

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

**Thursday, February 16, 2022; 2:30 p.m.
Curtin 175 and Microsoft Teams**

Chancellor Mone called the Faculty Senate Meeting to order at 2:30 p.m.

I. COMMENTS AND QUESTIONS

1. Chancellor's Report

Chancellor Mone reported on the following topics:

- The Board of Regents (BOR) meeting that was held February 9-10 in Madison at which the Honorary Doctorate Degree candidates from UWM were endorsed.
- Regent Angela Adams, who is on the Capital Budget Committee, recently visited campus to see spaces that are in need.
- Former UWM Vice Chancellor Dr. Joan Prince was recently appointed to the BOR.
- The Student Union Renovations will continue throughout the year, with closures of sections as warranted by the renovation schedule.
- The construction of the new Chemistry Building is proceeding well. The Chancellor expects complete occupancy by Fall 2024 with the potential for some use of the facility in Summer 2024.
- Governor Evers budget proposal includes favorable items for UWM such as a compensation plan that will include a 5% raise in year one followed by a 3% raise in year two. The plan is to be funded 70% by the state and 30% by the individual institutions. Chancellor Mone will continue to advocate for UWM in the budget, including for capital projects.
- UW System released the results of the Student Freedom of Speech survey. Some legislators have carefully picked items from the survey to support the idea that conservative views are suppressed. There are elements that warrant further discussion but there are also positive elements in the survey that should be emphasized by UW System.
- Incoming Provost Andrew Daire was on campus yesterday for his first introductory visit. He will spend four days on campus over the months leading up to his start date on June 1st.

Senator Jeffrey Sommers commented on the positive transformation of the Student Union. He also expressed disappointment that the Governor's budget did not include an annual cost of living adjustment.

Senator Erica Young asked that campus administration not pass along pay raises as a straight percentage and instead give a higher percentage to lower paid employees. Chancellor Mone and Vice Chancellor Van Harpen indicated that the pay plan usually comes with a specific policy from UW System. In the past, these types of larger raises often included a portion to be distributed based on merit.

2. Provost's Report

Interim Provost Gronert reported on the following topics:

- The BOR meeting, at which the Ph.D. in Mechanical Engineering and the Bachelor of Architecture were both approved and discussion took place on internationalization and methods to bring in more international students. Discussion also took place on streamlining the program approval process.
- The Length of Service ceremony was held on Tuesday, February 14th. The ceremony was a well-attended celebration featuring 38% alumni awardees.
- Vice Provost for Student Success Dave Clark is working with UITS on issues with the Testing Center

- The Provost is working with the Dean of the Graduate School Mark Harris to finalize a plan on graduate assistant compensation. The plan includes a phased in approach so that by the Fall of 2024, stipends will meet or exceed the recommendations put forward by the working group.

Regarding the Testing Center, Senator Kathleen Wheatley asked if there is a plan in place to solve issues with course evaluations. Provost Gronert indicated that Dave Clark is working on that for the spring, and for the long term, UW System is looking into a new online instructor evaluation tool that should solve many of the current problems.

Senator Derek Counts asked about cutting TA positions in light of capital projects and pay plan proposals. Chancellor Mone and Provost Gronert clarified that capital projects and pay plans are funded by the state and UW System. UWM's base operating budget is mainly driven by enrollments which have declined in recent years.

3. University Committee (UC) Report: Mark D. Schwartz, Chair
The report is attached.
4. Academic Planning and Budget Committee Report: Kristene Surerus, Co-Chair
No report.
5. Academic Staff Committee Report: Mike Priem, Chair
The report is attached.
6. Physical Environment Committee Report: Stephen White, Vice Chair
The report is attached.
7. Athletic Board Report: AkkeNeel Talsma, Chair
The report is attached.
8. Student Association (SA) Report: Amillia Heredia, President
The report is attached.

II. SENATE ROLL CALL

Secretary of the University John Reisel conducted the roll call for the Senate. There were 44 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 January 26, 2023 Faculty Senate Meeting were approved as distributed.

IV. CHANCELLOR'S REPORT

1. Document 3225R1, 01/26/23: Recommendation of the Graduate Course & Curriculum Committee and the Academic Program & Curriculum Committee to Revise Policies and Procedures for the Establishment and Review of Accelerated Graduate Degrees. Sent to UWM Administration, 01/27/23. Approved by UWM Administration, 01/30/23.
2. Document 3396R1, 01/26/23: Request for Authorization to Implement a Master of Science in Rehabilitation Science & Technology at UWM. Sent to UWM Administration, 01/27/23. Approved by UWM Administration, 01/30/23.
3. Document 3440, 01/26/23: Recommendation of the University Committee to Revise *UWM Policies & Procedures* Chapter 5.18 and 5.20. Sent to UWM Administration, 01/27/23. Approved by UWM

Administration, 01/30/23.

