UNIVERSITY OF WISCONSIN - MILWAUKEE
FACULTY SENATE MEETING
MINUTES
Thursday, November 18, 2021; 2:30 p.m.
Curtin 175 and Microsoft Teams

Chancellor Mone called the Faculty Senate Meeting to order at 2:31 p.m.

I.   COMMENTS AND QUESTIONS

1. Chancellor's Report
    Chancellor Mone noted the annual Length of Service awards ceremony was held yesterday. He offered congratulations to all recipients.

    Chancellor Mone reported on the COVID strategy and campus health and safety. Positivity rates are below 1% for students, faculty and staff. 92% of students and 83% of faculty and staff are vaccinated. The mask mandate will be extended on UWM's campuses through Winterim 2022. Spring 2022 will be determined later, based on state COVID levels and system guidance. Testing based on CDC's guidance will continue to be required weekly. If the situation changes, UWM will change its approach as appropriate with regards to testing requirements and masking requirements. Vaccine mandate for employees including student employees will be released around November 29th with details that align with the President's executive order. COVID remains a threat, and with the holidays coming up everyone is encouraged to take precautions while traveling and celebrating.

    Mone reported that campus is making a significant commitment to diversity, equity, and inclusion (DEI) on campus with a desire for DEI to be considered in the hiring process. The Division of DEI will conduct training for all recruitment committees on implicit bias. Chancellor Mone asked Provost Britz and Vice Chancellor Van Harpen to develop a 5-year plan to invest and sponsor three opportunity hires across campus where we have strategic needs. The $2.2M to $2.7M commitment will help grow the faculty and diversify the faculty.

2. Provost's Report
    Provost Britz reported on the opportunity hires plan which will increase diversity of faculty through recruitment efforts and opportunity hires. This is one of the highest priorities for campus and will focus on underrepresented minority groups. The hires will be strategic, focusing on areas where diversity is low and can lead to growth of the university. He spoke of a "grow your own" effort that could be used to retain PhD students.

    Budget allocations will be finalized soon. Discussions with all units and APBC took place and final findings will be presented to APBC December 2nd and then move forward with Chancellor approval. Budget cuts are expected to be less than the initial 3.5% planned reduction.

    Britz reported planning for HLC site visit on May 7-8, 2023 is occurring. D. Venugopalan provided update on preparations which include data gathering and assessment of student learning in programs and GER. He asked that units return assessment reports as requested. Faculty need to keep program quality at the highest levels. They are working with deans on program review process and addressing recommendations from the program reviews. Three schools/colleges are using Digital Measures, but systems are being developed to gather faculty accomplishments information from other schools/colleges.

3. University Committee 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. University Staff Committee (USC) Report: Stanley Yasaitis, Chair
   USC Chair Yasaitis discussed the university staff response to the Title & Total Compensation Project. He asked those who supervise university or academic staff to help them prepare any documentation they need for the appeal process.

   He also discussed concerns regarding COVID-19.

7. Information Technology Policy Committee Report: Roger Smith, Chair
   The report is attached.

8. Student Association (SA) Report: Daniel Dyer, Vice President of Academic Affairs
   Vice President D. Dyer reported that SA is hosting an event on November 30th with the Dean of Students where coffee and refreshments will be provided. Search for a new Professional Staff Assistant Director is entering the final stages. Segregated fee allocations are making progress. Currently trying to recruit more Student Association Senators and encouraging more student involvement. There is a Spring listening tour planned for February 2022, and SA is arranging outreach efforts with School of Freshwater Sciences and Zilber School of Public Health so they can advocate better for these students.

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 October 21, 2021 Faculty Senate meeting were approved as distributed.

2. SAAP 10-10: Recommendation of the Policy Advisory Committee, Human Resources, and University Safety and Assurances to Revise the Policy on University Workplace Safety, was received.

3. 2020-21 Annual Reports of the Faculty Standing Committees: The Graduate Student Fellowships Committee Annual Report was received.

IV. CHANCELLOR'S REPORT
1. Document 3369, 10/21/21: Recommendation of the Academic Policy Committee to Approve the Calendar for Academic Year 2023-2025. Sent to UWM Administration, 10/25/21. Approved by UWM Administration, 10/26/21.

V. BUSINESS
1. Faculty Document 3371: Motion to Dissolve the Economic Benefits Committee. A senator moved adoption of FD 3371. University Committee Chair Nigel Rothfels presented the document.

   MOTION: To approve FD 3371. The motion was seconded and approved with a vote of 34-yes; 2-no; and 1-abstention.

2. SAAP 07-18: Recommendation of the Policy Advisory Committee to Create the UWM Conflict of Interest Policy for Individuals Engaged in Research and Other Sponsored Programs. A senator moved adoption of SAAP 07-18. The motion was seconded. Associate Vice Provost for Research Kristian O'Connor and Office of Sponsored Programs Director Kate Mollen presented the document.

   MOTION: To approve SAAP 07-18. The motion was seconded and approved with a vote of 36-yes; 0-no; and 1-abstention.

