

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

**Thursday, October 21, 2021; 2:30 p.m.  
Curtin 175 and Microsoft Teams**

Chancellor Mone called the Faculty Meeting to order at 2:32 p.m.

**I. COMMENTS AND QUESTIONS**

**1. Chancellor's Report**

Chancellor Mone reported that vaccination rates are at 89% for students and 81% for faculty and staff. When the student rate hits 90%, more scholarship dollars will be awarded. Positivity rates for COVID-19 testing are at 0.8% for students and 0.6% for faculty and staff.

The Vice Chancellor searches for the Division of Development & Alumni Relations and the Division of Diversity, Equity & Inclusion are underway. Finalists should be on campus in late-November/early-December with a target start date in January. The Division of University Relations & Communications search will occur in the spring.

It is planned that two make-up commencement ceremonies will be held on April 10<sup>th</sup> for the three graduating classes that were unable to have an in-person ceremony.

Chancellor Mone thanked everyone for their efforts throughout the pandemic and coming back to campus this semester.

Senator Buff asked for an update on the response to the racist viral video. A public forum was held and follow up meetings are underway with various student groups. Senator Buff also asked about the intervention of the 2030 task force. The purpose of the 2030 action plan is to move towards the future proactively based on past factors and future challenges.

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

Senator Sommers brought up declining inflation adjusted faculty salaries. Chancellor Mone agreed that it is one of the leading issues for which he continually advocates to the legislature.

Senator Schwartz asked if the cut to the university that occurs with each pay raise can be mitigated in the future. The hope is that the Board of Regents can soon use tuition increases to help make up for missing funds for pay raises.

**2. Provost's Report**

Provost Britz reminded the senate that mandatory trainings must be completed by November 5<sup>th</sup> for employees to receive salary increases.

He reported on budget meetings with campus divisions to go over a possible 3.5% budget reduction. Based on these discussions, final recommendations will be made with the Academic Planning & Budget Committee in early spring.

The Provost is seeking ways to provide more funds to increase diversity in new hires. He is working with the Affirmative Action in Faculty Employment Committee and other groups to revise the search and screen process to include implicit bias training and presentation of demographic data in the hiring process. He is looking also at opportunity hires and summer programs to bring in underrepresented groups to become accustomed to campus.

The UW System President Search is underway. The plan is to bring in finalists early next year and have a person in place by summer 2022.

Provost Britz reported on enrollment management and planning and the decrease in yield due to the Common App. Four and six-year graduation rates are up, and credits to graduation are down. Retention rates and graduation rates are up for students of color. The Provost thanked everyone who reached out to support our students.

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. Physical Environment Committee (PEC) Report: Stephen White, Vice Chair  
The report is attached.

Senator Moerchen asked about safety concerns regarding vibrations in the Pavilion due to work on the Klotsche annex. Associate Professor White stated that the PEC discussed this topic at length, and it was generally felt that there are no concerns about safety at this point, but there has been a lack of communication with people who work in the Pavilion.

7. Student Association (SA) Report: Daniel Dyer, Vice President of Academic Affairs  
Vice President Dyer reported that the SA hired a Campus & Community Engagement Director and now has a complete Executive Board (EB). The SA is planning their annual listening tour for early spring semester. The purpose of the tour is to gather feedback from students on what the SA should be focusing. The SA will hold a meet and greet on October 28<sup>th</sup> to allow students to meet the EB and voice any concerns. The first meeting of the UW System Presidential Council will be held on October 22<sup>nd</sup>.

This year is the first full year with a Diversity and Inclusion Director on the EB. The SA is working to strengthen ties with student organizations and other campus entities to make SA more accessible and to allow the SA to advocate for students more effectively. The SA will be working with campus administration to come up with actionable steps to address pervasive issues including those demonstrated by the racist viral video.

8. Graduate Faculty Committee Report: John Berges, Chair  
The report is attached.

## **II. SENATE ROLL CALL**

Secretary of the University John Reisel conducted the roll call for the Senate. There were 40 senators and Parliamentarian Richard Marcus present. A quorum of the Faculty Senate was present.

## **III. AUTOMATIC CONSENT**

1. The minutes of the September 23, 2021 Faculty Senate meeting were approved as distributed.
2. 2020-21 Annual Reports of the Faculty Standing Committees: Annual reports from the Graduate Faculty Committee and University Committee were received.

## **IV. CHANCELLOR'S REPORT**

1. Document 1817R1, 09/23/21: Recommendation of the Academic Policy Committee to Revise the Academic Drop and Probation Policy. Sent to UWM Administration, 09/27/21.
2. Document 3363, 09/23/21: Request for Authorization to Implement a Bachelor of Fine Arts in Design and Visual Communication. Sent to UWM Administration, 09/27/21. Approved by UWM Administration, 09/30/21.

