

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

**Thursday, December 16, 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 announced that UWM has been recertified as an R1 institution. UWM has also received a \$500,000 grant to place 100 underrepresented students in paid internships with Milwaukee-area companies over the next two years.

The Chancellor continues to work with the Board of Regents (BOR) to increase support for UWM from the UW System with a focus on increasing the budget for general program revenue.

The Executive Order mandating vaccines has been stayed, so the UWM mandate has been stopped; however, campus rates continue to be low. A vaccine clinic will be held on December 21st for both initial and booster shots.

An in-person Commencement ceremony will be held on Sunday, December 19th at the Panther Arena.

The Joint Committee on Employee Relations has not met to approve the pay plan. There is no indication that it will not be approved but the timing may delay the pay increase. If that happens, the pay will be distributed retroactively.

2. Provost's Report

An update will soon be sent to campus on Student Success. The six-year graduation rate went up this year along with the four-year graduation rate and the retention rate.

The Provost congratulated Dr. Chia Vang on her appointment as Vice Chancellor for Diversity, Equity and Inclusion. They plan to meet with the Affirmative Action in Faculty Employment Committee on December 17th to discuss targeted hires for underrepresented faculty.

The Provost expects to receive a report on GER reform soon. The report will then go through the governance process.

Names have been submitted to the BOR for the UW System President appointment. The finalists will be announced soon.

The BOR has extended temporary suspension of ACT and SAT score testing requirements for freshman until 2024-25.

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 Report: Wendy Huddleston, Chair
The report is attached.
7. Athletic Board Report: AkkeNeel Talsma, Chair
The report is attached.
8. Student Association Report: Daniel Dyer, Vice President of Academic Affairs
The SA has been working to recruit student senators. They have more than doubled the number of senators over the past few months. The SA's annual listening tour to gather feedback from students has been scheduled. A Mocha with Mone event has also been scheduled to give students the opportunity to get to know campus administration. SA now has a TikTok account in order to reach more students.

II. SENATE ROLL CALL

Secretary of the University John Reisel conducted the roll call for the Senate. There were 45 senators and Parliamentarian Richard Marcus present. A quorum of the Faculty Senate was present.

III. AUTOMATIC CONSENT

1. The minutes of the November 18, 2021 Faculty Senate meeting were approved as distributed.
2. SAAP 01-11: Recommendation of the Academic Policy Committee and the Policy Advisory Committee to Revise the Policy on Grading and Grade Records for All Schools and Colleges was received.

IV. CHANCELLOR'S REPORT

1. Document 3371, 11/18/21: Motion to Dissolve the Economic Benefits Committee. Sent to UWM Administration, 11/24/21. Approved by UWM Administration, 12/2/21.

V. BUSINESS

1. Faculty Document 3334R1: Request for Authorization to Implement a Master of Science in Data Science. A senator moved adoption of FD 3334R1. The motion was seconded. Professor and Co-Director of the Northwestern Mutual Data Science Institute Purushottam Papatla presented the document.

MOTION: To approve FD 3334R1. The motion was seconded and approved with a vote of 40-yes; 0-no; and 1-abstention.

MOTION: to suspend the rules in order to add an item to the agenda. The item will be added as the last item of business.

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

2. Faculty Document 3372: Procedures and Criteria for Consideration of Academic Staff for School/College Voting Rights. A senator moved adoption of FD 3372. The motion was seconded. Secretary of the University John Reisel presented the document.

MOTION: To approve FD 3372. The motion was seconded and approved with a vote of 34-yes; 2-no; and 1-abstention.

3. Faculty Document 3373: School/College Realignment Plan. A senator moved adoption of FD 3373. The motion was seconded. Provost and Vice Chancellor for Academic Affairs Johannes Britz and Associate Vice Chancellor for Academic Affairs Devarajan Venugopalan presented the document. Secretary Reisel presented on upcoming changes to *UWM Policies & Procedures*.

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

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

MOTION: To approve FD 3373. The motion was seconded and approved with a vote of 27-yes; 4-no; and 5-abstention.

4. Statement from UW-Milwaukee Workers on TTC Changes. Senator Rachel Buff presented the document.

MOTION: to approve the statement as a resolution of the Faculty Senate.

To allow time for senators to review the statement, this item was moved to Unfinished Business.

VI. COMMITTEE OF THE WHOLE

MOTION: It was moved and seconded to go into committee of the whole at 4:00 p.m for the purpose of discussing Teaching Professor and Research Professor Titles. The motion was approved unanimously by voice vote. University Committee Chair Nigel Rothfels presided over this portion of the meeting.

