

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

**Thursday, November 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 highlighted areas of positive momentum on campus:

- Veteran's Ball was held on November 11th and hosted 275 attendees – most being UWM students.
- programs across campus have been successfully accredited over the past several years.
- College of Nursing's Bachelor of Science in Nursing program is now tied for No. 39 out of 681 programs.
- Ziemer Simulation Center held its grand opening on Tuesday, November 1st.
- renovation is underway on the 9th and 10th floors of the EMS Building and construction is progressing on the new Chemistry building. The Chancellor continues to work to build support for renovation funds for the many other physical facilities on campus that face challenges.
- University Advancement is approaching \$9 million in their fundraising efforts.
- Students, faculty, and staff are back on campus in large numbers, and UWM can now host events to draw more people to campus.

The Chancellor announced that budget season is in full swing. He is working on legislative scheduling and capital budget requests. Inflation is a major factor, with projections of up to 15% increases over the next year. The NWQ renovation is No. 3 out of 19 projects across the UW System, but limited funds may make it difficult to get the project funded.

A Town Hall Meeting was held on Tuesday, November 15th and focused on student support, enrollment management, workplace climate, and diversity, equity and inclusion efforts. Information on plans to support faculty, staff, and students will be sent in an end-of-year message.

Senator Hall raised a question on low wages for staff, graduate students, and lecturers and plans to rectify these problems. Chancellor Mone answered that the approval of the 4%/4% pay plan will help, but it needs to be fully funded by the state. Enrollment growth is also needed.

Senator Sommers asked if we have any recent data on how salaries at UWM compare to other Urban 10 or other similar peer institutions. Chancellor Mone answered that we do not have that data, but we do have comparisons with R1 schools. UWM is near the bottom on faculty salaries, but not at the very bottom.

2. Provost's Report

Interim Provost Gronert provided updates on the 2030 Action Plan:

- Realignment team is focused on the details of bringing the units together.
- GER Reform team is gathering feedback from 20+ groups across campus for feedback.
- Workforce development team is reporting on findings and specific recommendations on faculty workload.

Provost Gronert discussed efforts to increase stipends for graduate teaching assistants.

The Provost is working with the UW System Provost's taskforce to develop a new process for implementing new programs across the system, particularly when one campus objects to a program proposed by another campus.

He discussed the impact of COVID-19 on mental health and quality of life for faculty, staff, and students. The Campus Cares team will hold trauma informed care workshops on Monday, November 28th and Tuesday, December 13th.

3. University Committee (UC) Report: Mark D. Schwartz, 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: Mike Priem, Chair
The report is attached.
6. Graduate Faculty Committee Report: John Berges, Chair
The report is attached.
7. University Staff Committee Report: Gail Dukes, Chair
The report is attached.
8. Student Association (SA) Report: Amillia Heredia, President
The report is attached.

Professor John Berges asked that the SA consider rule changes to let UWM's DREAM chapter become a member of SA.

II. SENATE ROLL CALL

Secretary of the University John Reisel conducted the roll call for the Senate. There were 41 senators and Parliamentarian Wilkistar Otieno 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.

III. AUTOMATIC CONSENT

1. The minutes of the October 20, 2022 Faculty Senate meeting were approved as distributed.
2. SAAP 01-12: Recommendation of the Honorary Degrees Committee to Revise the Honorary Degrees Policy was received.
3. Faculty Document 3434: Graduate Faculty Committee Annual Report 2021-22 was received.

IV. CHANCELLOR'S REPORT

1. Document 3431, 10/20/22: Request for Authorization to Implement a Bachelor of Architecture at UWM. Sent to UWM Administration, 10/24/22. Approved by UWM Administration, 10/27/22.
2. Document 3432, 10/20/22: Request to Move the Merger Date of the Departments of Communication Sciences & Disorders and Rehabilitation Sciences & Technology Forward from July 1, 2023 to November 1, 2023. Sent to UWM Administration, 10/24/22. Approved by UWM Administration, 10/27/22.
3. Document 3433, 10/20/22: Proposal to Rename the School of Biomedical Sciences as the School of Biomedical Sciences and Health Care Administration. Sent to UWM Administration, 10/24/22. Approved by UWM Administration, 10/27/22.

V. SPECIAL ORDERS OF BUSINESS

1. Honorary Degrees. A motion was made and seconded to go into closes session pursuant to Wis. Stats. 19.85 (1) (c) and (f) to consider the qualifications of and balloting for three candidates nominated as recipients of an Honorary Degree. The motion was unanimously approved by voice vote, and closed session began at 3:14 pm. Honorary Degrees Committee Chair Erin Ruppel presented the ballots for the honorary degree candidates.

