

UNIVERSITY OF WISCONSIN - MILWAUKEE
FACULTY SENATE MEETING
MINUTES

Thursday, April 20, 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:

- a. Pronoun usage. The Chancellor emphasized the importance of creating a safe and inclusive environment and encouraged instructors to use pronouns in accordance with the syllabus guidelines.
- b. Proposed merger of UWM at Washington County and Moraine Park Technical College (MPTC). The proposal is the result of a task force which was commissioned by a Washington County Executive to study higher education options. [A town hall was held for UWM at Washington County faculty and staff on April 14th](#). Chancellor Mone is putting together a workgroup to offer recommendations on this proposal and consider the unknowns, such as MPTC's stance on the matter of legislative financial support.
- c. Freedom of Expression Survey. Since the results of the survey have been released, President Rothman continues to visit campuses to discuss the topic and plans to host a panel at the UWM at Waukesha campus.
- d. Advocacy. Chancellor Mone continues to advocate for the Health Sciences Renovations, emphasizing that the project will increase enrollment and placement rates in healthcare-related fields. He also continues to advocate for further philanthropic support to help close the achievement gap at UWM. On the evening of April 20th, the Chancellor will be on the Table with Charles Benson to discuss the Moon Shot for Equity program.
- e. Cardinal Stritch University Closure. Chancellor Mone discussed UWM's efforts to support Cardinal Stritch students and faculty after the unexpected announcement.

Faculty Senator Stephane Scholz expressed gratitude to Chancellor Mone for hosting the town hall at UWM at Washington County. Scholz also inquired about whether there is a marketing strategy in place to address concerns among some high school representatives in the county who perceive that the branch campus is either undergoing a merger or facing closure. He also asked about the Chancellor's meeting with the County Executive on April 26th and the letter sent out by President Rothman to the UW System Chancellors. Chancellor Mone affirmed that a marketing and communication plan will be put in place to address the concerns. Regarding his meeting with the County Executive, he will emphasize the need to bring faculty, staff, students, and stakeholders into discussions about any proposals, for collaborative work with other technical colleges, and for education to have a voice at the table. Regarding President Rothman's letter, all chancellors with two-year campuses were asked to provide a plan on the academic, enrollment, marketing, and engagement aspects of their campuses.

2. Provost's Report

Interim Provost Gronert discussed UWM's first increase in resident undergraduate tuition in a decade, at 4.5%. Tuition differentials have been approved in Biomedical Sciences and Engineering. UWM will hold its last new admitted students' day on April 21st, the other two of which have been well attended. The school/college realignment will go into effect this fall, and some data systems are beginning to reflect the changes. The new Provost, Andrew Daire, will be on campus on April 21st to meet with stakeholders. He will be back again in May.

3. University Committee (UC) Report: Mark D. Schwartz, 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: Mike Priem, Chair
The report is attached.
6. University Staff Committee Report: Anna Dempsey Fischer, Vice Chair
Vice Chair Dempsey Fischer provided updates on the activity of the US Senate including the development of a buddy system for new university staff members to connect with an experienced staff member who can help them acclimatize to UWM. The US Senate is also working to develop training for staff members to act as informal advocates for individuals undergoing the grievance process. The results of the university staff survey on Title and Total Compensation have been presented to the APBC, and will also be presented to the US Senate at their next meeting. Finally, the Senate is working on efforts to celebrate the retirement of Stan Yasaitis, who retired last February after a 39-year career at UWM.
7. Student Association (SA) Report: Amillia Heredia, President
SA President Heredia introduced the newly elected SA President Sierra Lee. Heredia reported that the SA is passing a resolution to implement a card-swiping mechanism in response to the gun incident in the library. They are also having conversations about safety on campus and having discussions with different stakeholders. The SA is planning a cultural student organization potluck event and held a successful panel of student colleagues who advocated for accessibility at the Board of Regents meeting. Lastly, a listening session with Regent Weatherly was held, and there are ongoing discussions about different avenues to support students who are disproportionately impacted by the tuition increase.

II. SENATE ROLL CALL

Secretary of the University John Reisel conducted the roll call for the Senate. There were 38 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 March 16, 2023 Faculty Senate Meeting were approved as distributed.
2. Faculty Document 3443: Notice of Intent to Plan a Bachelor of Arts in General Letters was received.

IV. CHANCELLOR'S REPORT

1. Document 2218R1, 03/16/23: Recommendation of the University Committee to Revise the Faculty Transfer Policy. Sent to UWM Administration, 03/17/23. Approved by UWM Administration, 03/21/23.
2. Document 3442, 03/16/23: Joint Recommendation of the Graduate Student Fellowships Committee and the Graduate Faculty Committee for the Administration of University Graduate Fellowships. Sent to UWM Administration, 03/17/23. Approved by UWM Administration, 03/21/23.

V. BUSINESS

1. Faculty Document 1817R2: Recommendation of the Academic Policy Committee to Revise the Academic Drop and Probation Policy. A senator moved adoption of FD 1817R2. UWM Registrar Kristin Hildebrandt presented the document.

MOTION: To approve FD 1817R2. The motion was seconded and approved with a vote of 34-yes; 0-no; and 1-abstention.

2. Faculty Document 2137R7: Recommendation of the University Committee to Revise the Policy for Faculty Evaluation of Administrators. A senator moved adoption of FD 2137R7. University Committee Chair Mark D. Schwartz presented the document.