3. 2030 Action Team Update
   Provost Britz introduced the report on the current progress of the School/College Realignment. Details were provided on College A (A. Harley) and B (K. Litwack), Information Studies, Education and Social Welfare (T. Freiburger), and Architecture and Arts (K. Hartman).

4. School College/Realignment Questions
   Discussion took place on accreditation constraints for Public Health, the current status of the Master of Science in Data Science program, the potential of affinity groups, and the process for changing *UWM Policies & Procedures* to allow for schools within colleges.

VI. UNFINISHED BUSINESS - None.

VII. GENERAL GOOD AND WELFARE - Well wishes for fall break.

VIII. ADJOURNMENT - The meeting was adjourned at 3:55 p.m.

University Committee (UC) – Nigel Rothfels, Chair

1. Since the last meeting of the Faculty Senate on October 21st, the University Committee (UC) has met 4 times. Additionally, as Chair, I have attended a day of meetings with the UW System Faculty Representatives, and meetings with the International Committee, the Academic Staff Committee, the Chancellor, the Provost, the 2030 Action Research Workforce Group, the Chancellor's Expanded Cabinet, and the Graduate Faculty Committee.

2. In its regular meetings, the University Committee receives updates from the Chancellor, who joins us once a month, the Provost, who logs in every other week, and the Chair of the Academic Staff Committee, who is also scheduled for a regular visit once a month. In these meetings, the Committee engages in a wide range of issues including student enrollment, government affairs, ongoing efforts with the Board of Regents, campus-level recruitments, challenges facing faculty and academic staff, and personnel issues. Regularly, the Committee responds to solicitations for nominations for replacements to governance committees, EC augmentation requests, and nominations for faculty representatives to campus-level search and screen committees. Through its members, who, I should note, sit on a variety of other governance committees, the UC also receives and attempts to respond to concerns from faculty members from around campus.

3. Beyond these persistent agenda items, I would like to highlight four particularly important issues that we have been discussing over the last month.

4. First, as you might imagine, the Committee continues to devote substantial attention to the campus COVID strategy, including the vaccine mandate, concerns over testing, safe gathering, instructional challenges, and campus communications.

5. Second, the Committee engaged in an extended conversation with Associate Vice Chancellor Dev Venugopalan, Associate Vice Chancellor Tim Danielson, and Vice Provost for Research Mark Harris about the guidance documents for the Research and Teaching Professor Titles. The Committee anticipates requesting that the Rules Committee schedule a discussion at the December meeting of the Faculty Senate so that Senators will have an opportunity to learn more about the titles and ask any questions they may have. To clarify, in advance of that discussion, one misapprehension that some may have, the Faculty Senate does *not* need to have a vote in order for these titles to be implemented on campus.

6. Third: the Committee has engaged the Chancellor (and expects to continue to do so) in a renewed round of discussions about support for faculty governance in the context of increasing demands for faculty service as the size of the faculty continues to diminish.

7. And, lastly, the Committee provided a response to the proposed legislative bill on "freedom of expression" (LRB-2125/3). For the record of the Senate, I will read the statement:

   For well over a century, the Board of Regents of the University of Wisconsin has vigorously and repeatedly defended freedom of expression and academic freedom as fundamental to the persistent and "fearless sifting and winnowing" of ideas at the heart of the System's schools. As faculty of the University of Wisconsin System, we are committed to nurturing thoughtful, compassionate, and civil discussion, and we welcome sincere efforts to enhance public discourse on our campus. LRB-2125/3 is not such an effort. It is a disingenuous and cynical attempt to undermine genuine dialogue and weaken already strong protections for free speech.

8. As always, you can follow the gripping saga of the University Committee by reading the UCNews, the Committee's weekly blog, which can be found at uwm.edu/ucnews.

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

APBC held a meeting in a hybrid format on Thursday, November 11, 2021. The meeting on October 28, 2021 was canceled due to lack of business.

In the November 11th meeting, there were three primary items of business. First a Notice of Intent from the Lubar School of Business on the Development of a MS in Digital Supply Chain Management was discussed. Discussions focused on staffing, the value of the credential, the decision to launch this as a stand-alone degree as compared to a track within an existing degree, and accreditation of this degree. Second, C. Kluge and D. Knab presented on the conclusion of the step 1 budget process. Finally, the S/C realignment proposals were presented for 1) a College consisting of the Helen Bader School of Social Welfare, School of Information Studies (SOIS), School of Education and Department of Urban Planning-T. Freiburger; 2) two Health Colleges consisting of the Zilber School of Public Health and parts of the College of Health Sciences in one and the College of Nursing and the remainder of the College of Health Sciences in the other-K. Litwack, T. Behrens, A. Harley; and 3) a College consisting of the Peck School of the Arts and School of Architecture- N. Frank, K. Hartman. Discussions focused on the unbalanced size of the new Colleges, particularly the Health Schools, and schools or departments within Colleges- both in size and representation. Budget implications were briefly discussed, but it was determined that the proposals are too early in development for meaningful discussions of budget.

