

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

**Thursday, September 21, 2023; 2:30 p.m.  
Curtin 175 and Microsoft Teams**

Chancellor Mone called the Faculty Meeting to order at 2:33 p.m.

**I. COMMENTS AND QUESTIONS**

1. Chancellor's Report

[Please click here to view the Chancellor's Plenary Address, given on Thursday, September 14<sup>th</sup>.](#)

Chancellor Mone reported on the following areas:

- 1) **Accomplishments:** The Chancellor emphasized the importance of the Higher Learning Commission's reaccreditation and its significance for federal funding. He also mentioned various philanthropy efforts and the progress of the 2030 Action Plan.
- 2) **Headwinds:** Chancellor Mone discussed the many challenges UWM is facing such as the state budget, enrollments, demographics, and the national narrative on higher education.
- 3) **Path Forward:** With \$16 million lost annually due to students not returning, student retention is a critical focus for UWM. Chancellor Mone urged all employees, irrespective of their role, to contribute to improving student retention.

Chancellor Mone also discussed the pay plan, including Speaker Voss's recent suggestion to take the UW System employee pay plan out of the state budget process. Negotiations are underway, and a resolution is expected by late-October or possibly November. The pay plan, if approved, would provide a 4% increase this year and 2% for next year. Chancellor Mone plans to use 10% of the plan in the first year to provide additional pay increases for lower-paid employees.

A Campus Budget Update will be sent within the next two weeks.

2. Provost's Report

Chancellor Mone introduced new Provost Andrew Daire, praising his leadership and dedication to student success and research prominence.

Provost Daire shared his excitement for joining UWM. He particularly commended UWM's commitment as an R1 institution to inclusion and access.

Provost Daire emphasized the importance of student success and argued that the university has both a moral and financial obligation to ensure that success. He challenged faculty and staff to be innovative in various aspects like peer mentoring, advising, course delivery, and degree programs. He underscored the significance of student-centered practices, innovation in education, and the incorporation of student voices in decision-making.

3. University Committee (UC) Report: Kathleen Dolan, Chair

The report is attached.

4. Academic Planning and Budget Committee Report: Nicholas Fleisher, Co-Chair

Report to be attached when received.

5. Academic Staff Committee Report: Susan Stalewski, Chair

The report is attached.

6. Athletic Board Report: AkkeNeel Talsma, Chair

[Click here to view the report.](#)

Chancellor Mone clarified that of the \$8.1 million budgeted for the Orthopaedic Hospital of Wisconsin Center, about \$6 million came from student segregated fees. This support from students not only benefits the athletic facilities but also eases scheduling issues for all students, thereby benefiting the student body as a whole.

7. Student Association (SA) Report: Sierra Lee, President  
The report is attached.

## **II. PROPOSED FACULTY SENATE RULES COMMITTEE AND FACULTY SENATE MEETINGS FOR ACADEMIC YEAR 2023-24**

The proposed Faculty Senate Rules Committee and Faculty Senate meeting schedules were distributed with the Senate agenda. There were no comments or questions.

## **III. DETERMINE EXISTENCE OF QUORUM FOR THE FACULTY MEETING**

A quorum of the faculty was not present. A meeting of the Faculty Senate convened.

## **IV. SENATE ROLL CALL**

Secretary of the University John Reisel conducted the roll call for the Senate. There were 44 senators and Parliamentarian Gabriel Rei-Doval 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](mailto:secofunv@uwm.edu).

## **V. AUTOMATIC CONSENT**

1. The minutes of the May 9, 2023 and May 11, 2023 Faculty Senate meetings were approved as distributed.
2. Report on Faculty Senate Attendance for Semester II, 2022-23, FD 3444, was received.
3. Summary of Faculty Legislation for Semester II, 2022-23, FD 3445, was received.
4. Listing of New Faculty members for 2023-24, and Retired Faculty for 2022-23, FD 3446, was received.
5. SAAP 9-1: Recommendation of the Policy Advisory Committee and University Advancement to Revise the Fundraising Activities Policy was received.
6. 2022-23 Annual Reports of the Faculty Standing Committees: Annual reports from 22 faculty standing committees were received.

