2022. As a part of this project, a new entryway will be added to building B, which will be completed in May 2023.

- Sandburg North Tower construction will be completed prior to the fall term this year.
- The Klotsche Center Addition will have construction start in August of this year and will take a little over a year to complete. Athletics is beginning to work on naming rights with the PEC Naming Sub-Committee for spaces within this building.
- EMS 9th and 10th floor remodel, providing much-needed contemporary laboratory spaces for our students, will start in July of this year and be completed in one year.
- External work will be started this semester for Enderis Hall, AUP and the Golda Meir Library.
- The exterior of Mitchell Hall will also be getting a facelift this year with repair of brickwork and replacement windows. Internal updates are on the planning list for future completion.
- Several new active learning classrooms are being added across campus including in Mitchell Hall, Holton Hall and Engelmann Hall
- \$26M will be spent on facilities maintenance and renovation on the UWM main campus.
- \$2.6M on multi-building air duct smoke detector upgrade
- \$3M on energy conservation through updated lighting controls

In addition to the projects listed above, three 21-23 capital projects have been approved so far including improvements to the Sandburg West Tower, a Dock-Wall Replacement at the Water Institute, and the renovations to Engelmann 105.

Unfortunately, funding was deferred for renovations for the College of Health Sciences spaces in the NWQ and the planning for the Engineering Replacement Building. It is the committee's understanding that campus administration is still fighting for funding for these two projects at the JFC meetings this month.

At our last report, I had discussed the Fire Circle by the Electa Quinney Institute and sponsored by the Bader Foundation. Unfortunately, the first location was deemed to be out of compliance with the approved usage for Downer's Woods and a new location is now being sought. The PEC will be hearing recommendations for a new location at their April meeting. It is hoped that a fall completion date can still be met. As a reminder, the Fire Circle is meant to be a gathering space for all of the UWM community and serve as a way to recognize the important contributions of indigenous peoples to southeastern Wisconsin. A UWM faculty member designed the space using materials important for the significance of the space.

It is clear to the committee that campus continues to value the physical spaces as a gathering place for students, staff and faculty alike. The physical footprint of campus will look quite different in the coming years with exciting projects now on the horizon.

Academic Staff Committee (ASC) – Kyla Esguerra, Chair

The Academic Staff Committee/Academic Staff Senate Report to the Faculty Senate on April 15th.

Good afternoon, Senators and guests. Since our last report on March 18th, the Academic Staff Committee has met once on April 5th, and the Academic Staff Senate convened once, on Tuesday, April 13.

- Academic staff representatives attended a UW System joint governance meeting on March 19th, where updates about the both the upcoming transition to biweekly payroll and the status of the Title and Total Compensation project were shared. November is the anticipated implementation target for implementing new titles under TTC, and here at UWM, we have collaborated with HR to discuss a draft version of a title appeal process where necessary. The proposed process would include identifying a more suitable title from the standard job description library, providing justification, and possible engagement with a Joint Governance Appeals panel including representatives from the Academic Staff and University Staff.
- One of the “key re-engagement tasks” System included as part of the TTC project is the updating of compensation-related policies at the institutional level. ASC has spent a considerable amount of time discussing opportunities and process both for promotion and salary progression, especially under

forthcoming TTC changes. We hope to ultimately share a set of recommendations that support equity and transparency in these areas.

- At Senate this week, we welcomed Chancellor Mone and Provost Britz for updates and engagement with our Senators, as well as Associate Vice Chancellor Tim Danielson from HR, Brian Hinshaw, Director of Pathway Advising, and Liz Drame, Interim Special Assistant for DEI initiatives.
- Finally, at the April 19th ASC meeting, we will be holding our election for Chair and Vice Chair for next academic year, and the final ballot for membership on ASC will be open next week. Final election results for all academic staff committees will be posted on May 3.

Affirmative Action in Faculty Employment Committee (AAFEC) – Kim Cosier, Chair

[Please see the 2019-2020 Annual Report of the Affirmative Action in Faculty Employment Committee.](#)

Professor Cosier also discussed the need to coordinate faculty standing committee work with administrative work groups, particularly the AAFEC and the Equity and Diversity task force.