3. Document 3364, 09/23/21: Request of the Helen Bader School of Social Welfare to Rename the Bachelor of Science in Criminal Justice and Criminology. Sent to UWM Administration, 09/27/21. Approved by UWM Administration, 09/30/21.
4. Document 3365, 09/23/21: Endorsement of University Committee Statement on Adopting a Vaccine Requirement at UWM. Sent to UWM Administration, 09/27/21. Received by UWM Administration, 09/30/21.
5. Document 3366, 09/23/21: Faculty Senate Statement on the Title and Total Compensation Project. Sent to UWM Administration, 09/27/21. Received by UWM Administration, 09/30/21.

## **V. SPECIAL ORDERS OF BUSINESS**

1. Election to fill a vacancy on the Faculty Senate Rules Committee. No nominations were received. The University Committee will appoint an eligible senator to join continuing members Suzanne Boyd, Ron Gulotta, Victoria Moerchen, Michael Newman, and Erica Young on the Faculty Senate Rules Committee for 2021-2022.

## **VI. BUSINESS**

1. Faculty Document 3369: Recommendation of the Academic Policy Committee (APC) to Approve the Calendar for Academic Year 2023-2025. A senator moved adoption of FD 3369. APC Chair Maria Haigh presented the document.

Senator Boyland asked if the experiential learning day will decrease the number of instructional days. Associate Professor Haigh confirmed that the experiential learning day will be held on the last day of instruction for instructors who would like to participate but is not mandatory.

MOTION: To approve FD 3369. The motion was seconded and approved with a vote of 34-yes; 1-no; and 2-abstention.

2. Enrollment Management Report. Associate Vice Chancellor of Enrollment Management Kay Eilers and Vice Provost for Student Success Dave Clark presented the report. [Click here to view the report.](#)

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

Vice Provost Clark shared [Outstanding Learning Environment metrics originally included with the May 5, 2021 Provost's Office Strategic Update.](#)

3. 2030 Action Teams Overview and Report. 2030 Action Team Co-Leads Jennifer Haas and Dev Venugopalan presented the report. [Click here to view the report.](#)

Senator Murphy asked if there will be a reduction in administration with consolidations of schools and colleges. Vice Chancellor Venugopalan confirmed that there will be. Currently, the Deans positions in the School of Architecture & Urban Planning, the School of Education, and the School of Information Studies are filled on an interim basis. With the restructuring, new Deans will not be hired into those positions.

Senator Moerchen asked if the two health colleges will each have a distinct budget or if they will have a combined budget. Provost Britz stated that nothing has been finalized but it is likely that there will be some shared services and better alignment of the budget but they will be two independent colleges.

## **VII. UNFINISHED BUSINESS - None.**

## **VIII. GENERAL GOOD AND WELFARE - None.**

## **IX. ADJOURNMENT -The meeting was adjourned at 4:01 p.m.**

**Report to the Faculty Senate  
Thursday, October 21, 2021**

---

**University Committee (UC) – Nigel Rothfels, Chair**

1. Since the last meeting of the Faculty Senate on September 23rd, the University Committee (UC) has met 4 times.
2. There have been *a couple of* issues that have carried forward since my last report to the Senate. The first is the Title and Total Compensation Project, or TTC. Following the UWM Faculty Senate's September statement on the TTC, I presented the text to a meeting of the UW System Faculty Representatives. I want to report today that in recent weeks, statements echoing our text have been approved by the Faculty Senates at UW La Crosse and UW Green Bay. The University Committee remains engaged in this issue, and I, along with the other governance leads, met with Campus Leadership to discuss issues stemming from the project.
3. The Committee has also continued conversations about the campus COVID response this fall and has expressed frustration with campus COVID reporting. In addition, and in response to faculty requests, the Committee hosted a conversation with Professors Jennifer Jordan and Joel Berkowitz, and Vice Chancellor Robin Van Harpen and Associate Vice Chancellor Melissa Spadanuda, to discuss how the campus might better respond to concerns surrounding our building HVAC systems.
4. In other matters, Associate Vice Chancellor Dev Venugopalan updated the UC that a special committee (including Venugopalan, Trudy Turner, and Kelly Kirshtner) has developed guidance on School/College voting rights for academic staff. The guidance seeks to clarify existing policy and propose new procedures that would direct requests first to the Codification Committee for discussion, prior to placement on the Faculty Senate agenda.
5. We have also been briefed by the Chancellor and the Provost on broader campus issues, including the campus realignment, student recruitment, yield, and success, the several Vice Chancellor searches either underway or anticipated, and ongoing Board of Regents discussions, including future discussions about budget allocations.
6. We continue our role of nominating faculty to serve on governance and other committees around campus and are also continuing our review of the campus governance committee array.
7. I'll take this opportunity to alert the Senate to two upcoming issues that the Committee will be taking up: first, campus DEI initiatives, and second the implementation of the academic staff titles of Teaching Professor and Research Professor. On the latter issue, let me just express now the Committee's hope that the discussion of these titles here in the Senate, at the department level, or elsewhere does not further damage the morale of our Academic Staff colleagues.
8. As always, you can find out more about the discussions of the UC by becoming one of the avid and committed readers of our weekly blog, UCNews. The blog can be found at [uwm.edu/ucnews](http://uwm.edu/ucnews).