## **VI. CHANCELLOR'S REPORT**

1. Document 3206R3, 05/09/23: Recommendation of the Graduate Faculty Committee to Revise the Policies and Procedures for the Development, Structure, Administration, and Review of Graduate Certificate Programs. Sent to UWM Administration, 05/12/23. Approved by UWM Administration, 07/11/23.
2. Document 3393R1, 05/09/23: Recommendation to Revise the Policies and Procedures for Microcredentials at UWM. Sent to UWM Administration, 05/12/23. Approved by UWM Administration, 07/11/23.
3. Document 2836R2, 05/09/23: Recommendation of the Academic Policy Committee to Revise the

General Education Language Requirement. Sent to UWM Administration, 05/12/23. Approved by UWM Administration, 07/11/23.

## **VII. BUSINESS**

1. Faculty Document 2849R2: Recommendation of the Athletic Board to Amend the Athletic Board By-Laws. A senator moved adoption of FD 2849R2. Athletic Board Chair AkkeNeel Talsma presented the document.

MOTION: To approve FD 2849R2. The motion was seconded and approved with a vote of 33-yes; 0-no; and 0-abstention.

2. Faculty Document 1087R3: Recommendation of the University Committee to Revise Committees (Faculty), Simultaneous Membership Prohibited. A senator moved adoption of FD 1087R3. University Committee Chair Kathleen Dolan presented the document.

MOTION: To approve FD 1087R3. The motion was seconded and approved with a vote of 34-yes; 2-no; and 0-abstention.

3. Report on UWM Foundation. UWM Foundation President David Gilbert and UWM Research Foundation President Jessica Silvaggi presented the report. [Click here to view the report.](#)

Chancellor Mone expressed his appreciation for President Gilbert's 20+ years in the role. He also welcomed President Silvaggi to the role as President of the UWM Research Foundation.

4. Moon Shot for Equity Presentation. Associate Vice Chancellor of Academic Affairs Phyllis King and Vice Provost for Student Success Dave Clark presented. [Click here to view the presentation.](#)

Senator Raicu asked to what extent UWM is involved in the pre-majors used at MATC. Vice Provost Clark clarified that most of the pre-majors used by MATC were developed by UWM.

Senator Lee asked if resources such as Navigate are more focused on undergraduate students and if there are resources available to support graduate students. Vice Provost Clark answered that Navigate and Moon Shot as a whole are focused closing the achievement gap for undergraduate students; however, conversations are ongoing with the Graduate School.

Chancellor Mone added that in the last 2 ½ years, \$5 million has been raised for Moon Shot for Equity.

## **VIII. UNFINISHED BUSINESS - None.**

## **IX. GENERAL GOOD AND WELFARE - None.**

## **X. ADJOURNMENT -The meeting was adjourned at 3:54 p.m.**

**Report to the Faculty Senate  
Thursday, September 21, 2023**

---

**University Committee (UC) – Kathleen Dolan, Chair**

1. On August 21, I took over for Mark Schwartz as UC chair.
  2. This year, instead of meeting weekly, the UC will not meet on the third Tuesday of the month, which is the week of the Faculty Senate meetings. UC members will keep the time on the third Tuesday open to meet as emergent issues may require and I am always available between meetings as senators may need.
  3. In August, I had the opportunity to attend the Provost’s Academic Affairs retreat that focused on what all stakeholders can do to better serve our students.
  4. We have begun our monthly meetings with the Chancellor, provost, and chair of the Academic Staff Committee.
  5. The committee met recently with Vice Chancellor of Student Affairs and several others to discuss our reactions to the new campus policy regarding guests on campus, with a particular focus on raising some concerns we had about allowing minors age 14 or older to have access to the various programs and facilities on campus.
  6. In our meeting with the provost, he shared the current data on enrollments for the fall and the critical impact that retaining our students has on student success and campus budgets.
  7. We also met with Vice Provost for Student Success Dave Clark and Nadine Kozak (Info Studies) of the Core Curriculum Action Team to discuss the draft General Education reform proposal. As you may remember, this initiative began in Fall of 2020 as an outgrowth of the 2030 planning. Dave will likely be joining us at a future FacSen meeting to present information about the proposal.
  8. Tomorrow, I will attend the first of the monthly meetings of the campus faculty, academic staff, and university staff representatives from each campus at the UW System meetings in Madison.
- 

**Academic Planning and Budget Committee (APBC) – Nicholas Fleisher, Co-Chair**

---

**Academic Staff Committee (ASC) – Susan Stalewski, Chair**

The Academic Staff Committee meets in person and in a hybrid format on the first and third Monday of each month.

