

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

**Thursday, March 16, 2022; 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 announced that the UWM Men's basketball team had their first twenty-win season in over a decade and ended up in second place in the Horizon League. The UWM Women's team also did well, getting into the Horizon League tournament quarterfinals.

The Chancellor reported that legislative season has begun. Governor Evers has proposed a 5/3 percent compensation plan that is to be 30% funded by campus. There will likely also be a tuition increase for the first time in over a decade. The Governor's budget did not include the Health Sciences Renovation (HSR). The HSR would allow for an increase of 300 majors over the next decade, putting more health care majors into the talent pipeline in Wisconsin. The university is reaching out to individual legislators to build support for adding the HSR to the state budget. If the HSR is not included, this also pushes back other capital projects, including the Engineering and Neurosciences Building project in the Southwest Quad. Other projects that impact UWM are the Promise Program for which UW System will cover costs for 2023-24, but funding will be needed after that. Also included in the budget is a \$10 million one-time initiative for math education in Milwaukee for which the M-cubed program is primed.

Chancellor Mone commented on the anti-higher education narrative that is growing across the country. He has been approaching the narrative defensively but now plans to take a more offensive approach to counter the arguments proactively using examples of other states that are investing in higher education and benefiting from these investments. He will also point out the reduction in state support over the years that has led to higher tuition costs and greater student debt. He asked that Senators make these arguments in their own personal circles.

Senator Jeffrey Sommers asked three questions: (1) regarding the HSR, he asked why the university has not gone to the public to argue that we are leaving private money on the table, (2) he asked if any progress has been made in the state allocation per student that UWM receives, and (3) he asked if something can be done about promotion pay in light of inflation.

Chancellor Mone clarified that the challenge for the HSR is that Governor Evers did not include it in his budget. The hope is that the legislature will add it to the budget, so he is focusing on legislative leaders at this time. Regarding UWM's student allocation, it is comparable to the comprehensives which is less than UW-Madison. Other states provide more funding for sister R1 schools than Wisconsin. The question is how to reallocate over time when a number of other campuses have structural deficits while UWM is seen as well managed with reserves.

Provost Gronert and Vice Chancellor Van Harpen are working with Human Resources to do a compensation study to see how far faculty salaries are from market rates. This will inform changes to pay raises associated with promotion.

2. Provost's Report

Provost Gronert reported on the following topics:

- the Library hosted a UWM author's event last week highlighting scholarship across campus.
- The School of Freshwater Sciences dean search is winding down with today being the deadline

for comments.

- The search for the head of the School of Education is also winding down with the deadline for comments being Friday.
- Work is progressing on establishing a single cost for fully online programs.
- As part of the Title & Total Compensation Project, work is ongoing to establish four levels for advisors and start moving advisors into those positions.
- A UW System Provost group is looking into streamlining the process for approving new programs, focusing on collaboration between schools and building a better process for resolution of disputes and concerns about competition.

3. University Committee (UC) Report: Mark D. Schwartz, Chair
The report is attached.

Interim Dean of the College of Letters & Science Nigel Rothfels urged Senators to attend the May 11th meeting in person for President Rothman's visit.

4. Academic Planning and Budget Committee Report: Kristene Surerus, Co-Chair
The report is attached.
5. Academic Staff Committee Report: Mike Priem, Chair
The report is attached.
6. Research Policy and Advisory Committee Report: Jay Kapellusch, Chair
The report will be attached when received.
7. 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 39 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 February 16, 2023 Faculty Senate Meeting were approved as distributed.

IV. CHANCELLOR'S REPORT

No report.

V. SPECIAL ORDER OF BUSINESS

1. Faculty Document 3441: Report of the Nominations Committee for Elective Standing Faculty Committees for 2023-24. Nominations Committee Chair Kristene Surerus presented. The floor was open for additional nominations. Secretary Reisel recorded additional nominations from the floor for the 2023-24 faculty standing committees and the Faculty Senate.

MOTION: It was moved, seconded, and unanimously approved to amend the ballot to include the nominations taken from the floor and to close nominations. The motion was approved by voice vote.

VI. BUSINESS

1. Faculty Document 3442: Joint Recommendation of the Graduate Student Fellowships Committee and the Graduate Faculty Committee for the Administration of University Graduate. A senator moved adoption of FD 3442. Associate Dean of the Graduate School and the Office of Research Bonita Klein-Tasman presented the document.

MOTION: To approve FD 3442. The motion was seconded and approved with a vote of 29-yes; 0-no; and 0-abstention.

2. Faculty Document 2218R1: Recommendation of the University Committee to Revise the Faculty Transfer Policy. A senator moved adoption of FD 2218R1. Secretary Reisel presented the document.

