

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

**Thursday, February 17, 2022; 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 the UW System will receive \$30 million from Governor Evers, \$5 million of which will be dedicated to mental health. The hope is to use UWM's allocation to fund the pay plan and deferred maintenance costs. Other possibilities for the funds include one-time payments to faculty and staff.

The Chancellor reported on last week's Board of Regents (BOR) meeting at which the School/College Realignment Plan was approved. He continues to meet with the BOR on the reallocation of GPR funds, student success, and support for governance. The Greater Milwaukee Committee and fifty-seven regional business leaders have signed a letter of support for increasing UWM's share of GPR funds.

Discussions are underway on the possibility of lifting the mask mandate. City and county mandates will be lifted soon, and UW System is urging campuses to lift their mandates. A decision will be made early next week. The lift will likely take place in early March. Senators expressed concern over lifting the mask mandate while it is still recommended by the CDC.

Chancellor Mone discussed cyber security. The average cost of a single data breach is \$4 million. Forty-four percent of educational institutions were hit by ransomware last year. Insurance premiums have increased by three hundred percent to cover losses. UW System is now facing a \$5 million deductible if there is an incident. The Chancellor stressed the importance of following best practices for cyber security.

2. Provost's Report

Provost Britz reported on the BOR meeting. Along with the School/College Realignment Plan, the MS in Data Science and the BS in Data Analytics were approved. The names of the proposed colleges can be modified without BOR approval.

A study is underway to determine where to invest resources to maximize the chance of retaining UWM's R1 Status in the future.

The Zilber School of Public Health had their accreditation visit this week, and the results look positive.

The Joint Finance Committee unanimously voted in support of the Freshwater Collaborative. The hope is that the funding is made part of the base budget, and that the amount of support will increase in the future.

3. University Committee (UC) Report: Nigel Rothfels, Chair
The report is attached.

4. Academic Planning and Budget Committee Report: Ann Swartz, 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. Student Association (SA) Report: Amillia Heredia, President
A Mocha with Mone event will be held in April to help foster stronger relationships between campus administration and the student body.

The SA's listening tour is underway. The purpose of the tour is to give students the opportunity to provide feedback to the SA.

A meeting will be held next week with leaders who represent diverse student organizations and campus administration to foster communication. The meeting will be catered by a black-owned business in honor of Black History Month.

The SA has heard concerns from students on both sides of the mask mandate issue. The SA hopes to see student participation in discussions regarding the mask mandate.

II. 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.

III. AUTOMATIC CONSENT

1. The minutes of the January 27, 2022 Faculty Senate meeting were approved as distributed.
2. SAAP 01-15: Recommendation of the Office of Research and the Policy Advisory Committee to Revise the Research Centers and Institutes Approval and Evaluation Procedures was received.

IV. CHANCELLOR'S REPORT

1. Document 2950R4, 01/27/22: Recommendation of the Academic Policy Committee to Revise the Academic Forgiveness Policy. Sent to UWM Administration, 01/31/22.
2. Document 3372R1, 01/27/22: Procedures and Criteria for Consideration of Academic Staff for School/College Voting Rights. Sent to UWM Administration, 01/31/22.
3. Document 3377, 01/27/22: Request for Authorization to Implement a Bachelor of Science in Data Analytics. Sent to UWM Administration, 01/31/22. Approved by UWM Administration, 02/02/22.
4. Document 3378, 01/27/22: Request to Change the Name of the Art and Design, BFA to Studio Art, BFA. Sent to UWM Administration, 01/31/22. Approved by UWM Administration, 02/02/22.

V. BUSINESS

1. Faculty Document 3379: Recommendation to Revise *UWM Policies & Procedures* Chapters 2-4. A senator moved adoption of FD 3379. Secretary of the University John Reisel presented the document.

MOTION: To approve FD 3379. The motion was seconded and approved with a vote of 35-yes; 0-no; and 2-abstention.

2. Faculty Document 3380: Resolution in Recognition of Governor Tommy Thompson. A senator moved adoption of FD 3380. The motion was seconded. University Committee Chair Nigel Rothfels presented the document.

MOTION: To approve FD 3380. The motion was seconded and approved with a vote of 32-yes; 2-no; and 1-abstention.