V. BUSINESS

1. Report on Marketing & Communication. Vice Chancellor Liv Hwang presented. [Click here to view the report.](#)
2. Report on Student Affairs. Vice Chancellor Kelly Haag presented. [Click here to view the report.](#)
3. 2030 Action Team – Update on School/College Realignment. Provost Gronert presented.

A meeting with all the schools and colleges engaged in realignment was held the morning of February 16th. All units are on target for the July 1st implementation, but each college faces different challenges. Some of the many areas the units are working on include academic planning, developing internal governance documents, resolving differences in workload, planning events to build cohesiveness, and implementing changes to the website, signage and PAWS. In addition, Provost Gronert is finalizing the appointment for the new interim dean in the College of the Arts and Architecture.

VI. UNFINISHED BUSINESS - None.

VII. GENERAL GOOD AND WELFARE - None.

VIII. ADJOURNMENT -The meeting was adjourned at 3:46 p.m.

Report to the Faculty Senate
Thursday, February 16, 2023

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

1. We are continuing to push for restoration of needed Testing Center instructional support functions, as well as improvement in information all employees receive regarding required online trainings, especially verification of their completion.
 2. While the release of the Student Free Speech Survey results by UW-System was very passive, they do show many positives. Particularly that the overwhelming majority of students surveyed (84%) responded that they feel instructors “encourage students to explore a wide variety of viewpoints” while only 9% believed instructors often “discourage students” from doing so. Perhaps most encouraging is that only 20% of self-described “very conservative” students felt instructors often discouraged students from doing so.
 3. We have recommended changes to the Faculty Transfer Policy that clarifies the process, proposed changes to the term limits for Faculty Senators to allow more years of continuous service, and are close to finalizing the suggested modifications to the SSEA process.
 4. 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 Staff Committee (ASC) – Mike Priem, Chair

Since the January Faculty Senate, the Academic Staff Committee has met one time, on February 6th and the Senate met on February 14th.

The AS Senate voted to approve edits to our Senate bylaws mentioned at the January Faculty senate, making adjustments related to the 2030 School & College realignment on 2/14.

Related to that, Kyla Esguerra joined the Senate and presented revisions to the AS Codification bylaws which was also approved by on 2/14.

On Tuesday, February 7th, Gina Luka-say-vich attended a campus leadership meeting as the Academic Staff Committee representative to provide feedback on the UW-System Online Growth Strategy.

The ASC is assembling a panel of representatives from the Academic Staff Review Committees and Orientation subcommittee to form a work group which will create bylaws for a standing AS Orientation Committee.

Physical Environment Committee (PEC) – Stephen White, Vice Chair

We’ve held one meeting since our last Faculty Senate report:

- we received an update from Karen Wolfert on NWQ construction.
 - o Demolition of NWQ-A is in progress with tentative March completion date.
 - o Steps being taken to mitigate slip hazards on metal cover plates around site.
 - o Sidewalk and road access is being coordinated with campus and the city.
 - o A small fire occurred in ground floor of building A. Smoke reached air intake for buildings B/C/D. Air filter devices are in place.
- We discussed and identified PEC committee membership recommendations due to University Relations

unit restructuring.

- We thanked Kate Nelson for her service and received an update on the transition in her office.
 - Robert Schneider gave an update on the campus pedestrian safety efforts that are being coordinated with the city.
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Athletic Board – AkkeNeel Talsma, Chair

Greetings. My name is AkkeNeel Talsma and I am serving as the Chair of the Athletic Board for 2022-23. 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 the successes of our student-athletes. 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 16 points.
- Women’s cross country won their third straight Horizon League Championship and fourth in the last five years.
- Women’s soccer won the Horizon League Regular Season and Tournament titles under first year head coach Kevin Boyd. The team lost a hard fought battle in overtime in the NCAA first round against nationally-ranked Michigan State. Haley Johnson, a psychology major with a 4.0 GPA was named Academic All-American, as well as All-Region and First Team All-Conference & MVP of the Horizon League Tournament.
- Men’s basketball has started the league play 12-6 and 18-10 overall under first-year head coach Bart Lundy, which has them currently (2/22/2023) in third place in the Horizon League.
- During the Fall season, a total of 9 Panthers (4 XC, 1 VB, 2 MSOC, 2 WSOC) were honored as members of the Horizon League All-Academic Team, with ten athletes (6 WSOC, 4 MSOC) 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. This topic was added to the Athletic Board agenda and we receive monthly verbal updates about the work. Updates this year include:

- NCAA Student-Athlete [Unity Pledge](#) Banner was signed by all student-athletes and hangs in the Pavilion atrium.
- Lift Every Voice and Sing is played before the National Anthem at all home events.
- A student-athlete monthly Wellness Check-in was piloted with track & field, swimming & diving.
- A focus this year is on experiential learning through community service. At least one community service event per team should be connected to an organization in the City of Milwaukee that gives athletes a diverse perspective of our community.
 - The expectation is 8-10 hours of community service per student-athlete.