---

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

APBC held meetings in a hybrid format on Thursday, September 30 and October 14, 2021.

The September 30<sup>th</sup> meeting was devoted to the Provost's report and a presentation from the Core Curriculum Action Team on possible models for revising the GER program. The CCAT is discussing the options with various groups across campus and will hold an open forum later this semester to elicit additional feedback.

At the October 14<sup>th</sup> meeting the committee discussed and approved the request to implement a MS in Data Science.

This interdisciplinary program will be managed by the Graduate School. Budget meetings with Schools and Colleges are ongoing with a co-chair and a member from the committee in attendance.

---

### **Academic Staff Committee (ASC) – Nicole Oswald, Chair**

ASC has met 3 times since the last faculty senate and academic senate has met once since. ASC has been busy discussing many topics, but most time spent on TTC. We are still receiving feedback, questions, and concerns around TTC. Tim Danielson will be presenting to all academic staff the first week of November to give updates and answer questions. Focus now shifts to the appeals process and making sure the process is clear and understood by all academic staff. Academic Senate passed AS document 129 regarding TTC concerns and needs for next steps. We will continue to work with the other governance leaders and administration around this vital topic.

We also continue to dispel myths and misconceptions around indefinite status, reassuring academic staff that probationary/indefinite track has not gone away. Finally, we continue work on the teaching titles. Sue Cashin is representing academic staff on the working group exploring the titles of teaching professor and research professor. We will continue to monitor this topic very closely and provide the necessary support to this critical issue.

---

### **Physical Environment Committee (PEC) – Wendy Huddleston, Chair**

The PEC has met one time this academic year with another meeting scheduled for October 20, 2021. Our first order of business is to populate our transportation and facility naming sub-committees. We also established our regular meeting time of 8:30 – 10:00 am on the third Wednesday of the month. The committee has chosen to hold the majority of meetings virtually on Teams.

This academic year will be an exciting one for campus with many construction projects beginning. They include:

1. Student union renovation – starting this fall through 2023 to include mechanical, circulation, lighting, cleaning the exterior, replacing the canopy, and creating a west entry off Maryland. The building will stay open throughout the year
2. Klotsche annex is a 16,000 square foot expansion that includes a full-size basketball court, physical conditioning center and video room among other amenities. Groundbreaking ceremony occurred 8/25/2021.
3. NWQ renovations continue and include safety updates, repairs and remodeling, nursing simulation center, and student health center. Construction and renovations in buildings C & D will have a 2022 completion date. Building A will be demolished in June 2022.
4. Chemistry building will begin in January 2022 with anticipated completion in 2024.
5. Ongoing work on Sandberg Hall. North tower work is completed and is now occupied. West tower is the next phase in the development. This was one of two of the last projects from the 2021-2023 biennium approved in July.
6. Great Lakes Research Facility dock wall renovation. Campus planning is currently researching options for replacement. This was the second of the last two projects to be approved in July 2021.

The committee also heard updates on the Space Optimization Project and a report from the Space Planning Committee.

---

### **Graduate Faculty Committee (GFC) – John Berges, Chair**

- Following our letter to the Chancellor and Provost last semester, we continue to monitor the situation regarding graduate student stipends for RA, PA, and TAs. This is a critical factor that makes UWM

uncompetitive in student recruitment.

- We are currently involved in establishing the new Graduate Diversity and Inclusion Student Advisory Group, which has four graduate student advocates. Racial equity issues are one of the first items to consider.
  - This semester we have a new interim Dean of the Grad School, Jason Puskar, and plans are underway for the merger of the Graduate School and the Research Office. This has led to the need to review and re-organize our policies. We are discovering that many of the procedures we have operated under for many years never existed as formal policies. The GFC Charter apparently hasn't been updated since 1972.
  - Critical items being reviewed include:
    - the need for ex-officio memberships on GFC
    - conflicting policies governing how much external employment a graduate student holding a fellowship at UWM can undertake (e.g. 25% vs. 15 h per week)
    - English testing and proficiency policies, many of which have had to be modified during the pandemic
    - questionable policies regarding graduate student enrollment requirements in the case of "incomplete" courses
-