3. UWM Climate Action – Carbon & Resilience Plan. Director of Sustainability Kate Nelson and Program & Policy Analyst John Gardner presented. [Click here to view the presentation.](#)

4. Questions on the UWM Climate Action – Carbon & Resilience Plan.
Senator Lane Hall asked about investment in renewable energy and divestment in fossil fuels. Kate Nelson confirmed that there is a large group of students advocating for investment changes with UW System.
5. Faculty Document 3381: Endorsement of the UWM Climate Action – Carbon & Resilience Plan. A senator moved adoption of FD 3381. The motion was seconded. University Committee Chair Nigel Rothfels presented the document.

MOTION: To approve FD 3381. The motion was seconded and approved with a vote of 38-yes; 0-no; and 1-abstention.

6. 2030 Update on Aligning and Engaging our Workforce. Vice Chancellor for Diversity, Equity, and Inclusion Chia Vang presented. [Click here to view the update.](#)
7. 2030 Update on Research Team Progress. Vice Provost for Research Mark Harris, Associate Vice Provost for Research Kristian O'Connor, and Interim Dean of the Graduate School Jason Puskar presented. [Click here to view the presentation.](#)
8. Questions on 2030 Updates.
Senator Derek Counts asked about the disconnect between graduate student support and budget cuts. Interim Dean Puskar agreed that the decentralization of TA and RA support on campus causes these challenges.

Senator Nigel Rothfels asked if a new workload policy will come to the Senate. Vice Provost Harris stated that it will depend on any recommendations of the group. The current workload policy is not being followed across campus.
9. Report on University Relations & Communications. University Relations & Communications Co-Leads Keri Duce and Michelle Johnson presented. [Click here to view the report.](#) [Click here to view the presentation.](#)
10. Questions on the Report on University Relations & Communications.
Senator Nigel Rothfels asked what steers the priorities of government relations. Keri Duce responded that at the federal level, UWM works closely with a federal relations consultant on priorities usually tied specifically to legislation. At the state level, UWM and UW System set priorities, but many are also set in reaction to current legislation. Locally, the university works with Milwaukee, Waukesha, and Washington Counties on certain aligned initiatives.

VI. UNFINISHED BUSINESS – None.

VII. GENERAL GOOD AND WELFARE – None.

VIII. ADJOURNMENT -The meeting was adjourned at 4:00 p.m.

Report to the Faculty Senate Thursday, February 17, 2022

University Committee (UC) – Nigel Rothfels, Chair

1. Since the last meeting of the Faculty Senate in December, the University Committee (UC) has met 3 times. In addition, members have participated in a variety of meetings with governance groups and others, engaged in interviews with candidates for the Associate Vice Chancellor of HR and the new Compliance and Ethics Position, and performed normal governance tasks. Among the agenda items in recent weeks have been:
2. A meeting with Rebecca Shumway, Robin Van Harpen, and Kathy Heath, on recommendations prepared by the Affirmative Action in Faculty Employment Committee about how to improve DEI outcomes in search and screen processes, recommendations that will be taken up this spring by HR leadership.
3. Discussion of the naming of the College of Applied Social Sciences that led to confirming with Provost Britz that the proposed name has raised significant concern from colleagues in the Division of Social Sciences and that changing the name of any School or College requires notification of the Deans of the other Schools and Colleges (copying the University Committee) and a vote from the Faculty Senate.
4. Preparation of two Faculty Documents for this meeting: Faculty Document 3380 recognizing the service of UW-System President Tommy Thompson and Faculty Document 3381 endorsing the proposed UWM Climate Action Plan.
5. And discussion of whether long reports to the Faculty Senate encourage the kind of dialogue desired in this venue. (Our belief is that they do not, and I will continue to try to keep my reports brief.)
6. I do, however, want to bring up one substantive issue today. By my reckoning, the members of the University Committee will participate in more than 40 meetings as a group this year. These meetings typically last more than 90 minutes every week. They each also regularly attend meetings of other governance groups, they meet over the summer, they are Faculty Senators, and they are often called upon to attend meetings that, for reasons of confidentiality, they cannot even discuss or note on their service. While rewards for membership on the University Committee are heaped on the Chair, the other members receive no compensation-- no course releases, no summer money, no small amounts of S&E.