- Coaches can request to have an outside facilitator to assist with addressing topics similar to what was required the last two years.
- DEI Trainings
 - 9/19 - Staff attended Athlete Ally LGBTQ+ Inclusion 101 Training
 - 9/29 - Title IX training for volunteer providers
- DEI Events
 - 9/27 – Wisconsin Adaptive Sports Association event with men’s and women’s basketball
 - 9/28 – Latinx Heritage Night at Men’s Soccer
 - 10/10 S-A Transfer orientation – Title IX Resources were discussed
 - 10/18 – International Student-Athlete Reception, CIE presented
 - 10/18-20 – Diversity & Inclusion Social Media Campaign
 - 10/12 – Athletics Diversity & Inclusion meeting, guest Ariana Myers, Director of the LGBTQ+ Resource Center
 - 11/8 NCAA Civic Day of Engagement
 - 12/1 Pride Night at WBB Game
 - 12/14 Athletics Diversity & Inclusion meeting, guest Mai Yer Yang, Director of Inclusive Excellence Center

ACADEMICS During the Fall 2022 semester, Panther student-athletes earned a department GPA of **3.435**. This marks the 45th consecutive semester that our department has recorded a GPA of 3.0 or better, as well as the 16th straight with a 3.20 GPA or higher.

BUDGET Post COVID, the athletic department budget was operating back in normal ranges for FY22 (teams back to full competition schedules and fans permitted at events). The athletic department finished with an operating deficit for FY22 as a result of a necessary coaching change in men’s basketball. The institution, along with the Division of Student Affairs and the athletic department, have worked very hard to develop a plan to not only eliminate the current deficit but to create a sustainable budget plan for the next four fiscal years (through FY26). This budget plan also projects that athletics could have a sustainable model after FY26 if enrollment begins to stabilize.

STAFF Three new head coaches are off to a great start: Kevin Boyd, women’s soccer; Bart Lundy, men’s basketball and Ryan Kucera, women’s tennis. We have also filled key positions in athletic training, ticket sales, facilities and events, marketing, communications, and creative services.

FACILITY The OHOW Center will be completed this spring and significantly enhance the student-athlete experience for our men’s and women’s basketball programs. The addition of this facility also improves facility access for all of our student-athletes, as well as the general student body.

I encourage you to support our Panthers by attending basketball games and also by interacting on Panther social media platforms by messaging their successes to your colleagues, communities, and networks. Thank you.

Student Association (SA) – Amillia Heredia, President

- The Student Voting Rights Committee is working alongside Alannah Ray to both support the efforts of Panther Vote around distributing voting information and engagement, as well as fill any gaps in communication and outreach. We've identified for goals to work on: tabling in spaces outside of the Union for student populations hard to reach (such at PSOA and EMS), utilizing different social media platforms to get students engaged (like TikTok and IG), hosting an event that invites students who are hesitant in being engaged for social or cultural reasons, and joining in with any of the evens already planned, such as the button making during Geek Week or exploring the option of tabling during a basketball game.
 - Two pieces of legislation were passed a the last senate meeting on the 12th: the Drug and Alcohol Safety Awareness Event and the Sips with Senators series. The Drug and Alcohol Safety Awareness Event will take place early March and is meant to bring awareness of the resources and support available to students surrounding drug and alcohol use on campus. The Sips with Senators series is meant to give students more opportunities to meet with senators, and the goal is to hot these sessions in the library and Union. Broadly, we want to ensure that we continue to do our part in being accessible to students, helping others be accessible to students, and uplifting student voices and experiences.
 - I, along with the Vice President of Student Affairs and the Oversight and Appeals Commission Chair attend the statewide shared governance meeting, and worked with Laura Dunek (the Senior Advisor for Governance and Strategic Initiatives) to bring the Regent President and Vice President to the student representatives meeting to discuss accessibility and disability across campuses. We drafted an agenda for the conversation that identified three discussion topics (accommodations requirements and knowledge; physical accessibility to campus buildings; building awareness and knowledge among campus communities) and four possible outcomes (disability advocacy groups: identify existing groups for membership and explore their advisory roles; listening sessions; engaging the UW System Shared Governance Council Joint Sessions; and surveying campus communities to determine relevant issues and physical accessibility issues).
 - Student Association election nominations and signatures are due to the Student Association Professional Staff (SAPS) on Monday by 9 AM.
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