MOTION: It was moved, seconded, and unanimously approved to rise from the committee of the whole at 4:26 p.m.

VII. UNFINISHED BUSINESS

1. Faculty Senate Resolution on the Statement from UW-Milwaukee Workers on TTC Changes.

The motion to approve the statement as a resolution from the Faculty Senate was seconded and approved by voice vote.

VIII. GENERAL GOOD AND WELFARE

Chancellor Mone gave holiday wishes and thanked everyone for the work they have done over this challenging year. He encouraged all to find time for self-care over the break.

IX. ADJOURNMENT -The meeting was adjourned at 4:29 p.m.

Report to the Faculty Senate Thursday, December 16, 2021

University Committee (UC) – Nigel Rothfels, Chair

1. Since the last meeting of the Faculty Senate in November, the University Committee (UC) has met 4 times. Additionally, as Chair, I have attended meetings with the Academic Staff Committee, the Chancellor, the Provost, and others, and I have also attended listening sessions for the candidates for two senior campus positions. In addition, our UC colleague professor Mark Schwartz, participated in a day of meetings in Madison with the other governance representatives to discuss system-wide concerns, including faculty interactions with the Board of Regents.
2. Beyond persistent agenda items I have noted in earlier reports -- one of which will be discussed later in this meeting -- I would like to highlight here four particularly significant discussions that we have had over the last month.
3. First, the Committee met with Associate Vice Chancellor Dev Venugopalan for an update on proposed revisions to campus GER. Like most of you, the Committee recognizes that substantive changes in the way GER is conceptualized and delivered on campus could have significant known and unanticipated impacts on our departments. The Committee intends to stay engaged on this large and complex issue and has scheduled a meeting with Dean Scott Gronert in January to learn more.
4. Second, the Committee met with UWM colleagues Melinda Brennan, Elizabeth Liedhegner, and Lisa Hager (members of UW-System COVID CARES group) to discuss issues faced by caregivers in higher education. The Committee agreed that caregiving, whether by faculty, staff, or students, needs to be understood as a significant issue impacting the diversity, equity, and inclusion of our campus. The Committee will be following up on this issue, among other DEI concerns, in a meeting with Vice Chancellor Chia Vang in January.
5. Third, the Committee met with College of General Studies Senators Ron Gulotta and Tricia Wessel to learn more about the issues, especially about equity and pay, facing colleagues serving on our Waukesha and West Bend campuses. There are clearly ways that main-campus faculty and departments can better engage our colleagues in the CGS and the Committee hopes to find new ways to support colleagues at the new campuses.
6. Finally, the Committee met with UWM Director of Sustainability Kate Nelson and her colleague John Gardner to learn more about the substantial planning work that has been done on climate resiliency, vulnerabilities, and mitigation planning for UWM. Based on that presentation the Committee has recommended to Rules that the Full Senate receive a briefing in the Spring.
7. If you would like to learn more about the *magic that is the University Committee*, I urge you to follow our adventures on our blog: uwm.edu/ucnews.

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

APBC held meetings in a hybrid format on Thursday, December 2 and 16, 2021.

In the December 2nd meeting, there were three primary items of business. First, D. Knab and C. Kluge presented the final adjusted budgets for next year. These budgets will be shared with Deans/VC, Chancellor this month. Second, the committee approved the request to implement the Bachelor of Science in Data Analytics. This program will utilize existing campus resource and will allow for flexibility and interdisciplinary studies. Third, P. King provided an update on micro-credentialing. A micro-credential will consist of 6-12 credits to build skills and knowledge in a particular field.

In the December 16th meeting, the main item of business was an update on the CCAT GER by S. Gronert. The

CCAT committee has met with many stakeholders across campus and has been incorporating the feedback received into their models. The committee expects to produce a final report in early spring.

Academic Staff Committee (ASC) – Nicole Oswald, Chair

The ASC has met once since the last faculty senate and academic staff senate has also met once since. ASC continues to give much of its attention to TTC concerns. Based on feedback from not only UWM academic staff but also from academic staff across the System, we have asked the System for an extension to the TTC appeals deadline. The deadline is December 31. We have asked it be extended until February 18th. We are still waiting to hear a response. We did though hear a great response from UWM academic staff with over 90 willing volunteers to serve on the TTC appeals committee so we are excited by this. We continue to work with Tim and Robin on developing a pay progression plan for university and academic staff. We also heard a presentation from members of the UWS Caregiving and Covid 19 task force. We look forward to working with them to help identify short- and long-term goals that would positively impact all caregivers on our campus.