Academic Staff Committee (ASC) – Nicole Oswald, Chair

ASC has met 2 times since the last faculty senate and the academic senate has met once since. ASC has been busy discussing many topics, but majority of time spent on TTC related topics. We are still receiving feedback, questions, and concerns around TTC, titles, and pay progression. Tim Danielson presented to all Academic Staff in a virtual town hall and also presented at Academic Staff Senate to give updates and answer questions. TTC appeals process is now live and all academic staff was e-mailed from System with their new titles. Thank you to Tim, Elise, and everyone else in HR as we move on to the next TTC phase.

We also want to thank and acknowledge all the hard work, Tim, Dev, and Mark Harris have put into the research and teaching titles and for presenting updates to ASC this past Monday. Also, a large thank you to Nigel and the UC for their collaboration and willingness to work together on these titles.

Tim also shared with ASC the first draft of the pay progression plan. We will continue to work with him and Robin on this next step.

Information Technology Policy Committee (ITPC) – Roger Smith, Chair

ITPC Members:

Spring 2021

Hong Min Park, Chair; Andrew Avery-Johnson; Alison Donnely; Gregg Jamison; Shana Ponelis; Julie Reindl; John Roberts; Peter Schwander; Nathaniel Stern; Mohamed Ayoub; Rachael Daniel; Clark Evans; Aims McGuinness; Roger Smith; Anita J. Alkhas; Patrick Doran; Ingrid Jordt; Jian Zhao; Daniel Dyer. Ex-officio Bob Beck; Mark Jacobson; Laura Pedrick.

Fall 2021

Roger Smith, Chair; Karolina May Ch;, Ann Raddant; Ora John Reuter; Phillip Sink; AkkeNeel Talsma; Tian

Zhao; Drew Blanchard; Hanyong Park; James Price; Lane Sunwall; Alexander Timmer; Barry Cameron; Gregg Jamison; Suzanne Joneson; Julie Reindl; John Roberts; Molly Schreiber; Peter Schwander. Ex-officio Bob Beck; Laura Pedrick, Mark Jacobson

Meetings convened:

ITPC convened the following meetings: January 2021, Feb 2021, March 2021, May 2021, September 2021, October 2021

Key Topics of Discussion:

Departments:

Center for Teaching and Learning: Update on CETL's Canvas course template and their new online and blended teaching program (Jan 2021) Presentation on the use of the Lightboard (Jan 2021) General CETL Update including Canvas enrollment issues and teaching and learning support (Feb 2021) Zoom as the new UW System-wide tool for synchronous leaning was presented, with Teams remaining the tool used by UWM for business purposes (September 2021).

CTS: An overview of the history of Lecture Capture and the availability of tutorials was given (Mar 2021) A high-level overview of classroom and online learning, along with resources available in the changing classroom landscape was given (October 2021)

Web & Mobile Services: An update on the Web Identity 2 project was given (October 2021)

Tools/Projects:

Multifactor Authentication: Presentation on the implementation of Student MFA (Jan 2021) Final phase of rollout of enhanced MFA for all UWM Employees, including students, was discussed (September 2021) A presentation on the 'Unified Digital Identity Experience', which includes a shift to Microsoft MFA, was given (November 2021)

2030: The themes of the UWM 2030 Implementation Team Final Report were presented (May 2021)

UW System:

Mandatory UW System Training: Reminder of HRS requirements for mandatory employee training (Jan 2021) Group discussion was held on issues surrounding the rollout, completion, and feedback on UWS mandated training (March 2021) Dialogue with UW System regarding issues with mandatory training was completed (May 2021)

Information Security: UWS Information Security updates were shared including information on implementation of new Risk Management and Asset Management policies as well updates on the comments period of the upcoming Threat and Vulnerability and Security Monitoring policies (Feb 2021) An overview of the BOR's interest in Information Security Policies and Memos, and the ways in which BOR and UW System policies affect UWM was given (September 2021)

Administrative Transformation Program: An update on the Administrative Transformation Program including a walkthrough of the System website was given (October 2021)

Other:

EDUCAUSE: Update on the EDUCAUSE Top IT Issues (Jan 2021)

SAAP-13 – Status report on SAAP 12-3 was given, indicating that updates are in review by legal and policy

committee (March 2021) Legal feedback has shared with the committee (May 2021)

COVID-19 Pandemic – General themes of pandemic affects to UWM IT were highlighted including Budget, Work, Research, Remote Life, and UW System, as well as the human aspect of work done over the past year (March 2012)

User Interface (UI) IT Design: A discussion on User Interface issues and challenges was held (November 2021)

Committee Liaison Reports:

Committee liaison reports were given at each meeting covering the following committees: Academic Planning and Budget Committee, Tech Users Group, Educational Technology Committee, Office365 Governance Team, Research Policy Advisory Committee, and Web Steering Committee.