The nine-member Academic Staff Committee includes representation from Administration, CHPS (Nursing and CHS), Grad School, Library, L&S, FAA and Academic Affairs. Three members are from the instructional and research staff (required by AS Senate by-laws)

The ASC held two meetings in September.

**9/11 special meeting**

Considered revisions to the Academic Staff Operating rules. Revisions to procedures and by-laws are necessitated by the UWM realignment.

**9/18 regular meeting**

Revisions to bylaws and operating procedures were approved and forwarded to the AS Codification Committee. Appointments were made the UWM Space Committee and the UWS Shared Governance Council. Nominations

for pending search and screen committees were considered.

Provost Daire discussed and requested input from the ASC members concerning student success and retention data and pending initiatives.

Ongoing priorities for academic staff leadership include:

- Supporting a collegial and collaborative environment at UWM
- Contributions to student success and retention initiatives
- TTC and its impact on academic staff, including the titles related to instructional staff
- Pay Progression within range proposal- submitted April 2023
- Reinstatement of an Orientation standing committee (currently a marginally active subcommittee)
- Instructional staff contracts and workload allocations and related policies

### **The Academic staff senate met on 9/12**

The AS Senate meets virtually in Teams on the second Tuesday of each month

The AS Senate is represented by 26 senators plus 9 ASC members. Bylaws have been updated in response to re-alignment. AS senators will be elected at-large in the future vs. per specific schools/colleges and administrative units. At least two senators must be from each of the following appointment categories: indefinite, probationary, and fixed-term. There must be at least eight senators each from the instructional and non-instructional categories

The AS senate approved SAAP 10-12 interim Covid-Related Health & Safety Policy, AS Doc 140 Revisions to Academic Staff Hearing & Appeals Committee Bylaws and AS Doc 141 – Revisions to Non-Teaching Academic Staff Review Committee Bylaws. Secretary of the University John Reisel Provost Andrew Daire presented to the senate and a senate orientation was conducted by Chair Susan Stalewski and Vice Chair Kathleen Koch.

---

### **Student Association (SA) – Sierra Lee, President**

September 10<sup>th</sup> was Student Association's first Senate meeting. We had someone from the Provost's office come and speak to us about Provost Andrew Daire wanting to have open forums with both students, faculty and staff. The first two open forums with the Provost will be held in Curtin Hall room 175. The first one is this upcoming Tuesday, September 26<sup>th</sup> 2023. The next one after that will be next Friday, September 29<sup>th</sup> 2023. The last one will be on Tuesday October 31<sup>st</sup> 2023 in the Student Union's Fireside Lounge. The forum will allow the students a chance to get to know the Provost and what his goals and/or priorities are for the school year. One of them being how can UWM be more welcoming for students. One of our student senators is planning an event around Drug and Alcohol Awareness month and bringing attention to anyone who may be suffering from substance abuse. The event is to bring about resources and inform students on the use and abuse of drugs and/or alcohol. We have another student senator who is working alongside SHAW (Student Health and Wellness Center) who is planning a Mental Health campfire for students who may be struggling mentally with classes or college life. This event will be an event for students to come and collect any resources and information on how to deal and/or cope mentally with college life, classes and making friends. Student Association has also been working closely with the Dean of Students office and the UWM Police Department on campus safety. One of the many concerns that was brought up was the lack of security on campus and how most buildings aren't as secure as other buildings such as housing. Another concern that was brought up was the lack of communication between faculty and students when it comes to safety concerns or reporting any suspicious activities on or near campus. Student Association will be also working closely with the transportation department to see if there is anything that could be done with transportation hours as that was also an issue that was brought up in regard to safety. Most students feel that if the hours for transportation ran throughout both day and night they would feel much safer getting to class or homes safely.