MOTION: Senator Kay Wells made a motion to amend the document to add the following sentence to the end of section 1 under Procedures: “Each college's faculty shall establish policy for, and carry out, periodic evaluation of its Associate Deans by the appropriate college constituents.”

Discussion took place on the meaning of “periodic”. The amendment was changed to “Each college's faculty shall establish policy for, and carry out, evaluation of its Associate Deans by the appropriate college constituents, at least once every three years.”

The motion was seconded and approved by voice vote.

MOTION: To approve FD 2137R7 as amended. The motion was seconded and approved with a vote of 32-yes; 0-no; and 0-abstention.

3. Faculty Document 3083R2: Recommendation of the University Committee to Revise the Post-Tenure Review Policy. A senator moved adoption of FD 3083R2. University Committee Chair Mark D. Schwartz presented the document.

MOTION: To approve FD 3083R2. The motion was seconded and approved with a vote of 23-yes; 0-no; and 3-abstention.

4. Report on UWM Athletics. Director Amanda Braun presented. [Click here to view the report.](#)

Senator Mark D. Schwartz asked if the success of the basketball team has had an impact on ticket sales. Director Braun confirmed that they have seen a nice bump in walk-up sales and early renewals for next season.

5. Report on University Advancement. Vice Chancellor Joan Nesbitt presented. [Click here to view the report.](#)

6. Report on University Information Technology Services. Interim Associate Vice Chancellor and Chief Information Officer Beth Schaefer presented. [Click here to view the report.](#)

Senator Erica Young expressed frustration about the ongoing problems at the testing center. She questioned the timeline for getting support and what software is being evaluated. CIO Schaefer responded that there is currently only one full-time staff person overseeing the scanning efforts, but they have augmented with the director and have been working with the vendor of the hardware to upgrade the equipment. She also mentioned two pieces of software that the UW System had done an RFP for and made available to campuses.

Senator Kristen Murphy suggested moving away from hardware and Scantron forms to optical mark recognition, which is fast, efficient, and cost-effective.

7. Higher Learning Commission Accreditation Presentation. Associate Vice Chancellor of Academic Affairs Devarajan Venugopalan presented. [Click here to view the presentation.](#)

Senator Michael Newman asked about the assessment process, specifically what happens to all the data and reports submitted by faculty and instructional academic staff after they have been compiled. AVC Venugopalan responded that the compiled reports are available to HLC peer reviewers.

Senator Erica Young asked whether there are any distilled ideas that come out of the assessment process that could be used to improve teaching and student success. AVC Venugopalan responded that going through the assessment process helps identify areas of improvement, such as student success

measures; however, some things that could be improved are not entirely in the university's control, such as access to resources. A recent Milwaukee Journal Sentinel article reported that UW System is ranked 43rd in terms of funding per student nationally.

VI. UNFINISHED BUSINESS - None.

VII. GENERAL GOOD AND WELFARE - None.

VIII. ADJOURNMENT -The meeting was adjourned at 4:33 p.m.

Report to the Faculty Senate
Thursday, April 20, 2023

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

1. We have been engaged in extensive discussion with the administration about security issues that were made evident by the March 16th library incident. The UC will be meeting in-person next week with VC Hwang, Chief Salazar, and Libraries Director Doylen for a detailed briefing on the matter as well as dialog about lessons learned.
2. We will be raising concerns with the administration about a proposed new policy on “Unaffiliated Individuals” which would place some restrictions on access for the general public to our campuses, including a blanket ban on all unaffiliated minors unless they are under the “custodial care of supervising adults.” On its face, if implemented this policy would seem to unnecessarily inconvenience or even imperil many of our outreach programs.
3. A reminder that UW-System President Rothman has accepted our invitation and plans to attend the May 11th Faculty Senate meeting in-person. The UC strongly encourages all faculty senators to attend that meeting in-person if at all possible.
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.

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

APBC met twice in a virtual format since the last Senate report: April 6th and April 20th.

In the April 6th meeting the committee discussed updates on tuition increases and program array reviews from the Board of Regents meeting and the Higher Learning Commission accreditation process in May.

In the April 20th meeting the committee discussed the results from the academic staff and university staff surveys on the Title and Total Compensation process. The results were very sobering and the committee has set up a working group to craft a considered response. We will work with academic staff and university staff to tell their story and work together with administration to find a positive path forward.

Academic Staff Committee (ASC) – Mike Priem, Chair

Since the March 16th Faculty Senate, the Academic Staff has held one Senate meeting at which we approved revisions to three Academic Staff Documents.

The Academic Staff Committee has met twice and during those meetings have discussed the progress of the TTC Pay Progression policy, and have been discussing a need to better monitor and understand trends in employment status, specifically related to Probationary and Indefinite appointments which appear to be reducing in recent years.

Like the University Committee we have had discussions about the Golda Meier Library gun incident and have coordinated a visit with Olivia Hwang and Chief Salazar at our May 1st meeting.

Earlier today, I presented a summary report to the Academic Planning and Budget Committee on the results of our survey of staff experiences through the planning, implementation and resulting titles of the UW-Sytem TTC program. We plan to share this report with Campus Leadership in the near future with a goal of collaborating on development of positive outcomes at UWM through the TTC system.