In this respect, the members of the UC represent only one example of the extraordinary service that so many members of our university (including a great many from this body) devote to helping run this institution. In an interview with a candidate for a position at UWM this morning, I described shared governance as a *core value* of our institution.

The University Committee has endeavored this year to emphasize to the administration that with declining faculty numbers, there are simply fewer and fewer faculty who can take on the extraordinary tasks of what is these days all lumped together as *service*. The situation is demoralizing and not sustainable. I call today on the Senate and the Administration to recommit to supporting the faculty and staff across our campus who do so much of the lifting. We cannot just continue to ask people to do more and then believe that a heartfelt “thank you” is enough compensation.

7. At this point, you are perhaps wondering when I will reach the Elephant in Cairo in this UC report. Let me just end, then, by encouraging you to follow our blog: uwm.edu/ucnews.

Academic Planning and Budget Committee (APBC) – Ann Swartz, Co-Chair

APBC held a virtual meeting on Thursday, February 3, 2022. The meeting on February 17th, 2022 was canceled due to lack of business.

In the February 3rd meeting, there was one item of business and one item of discussion. The business item was a proposal to restructure the Department of Communication to include the Journalism, Advertising, and Media Studies programs, and to dissolve the JAMS department. The committee was happy to see the proactive nature of this proposal to increase collaboration and efficiencies. Members of the committee expressed concern about the lack of representation on the EC by members of the JAMS program (who are all academic staff) as the EC has budgetary and personnel control over this program. The proposal was approved unanimously. The item of discussion focused on the process for establishing distance education fees, in particular, the role of shared governance in this process. We learned that while shared governance does not play a significant role in establishing the rates, feedback from faculty and staff is always welcome. Further, Chairs of the APBC have been invited to attend any further discussions on changes to distance education fees.

Academic Staff Committee (ASC) – Nicole Oswald, Chair

The ASC has met once since the last Faculty Senate and the Academic Staff Senate has also met once since the Faculty Senate. Academic Staff Senate passed AS document 131 at our last meeting which was a statement of support for Kate Nelson's group's work on the Climate Action -- Carbon & Resilience Plan. The statement is in agreement with faculty and university staff. We were excited that all three governance groups are demonstrating united support for a critical cause. Tomorrow we will be submitting to System our feedback on important issues or concerns we wish the new System President to focus on. A common theme of the feedback was low morale due to TTC, working more with less, and advocating with legislatures the importance of UWM and how important the UW System is to the state. ASC had Dev and Jennifer present to the group on updates regarding 2030 working groups. ASC also supported the recommendation to add the Advisor of the Year Award to the Annual Fall Awards Ceremony. Chancellor Moone in agreement, has added this to the Fall Ceremony for next year, which we are very excited about. ASC also had Kay Eilers and Marc Young present to the group with updates on enrollment and admissions. Finally, TTC appeals training, led by Dan Chanen from UW System, is wrapping up this week. We are hoping to have committee members start hearing their first appeals at the end of the month.

Physical Environment Committee (PEC) – Wendy Huddleston, Chair

The PEC met in January and February in 2022.

The primary business across our meetings in 2022 has been to hear naming requests for three projects across campus. Look for these exciting announcements soon.

In January, we received the classroom utilization report for the fall. The main campus did not hit either benchmark of hours in classrooms or number of students in classrooms based on occupancy. These results are based on an increase in hybrid options and instructors requesting larger classrooms to optimize social distancing. Campus continues to have a need for smaller classrooms based on the latest assessments.

Following the last report to the Faculty Senate in December, concerns were raised about the inclusive bathroom in Mitchell Hall. These comments were brought back to the PEC, and Mike Priem will be sending out a stakeholder survey soon.

Jen Francis, and the facilities planning group, presented the top capital project priorities for the '23-'25 biennial budget to the committee. The top priorities include, NWQ Health Sciences renovation, SWQ Engineering & Neuroscience precursor projects, old Chemistry building demolition, central plant chiller updates and Zilber School of Public Health refinance.

We also received construction updates on eight current construction projects on the main campus including Sandberg renovations, NWQ renovations, Student Union renovations, Klotsche Annex construction, Chemistry building construction, SoFS dock wall renovation, external renovations for several buildings, and the library

archives project.

The committee continues to hear updates on the Space Optimization Project and reports from the Space Planning Committee monthly.