Physical Environment Committee (PEC) – Wendy Huddleston, Chair

The PEC met in October with November and December meetings cancelled due to a lack of business.

In October we received a Parking and Transportation budget update. This year, campus has approximately 550 fewer cars Monday through Thursday when compared to 2019. Within the next seven years, \$6M worth of repairs will be required for existing parking structures.

We also received a report about the Mitchell Hall inclusive restroom pilot program. Previously, all inclusive restrooms were single occupancy. In Mitchell Hall, an opportunity existed to pilot multi-stall inclusive restrooms. Thus far, these restrooms are meeting the needs of Mitchell Hall occupants.

Updates on campus construction projects include:

1. Student union renovation – construction kick-off occurred in late November.
2. Klotsche annex construction began in late August. Masons are currently building external walls. The bridge connection to the second floor of the Pavilion will occur this spring.
3. NWQ renovations continue with completions dates in 2022 across all projects.

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

Athletic Board – AkkeNeel Talsma, Chair

Greetings. My name is AkkeNeel Talsma and I am serving as the Chair of the Athletic Board for 2021-22. 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. Some highlights to share:

- Milwaukee Athletics sits in first place in the McCafferty Trophy standings (Horizon League All-Sports Award) following the conclusion of the Fall season with 26 points, with second-place Oakland currently with 18 points.
- Women's soccer ended the season at 19-2, tying the school record for wins in a season while advancing to the second round of the NCAA Tournament after defeating #14 Xavier, 1-0. They finished the season with the lowest goals-against average in the nation as well as the second-best scoring offense.

Goalkeeper Elaina LaMacchia was named an All-American.

- Men's soccer finished third in the Horizon League and fell one game short of a third-straight league-title game appearance.
- Volleyball finished 22-9 overall, winning the Horizon League regular-season title for the 14th time in program history. Ari Miller was named Horizon League Player of the Year as well as a member of the AVCA All-Region Team.
- Women's basketball is off to a 3-1 start in Horizon League play and also recorded a 79-67 victory over Wisconsin in non-conference action.
- Men's basketball has started league play 1-1 and has seen Patrick Baldwin Jr. named Horizon League Freshman of the Week on a pair of occasions, including after a big 26-point outing against Robert Morris seen nationally on ESPNU.
- During the Fall season, a total of 14 Panthers were honored as members of the Horizon League All-Academic Team, with six athletes also earning spots on the CoSIDA Academic All-District squads.

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.

DIVERSITY & INCLUSION Last year athletics was awarded one of the Chancellor's "Toward an Antiracist Campus" grant to work on diversity, equity, and inclusion within the Athletic Department. The grant supported facilitated quarterly dialogues to create a platform for transparency, build trust, and to enrich our cultural standards. The work continues this year with the focus on Culture and Inclusion within each team. A facilitator has been hired to work with head coaches and to hold sessions with each team. The work will continue over the academic year. We have added this topic to the Athletic Board agenda and receive monthly verbal updates about the work.

ACADEMICS During the spring 2021 semester, Panther student-athletes earned a department GPA of 3.376. This marks the 42nd consecutive semester that our department has recorded a GPA of 3.0 or better, as well as the 13th straight with a 3.20 GPA or higher.

BUDGET The Athletic department finished FY21 with a balanced budget. Like all other departments, athletics adjusted to the budget cut with furloughs, delayed or no hiring decisions. Other reductions occurred in less team travel, no recruiting travel, decrease in marketing/ticket expenses as well as game operations due to no fans at indoor sports and having men's basketball play on campus. FY22 budget is back to a normal range with teams back to full competition schedules and fans permitted.

PANDEMIC Athletics has followed campus, Horizon League and NCAA COVID protocols to ensure health and safety of student-athletes and staff.

STAFF The women's soccer team has been very successful for many years. Head coach Troy Fabiano has accepted a position as head coach at the University of Kentucky. A search for his replacement has been initiated. Athletic Board members will serve on the search committee with the goal of a new coach being in place by the end of January.

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.

I encourage you to support our Panthers by attending basketball games and also by interacting on their social media platforms by messaging their successes to your colleagues, communities, and networks. Please take a moment to follow and like our panthers, I've posted the social media accounts in the chat. Thank you.

<https://twitter.com/MKEPanthers>

<https://www.facebook.com/MKEPanthers>

<https://www.instagram.com/mkepanthers/>

<https://mkepanthers.com/>