A motion was made and seconded to rise from closed session. The motion was approved unanimously by voice vote. The committee reconvened in open session at 3:25 pm.

VI. BUSINESS

1. Faculty Document 3435: Request for Authorization to Implement a Master of Science in Digital Supply Chain Management at UWM. A senator moved adoption of FD 3435. The motion was seconded. Associate Professor Timothy Haas presented the document.

MOTION: To approve FD 3435. The motion was seconded and approved with a vote of 30-yes; 1-no; and 0-abstention.

2. Faculty Document 3206R2: Recommendation of the Graduate Faculty Committee (GFC) to Revise the Policies and Procedures for the Development, Structure, and Administration of Graduate Certificate Programs. A senator moved adoption of FD 3206R2. The motion was seconded. Professor and GFC Chair John Berges presented the document.

MOTION: To approve FD 3206R2. The motion was seconded and approved with a vote of 31-yes; 0-no; and 1-abstention.

3. Faculty Document 3436: Recommendation of the Academic Policy Committee (APC) to Approve the Calendar for Academic Year 2025-2026. A senator moved adoption of FD 3436. The motion was seconded. Associate Professor and APC Chair Maria Haigh presented the document.

Discussion took place on why spring semester is always longer than the fall.

Senator Boyd pointed out that there is only one week of contract period before classes start in fall of 2025.

MOTION: To approve FD 3436. The motion was seconded and approved with a vote of 31-yes; 1-no; and 0-abstention.

VII. UNFINISHED BUSINESS

Secretary Reisel announced that the three Honorary Degree candidates were approved.

VIII. GENERAL GOOD AND WELFARE – None.

IX. ADJOURNMENT -The meeting was adjourned at 3:42 p.m.

Report to the Faculty Senate
Thursday, November 17, 2022

University Committee (UC) – Mark D. Schwartz, Chair

1. The UC asked the GFC to revive work on reconsidering existing embargo requirements for graduate student theses and dissertations.
 2. We nominated several faculty members to serve on the Chief Information Officer (CIO) search committee.
 3. The UC requested that the Provost begin providing reports (with specific measures) on how Navigate helps undergraduate student success, and suggested various possible improvements to the system.
 4. The SSEA has now commented on a draft operational change document. We discussed the comments and will now work toward revisions that addresses them. These discussions between the SSEA and the UC will continue.
 5. The UC receives regular reports from major faculty standing committees, and keeps in close contact with administrators as appropriate, to provide the Faculty Senate with needed information and continue in our role as liaison between faculty and administration. Please remember to check our web page, ucnews.uwm.edu, for brief weekly updates on UC activities.
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Academic Planning and Budget Committee (APBC) – Ann Swartz, Co-Chair

APBC met twice in a virtual format since the last Senate report: November 3rd and November 17th.

During the November 3rd meeting, as usual we heard an update from the Provost. We did not have any new business so we began to compile feedback on the budget process for the 5-year budget review that will be occurring this summer. Members felt that a summary page for units would be helpful to understand the full story when reviewing budgets. The committee would also like to better understand how decisions on carry-forward funding are made. It is not always obvious to the committee where the money comes from and how decisions are made.

During the November 17th meeting the committee heard an update from the Provost and then received and discussed an update on the budget development from Drew Knab, Cindy Kluge. The Budget Team reported on the FY24 step 1 revenue projection. Overall the FY 24 revenue projection is down 3.5% based on a decrease in UG tuition revenue, and increase in graduate tuition and distance education revenues. Additionally, this revenue forecast accounts for the unfunded portion of the pay plan.

There was one item of business. The committee reviewed and discussed the request for authorization to implement a Doctor of Philosophy in Mechanical Engineering. It was unanimously approved without any concerns.

In addition to our regular meetings, members of the committee have been actively involved in the School/College and Central Support & Infrastructure Units budget meetings.

Academic Staff Committee (ASC) – Mike Priem, Chair

Since the October Faculty Senate, the Academic Staff Committee has met once, on November 7th. At that meeting, we met with Kelly Haag (VC Student Affairs) who shared strategic plans for addressing ongoing staffing and budget challenges while providing top-tier services and support to UWM students. Makda

Fessahaye (AVC & Chief Human Resources Officer) provided an update on the upcoming launch of a new professional development program for UWM staff and faculty.

