

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

**Thursday, September 23, 2021; 2:30 p.m.
Curtin 175 and 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 welcomed faculty back to campus. Along with Governor Thompson, the Chancellor attended the recent block party at UWM. The main feedback they received from that event was that students are happy to be back on campus for a more normal college experience. Every event during the first two weeks of classes has had 50% higher attendance than in Fall of 2019.

In terms of COVID-19 testing, positivity rates continue to be low. Out of 6275 students tested, only 2% tested positive. Out of 1939 employees tested, only 1% tested positive. Positivity rates are also low on our branch campuses and for on campus community testing. As of the meeting date, 82% of students and 73% of employees reported being vaccinated.

On top of the [UW System's "70 for 70" vaccine incentive program](#), Chancellor Mone announced two additional [incentive programs at UWM](#). The university will award a \$500 student scholarship for each time the student vaccination rate hits 85%, 90%, and 95%, and two additional \$500 scholarships if the employee vaccination rate reaches 80%.

The Chancellor addressed the recent video of a UWM student making homophobic and racist comments. An investigation found that the student was not enrolled at UWM at the time the statements were made, and the statements are protected under the 1st amendment. The student has chosen to withdraw from in-person classes and does not live in campus housing. Chancellor Mone and Dean of Students Adam Jussel attended an open forum with students on September 22nd. The Chancellor expressed his commitment to the campus being as welcoming and safe as possible and encourages everyone to be respectful.

The Chancellor reported that enrollments are down 2.6% overall from Fall 2020. Searches for Vice Chancellor positions have been posted for the Division of Development & Alumni Relations and the Division of Diversity, Equity & Inclusion. The structure and organization of the Division of University Relations & Communication is currently being studied. That search should launch somewhere between November and January.

The pay plan exercise is underway, though it still needs approval from the Joint Committee on Employee Relations. The plan will include a 2% increase in January 2022 and another 2% increase in January 2023. The Chancellor has committed to allocate his Chancellor's discretionary portion to the overall 2% for campus.

Chancellor announced that UWM's College of Nursing is in the top 11% of undergraduate programs in the country.

2. Provost's Report

Provost Britz reported that the enrollment rate for freshmen from last year has increased by 7.8%. The Provost thanked faculty, advisors, etc., who worked hard to get students to re-enroll. Enrollments for incoming master's students are down significantly, with domestic master's enrollments down 14%. International master's enrollments, however, are up 4%. The current retention rate from 1st to 2nd year

is up at 74.6%.

The Provost has asked units to work through a 3.5% budget reduction as a result of decreased enrollments and the need to fund the pay plan. The budget will be finalized in the spring and sent to UW System by March.

Meetings are underway regarding the school/college realignment. At this point, the Helen Bader School of Social Welfare, the School of Education, and the School of Information Studies are working on joining as well as the Peck School of the Arts and the School of Architecture & Urban Planning and the three health units: College of Health Sciences, College of Nursing, and School of Public Health. The Office of Research and the Graduate School will also look at merging. The goal is to finalize plans by the end of October, bring them to the Academic Planning & Budget Committee for discussion, and then to the Faculty Senate for a vote.

GER reform is also moving forward, with eventual changes going to Academic Program & Curriculum Committee and the Faculty Senate.

Listening sessions for the UW System President search were held on campus this past Monday. Please submit feedback and comments for the Search & Screen Committee to Provost Britz.

Chancellor Mone thanked Provost Britz and the 2030 Action Team for their work.

3. University Committee (UC) Report: Nigel Rothfels, Chair
The report is attached.
4. Academic Planning and Budget Committee Report: Kristene Surerus, Co-Chair
The report is attached.
5. Academic Staff Committee Report: Nicole Oswald, Chair
The report is attached.
6. Academic Policy Committee Report: Maria Haigh, Chair
The report is attached.
7. Academic Program & Curriculum Committee Report: Kristen Murphy, Chair
[Click here to view the report.](#)
8. Student Association (SA) Report: Daniel Dyer, Vice President of Academic Affairs
Vice President Dyer spoke in Madison to a State Assembly Committee to express concerns regarding a proposed amendment to the student segregated fee allocation process.