MOTION: To approve FD 2218R1. The motion was seconded and approved with a vote of 28-yes; 0-no; and 0-abstention.

VII. UNFINISHED BUSINESS - None.

VIII. GENERAL GOOD AND WELFARE

Chancellor Mone shared that CBS58 has started a series of stories on UWM's positive work. WTMJ has also reached out to do more positive stories on UWM. [Click here to view CBS58's Hometowns stories.](#)

IX. ADJOURNMENT -The meeting was adjourned at 3:52 p.m.

Report to the Faculty Senate
Thursday, March 16, 2023

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

1. UW-System President Rothman has accepted our invitation and plans to attend the May 11th Faculty Senate meeting in-person. We have asked him to discuss the following concerns: 1) Since the UW-System Strategic Plan has set a goal of retaining UW-Milwaukee's R1 status going forward, what funding and other resources will UW-System provide in support of that goal?; and 2) As we understand that you have committed to reducing UW-System central office staffing (in order to return positions/resources to campuses), what is the current status and timeline for that?
 2. We have noted that employees now have a new mandatory training status tracker which is helpful and along the lines of what UC had been advocating for. We are urging campus administration to widely disseminate the existence of this resource to campus.
 3. Campus administration is continuing to make progress in response to our urging to restore needed functions to the Testing Center.
 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 Planning & Budget Committee (APBC) – Kristene Surerus, Co-Chair

APBC met once in a virtual format since the last Senate report: February 23rd.

In the February 23rd meeting the committee discussed reviewing the budget process. A subcommittee was set up to review budget narratives from two academic units over the last five years to see how it is working and if there are ways to get further information to help the process. At future meetings the committee intends to discuss workloads, carry forwards, the Title and Total Compensation process and budget training for chairs.

Academic Staff Committee (ASC) – Mike Priem, Chair

The Academic Staff Senate held our General Meeting on Tuesday, March 14th.

During that meeting the general Academic Staff voted in favor of the previously mentioned amendments to the Academic Staff Senate Bylaws (AS Doc #135) and took nominations from the floor for appointments to the AS Nominations Committee and Non-Teaching Academic Staff Review Committee.

Related to Professor Schwartz' comment on the Mandatory Training dashboard, I shared a reminder, and encouragement, to complete any mandatory trainings this month and performance reviews by April 30th; spurred by reports about concerningly widespread ineligibility for the 2022 pay plan due to non-compliance with spring 2022 Outside Activities Reporting. We are working with Central HR to standardize and emphasize eligibility requirements in future communications.

During recent Academic Staff Committee meetings, held on February 20th and March 6th the ASC conducted business related to revisions to ASPPP Chapters 101 and 104, making further adjustments to better align policies with the campus format resulting from the School and College realignment.

A survey targeting the collection of Academic Staff experiences and satisfaction with the UWS Title and Total

Compensation project has been conducted and results are being formatted for a report to the Academic Planning & Budget Committee on March 23rd.

And just minutes ago, the ASC voted to put forth our candidate representatives for the Chief of External Partnerships search and screen committee.

Student Association (SA) – Amillia Heredia, President

The Vice President of Student Affairs and I attended the Joint Finance Committee Dems Roundtable Event and advocated for two things regarding the state budget: more funding for the Accessibility Resource Center given the higher numbers of students self-advocating and the gap of communication and support regarding accessibility training, knowledge, and accommodations. Additionally, we also advocated for universal design funding for campus structures and general layout.

Five UW-Milwaukee students will be lobbying in DC next week from the 21st through the 24th. Topics being advocated for include school safety, accessibility, support for survivors of violence, sustainability advocacy, and mental health funding advocacy. There' a meeting tomorrow to go through the final agenda.

UW-Milwaukee's advocacy at the shared governance level has resulted in students being invited to speak at the BOR meeting on the 31st in Stout. We have four student leader representatives attending to sit on this panel from UW - Milwaukee, Manitowoc, Stout, and Green Bay. The potential outcomes of this conversation include student sharing of campus experiences, knowledge sharing regarding resources and opportunities, training, policy review, and budget prioritization. An excerpt from the executive summary reads *"The number of disabled students seeking accommodations with disability services offices across the UW System has grown by 50% over the past five years, despite declining enrollment Systemwide. As discussed at the September, 2022 meeting of the Education Committee, this has put a strain on the level of service many disability resource centers are able to offer to meet their obligations for providing equal access. Delays in implementing accommodations, as well as insufficient availability of supportive interventions due to low staffing, can result in academic underperformance, the need to drop classes, delays in progress to graduation, or even dropping out of school. None of these outcomes meet our goals for student success. When students do succeed and graduate, labor force statistics bear out that disabled individuals who attain higher levels of education are more likely to be employed and represented in professional level positions than those who attain less education."*