The Academic Staff is finalizing details to re-distribute seats and representation on the Academic Staff Senate in response to the 2030 school and college re-alignment plan. The effort is focused on providing fair and appropriate representation for all Academic Staff across the different divisions, schools and colleges. Options were presented and discussed at the November 8th Senate meeting.

The Academic Staff Committee continues to monitor and support the roll-out of Teaching- and Research-Professor titles, the appeals process for those re-assigned to Instructional Faculty titles, and the implementation by UW-System (and UW-Milwaukee Administration) of the TTC Pay Progression component of TTC.

University Staff Committee (USC) – Gail Dukes, Chair

The US Senate is currently working on finalizing two projects.

1. We are currently looking to train US employees to become advocates for staff in disciplinary situations. This is simply staff showing support when a US employee is uncomfortable going into a meeting alone.
2. We are looking to set up a "buddy system" for new employees. This is to assist US employees in getting acclimated to not just their job, but the university and its processes.

Graduate Faculty Committee (GFC) – John Berges, Chair

During the 2021-22 academic year, the GFC:

A. Accepted Annual Reports

- a. [Graduate Faculty Committee, 2021-22](#)
- b. [Graduate School Scholastic Appeals Committee, 2021-22](#)

B. Approved Policies and Procedures

- a. Revision to GFC Charter regarding ex-officio members
 - i. The ex-officio membership of GFC no longer includes the chair of the Research Policy Advisory Committee (RPAC) or delegate; or a member of the University Committee (UC)
- b. English Proficiency Requirement for Graduate Students and Graduate Teaching Assistants, GFC Doc. 1373
 - i. Policy was revised to allow CIE to accept alternative English proficiency exams based on current market trends. A GFC English Proficiency Working Group will be formed in 2022-23 to look at the policy.
- c. Qualitative Reviews of Graduate Programs, GFC Doc. 951
 - i. Approved revisions made by the Graduate Program Review Committee
- d. Administration of University Graduate Fellowships, GFC Doc. 1872
 - i. Approved revisions made by the Graduate Student Fellowships Committee
- e. Microcredentials at UWM, GFC Doc. 1873

- f. Development, Structure, and Administration of Graduate Certificate Programs, GFC Doc. 1357
 - i. Requirement that students must apply to a Grad Certificate program within the first six credits removed. New language: “All students interested in obtaining a graduate certificate must formally apply through the Graduate School admissions application system and pay the associated admissions application fee. Current graduate degree and non-degree students who decide to pursue a graduate certificate should apply to the certificate as early as possible.”

C. Endorsed

- a. Voted to endorse posthumous Media Studies MA degree for Naomi A. Wilson
- b. Voted to endorse revision to the Graduate Diversity and Inclusion Student Advisory Group on Anti-Racism and Racial Equality proposal
 - i. Proposal was revised and group was renamed “Racial Justice and Equity Graduate Student Advisory Group.”
- c. Voted to permit the GFC Chair to conduct urgent business on behalf of the Committee related to any minor approvals during the summer

D. Sent names to Board of Regents for completed graduate degrees – fall, spring, summer

E. Set up Scholastic Appeals Committee hearings for two academic misconduct appeals

Student Association (SA) – Amillia Heredia, President

- Student Association is still working on accessibility concerns regarding physically navigating the campus, transparency from various campus entities regarding what they can offer, more signage regarding what is for folks with disabilities.
 - A Constitution referendum is being reconsidered in the senate to align with the college re-organization and will bring the available senate seats down from 40 to 38. If and when this legislation passes, it'll be sent to the entire student body to vote on.
 - We had a Diverse Panther Org Roundtable meeting at 12 PM today and we saw some new faces and discussed general questions that the student organizations had. Additionally, the idea of holding a student organization meet and greet for these officers to connect is in the works, with the format being six or the research symposium and student involvement.
 - Java with Jussel is happening from 11 AM to 1 PM on the 9th of December and will happen on a monthly basis. This event (as well as Mocha with Mone) was created to give students the opportunity to interact with different administration folks in an informal way that's not prompted by a negative event on campus.
 - Legislation in being drafted in support of Iranian women. For those that don't know, there was a silent protest that took place on Tuesday that was hosted by the Persian Culture Association in attempt to raise awareness of this issue, which I briefly mentioned last time.
 - SA holds an annual Listening Tour each semester with the intention to create an intentional space where we are getting student feedback on everything and anything. There was one yesterday and will be one tomorrow in Lubar room S151 from 2 PM to 4 PM.
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