Dyer discussed the open forum held in response to the offensive video the Chancellor referred to in his comments. The SA recognizes that there will be many conversations with administration and student organizations to determine what actionable steps can be taken to ensure nothing like this happens again.

The SA is also working on recruitment, student engagement, and reaching out to student organizations to get them more involved in SA activities. The SA is also currently hiring for an executive position.

II. PROPOSED FACULTY SENATE RULES COMMITTEE AND FACULTY SENATE MEETINGS FOR ACADEMIC YEAR 2021-22

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 John Reisel conducted the roll call for the Senate. There were 43 senators and Parliamentarian Richard Marcus present. A quorum of the Faculty Senate was present.

Senators who miss roll call may sign their name on the Attendance Sign-in Sheet located in the back of the room. The sign-in sheet will be available at every Faculty Senate meeting. If attending remotely, Senators 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.

V. AUTOMATIC CONSENT

1. The minutes of the May 13, 2021 Faculty Senate meeting were approved as distributed.
2. Report on Faculty Senate Attendance for Semester II, 2020-21, FD 3335, was received.
3. Summary of Faculty Legislation for Semester II, 2020-21, FD 3336, was received.
4. Listing of New Faculty members for 2021-22, and Retired Faculty for 2020-21, FD 3337, was received.
5. 2020-21 Annual Reports of the Faculty Standing Committees: Annual reports from 25 faculty standing committees were received.

VI. CHANCELLOR'S REPORT

1. Document 3134R2, 05/13/21: Recommendation of the Graduate Faculty Committee 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. Sent to UWM Administration, 05/17/21. Approved by UWM Administration, 05/24/21.

VII. BUSINESS

MOTION: To suspend the rules in order to add to the agenda the Faculty Senate Statement on the Title and Total Compensation Project. The item will be added as the 5th item of business and given a five-minute time slot.

The motion to suspend the rules was seconded and approved by voice vote.

1. Faculty Document 3363: Request for Authorization to Implement a Bachelor of Fine Arts in Design and Visual Communication. A senator moved adoption of FD 3363. The motion was seconded. Co-Area Head of Design & Visual Communication Lisa Moline presented the document.

MOTION: To approve FD 3363. The motion was seconded and approved with a vote of 34-yes; 0-no; and 1-abstention.

2. Faculty Document 3364: Request of the Helen Bader School of Social Welfare to Rename the Bachelor of Science in Criminal Justice to Criminal Justice and Criminology. A senator moved adoption of FD 3364. The motion was seconded. Chair of the Department of Criminal Justice & Criminology Thomas LeBel presented the document.

MOTION: To approve FD 3364. The motion was seconded and approved with a vote of 35-yes; 1-no; and 1-abstention.

3. Faculty Document 1817R1: Recommendation of the Academic Policy Committee (APC) to Revise the Academic Drop and Probation Policy. A senator moved adoption of FD 1817R1. APC Chair Maria Haigh presented the document.

MOTION: To approve FD 1817R1. The motion was approved with a vote of 34-yes; 0-no; and 1-abstention.

4. Faculty Document 3365: Endorsement of University Committee (UC) Statement on Adopting a Vaccine Requirement at UWM. A senator moved adoption of FD 3365. UC Chair Nigel Rothfels presented the document.

MOTION: To approve FD 3365. The motion was approved with a vote of 34-yes; 2-no; and 2-absentions.

5. Faculty Document 3366: Statement on the Title and Total Compensation (TTC) Project. A senator moved adoption of the document. UC Chair Nigel Rothfels presented the document.

MOTION: To approve FD 3365. The motion was seconded and approved with a vote of 37-yes; 1-no; and 1-abstention.

Chancellor Mone reported that the TTC Project may allow for better comparison of jobs across units and will have no adverse impact on pay. There should be no impact on careers and working titles should help to alleviate some of the morale issues.

6. Diversity, Equity and Inclusion (DEI) Report. Interim Chief DEI Officer Chia Vang presented the report. [Click here to view the report.](#)

Discussion took place on efforts for faculty recruitments that are currently underway.

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

Additional discussion took place in regard to committing additional resources to diversify faculty and create new faculty positions.

VIII. UNFINISHED BUSINESS - None.

IX. GENERAL GOOD AND WELFARE - None.

X. ADJOURNMENT -The meeting was adjourned at 4:14 p.m.

**Report to the Faculty Senate
Thursday, September 23, 2021**

University Committee (UC) – Nigel Rothfels, Chair

1. Since the last meeting of the Faculty Senate in May, the UC has met 12 times. Over the summer we generally met every two weeks and on August 24 we returned to our weekly meeting schedule. We hold our meetings on Teams on Tuesday afternoons.
2. I am chairing the committee this year, and the six other members are Erica Bornstein (Anthropology), Dev Misra (Biomedical Engineering), Vickie Moerchen (Rehabilitation Sciences and President pro tem of the Senate), Gillian Roger (Music), Mark Schwartz (Geography), and Julie Snethen (Nursing).
3. 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.
4. On a weekly basis we address governance issues such as providing time-sensitive approval of policy changes and nominating faculty to serve on governance and other committees around campus.
5. Some of the issues we discussed over the summer included voting rights for academic staff, the recruitment of the new police chief, the campus realignment of schools and colleges, a review of faculty standing committees and the existence of duplicate administrative committees, and, of course, concerns about preparations for a return to a fuller in-person schedule this fall.
6. The most sustained conversation this fall has continued to be the campus and system responses to COVID. As part of those discussions, we formally communicated to UW System President Thompson our gratitude for his support of Chancellor Mone and our campus in our masking policy. And, on August 24th, we issued a statement about the importance of vaccines in protecting the health of our community. That statement will be considered by the Senate later in the business portion of our meeting.
7. We have had several discussions about the UW System's Title and Total Compensation Project and have prepared a statement, which we hope to introduce during the business portion of our meeting, that acknowledges the harm that the TTC is causing many members of our Academic and University Staff community.
8. We have also begun conversations about library lending periods, and specifically about the requirement that faculty physically return loans to the library every two years as a "proof of life" of the materials. This is part of a conversation that is also on the agenda of the UW System Faculty Representatives meeting tomorrow in Madison – meetings I have begun attending as Chair of the UC.
9. You can follow all the activities of the committee as well as find out more about these topics by reading our weekly blog, UCNews, this year edited by the esteemed Mark Schwartz. The blog can be found at uwm.edu/ucnews.

Academic Planning and Budget Committee (APBC) – Kristene Surerus, Co-Chair

APBC held meetings in a hybrid format on Thursday, September 2 and 16, 2021. In the September 2nd meeting, new members were introduced and welcomed, K. Surerus was elected co-chair (A. Swartz and K. Surerus will co-chair), and the Provost updated the committee on budget, 2030 implementation, Covid planning and UWM's goal to be a "Student-Centric University". The committee deliberated on, but rejected a proposal to absorb the duties of the Academic Policy Committee into the APBC.

In the September 16 meeting, the Provost updated the Committee on the Covid-19 pandemic, tracking vaccination status of students and employees, the latest on enrollment for Fall 2021, and the work on 2030.

Drew Knab and Cindy Kluge provided a “Budget tutorial” to the group to help us better understand the budget process and provided a tentative timeline for budget meetings with the Schools and Colleges and Central Support and Infrastructure. Meetings with Schools and Colleges have been tentatively scheduled for early to mid October and meetings with Central Support and Infrastructure from late October to early November. One co-chair and one APBC member will attend the meetings to ensure budget transparency.

Academic Staff Committee (ASC) – Nicole Oswald, Chair

Hello Senators. Since this is my first Senate meeting with you all, let me start with a short introduction. My name is Nicole Oswald and I am serving as the ASC chair for this academic year. I am a twice alum of UWM from the School of Social Welfare. I am currently an Assistant Director in the Student Success Center overseeing our tutoring and SI program. I have been full-time here at UWM for just over 10 years.

Academic Staff Senate held our first meeting of the year last Tuesday (September, 14th) and our first Academic Staff Committee meeting this past Monday (September, 20th).

ASC and Senate have been focused on two main topics: Chapter 104 policy for academic staff and TTC.

First, ASC has received multiple questions and concerns regarding Chapter 104, specifically around multi-year contracts. Colleagues shared multiple examples of academic staff, especially teaching academic staff, that have been teaching 5, 10, even 15 years in the same role but have not received a multi-year contract or a written reason as to why they did not receive a multi-year contract as detailed in Chapter 104. Many teaching academic staff who qualify for multi-year contracts are being given a year-to-year contract or a semester-to-semester contract. This of course lowers the morale of our academic staff who feel extremely vulnerable and are afraid to voice concern. Dean Gronert from L&S joined ASC to provide us with information on how things work in L&S regarding these types of situations. ASC will work with the Deans around this important topic.

Second, most of our time has been focused on the rollout of the Title and Total Compensation (TTC) plan. This rollout process has been very rocky. We have heard from many academic staff voicing frustration, concerns, and questions regarding TTC. Supervisors of academic staff have also voiced questions and frustration to us. The main concerns we are hearing include:

- Confusion and lack of clarity around the job title appeals process
- Many job titles and job descriptions that were assigned to do not match the work responsibilities of that person
- There are concerns around pay progression and that process, especially since the auto bump an employee would receive from earning a senior title is now gone
- Supervisors felt that they received little to no training around TTC and the conversations they were to have with employees about it. Many did not feel prepared for these difficult and sometimes emotional conversations.

Overall, morale is low for academic staff right now.

It should be noted we did have Tim Danielson from HR speak at our last Senate meeting about TTC to help clarify and answer questions. Senate has asked Tim to provide more communication to campus regarding TTC next steps.

John Reisel, Secretary of the University was present at both Senate and ASC to introduce himself to us all.

Finally, Provost Britz also attended both Senate and ASC to provide campus updates. We were thrilled to hear that the Provost will continue this year to support our professional development awards.

Academic Policy Committee (APC) – Maria Haigh, Chair

The committee met 6 times during the 2020-2021 academic year: August 25, 2020, September 24, 2020, November 19, 2020, March 4, 2021, April 1, 2021, and May 20, 2021.

Committee work:

1. Approved the 2021-2023 academic calendar
 2. Approved Prior Learning Assessment (PLA) Policy, per State Law, the practice of recognizing and awarding credit for learning acquired outside university instruction is required and UWM has been conducting such assessments for many years.
 3. Discussed a policy for uniformed use of UWM adopted campus course management system (currently Canvas) for all courses on campus.
 4. Revised Incomplete Grades Policy SAAP 1-13. The revision approved to insert the following paragraph under Incomplete Policy for Undergraduates: “The PI does not change the impact of the “F” grade on the student’s record. It is equivalent to earning the @F in terms of how it affects the student’s GPA and GPA credits.”
 5. Recommend to create an Experiential Learning Day to acknowledge and celebrate students’ achievements. Students will publicly present their work on the designated day. APC recommends to reserve the last day of classes for this purpose.
 6. Recommend to revise the Academic Drop and Probation Policy to improve student retention.
 7. The committee voted to dissolve itself and transfer its responsibilities to UWM APBC. APBC rejected the suggestion, APC will continue to function as usual.
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