

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

**Thursday, October 19, 2023; 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 discussed the following topics:

- Middle East Conflict: The Chancellor encouraged members of the campus community to show support and sympathy to everyone affected by the conflict, aligning with the campus's guiding values. Issues such as anti-Semitism and anti-Muslim behaviors have been noted within the community, and such behaviors must be kept from our campus.
- Pay Plan: The JCER has deferred the approval of the pay plan, which has led to ongoing discussions aimed at securing its approval. Modifications to the pay plan might be necessary for its approval, and there might be significant cuts if the changes are not made.
- Washington County: In response to the Washington County Executive's proposal, a workgroup has recommended merging CGS into other UWM units and exploring alternatives for its physical space. [Click here for the Washington County Work Group's report.](#) A decision has been made to halt in-person instruction at UW-Washington County, but it's early in the implementation process. Governance will play a significant role in determining the next steps and will be involved in future actions.

MOTION: to extend time by five minutes. The motion was seconded and approved by voice vote.

Senator Sommers asked for automatic implementation of cost-of-living increases, but Chancellor Mone clarified that such mandates cannot be imposed on the legislature.

Senator Dolan raised concerns that governance was not involved in the Washington County decisions.

Senator Scholz asked if tenure/promotion of CGS faculty will be honored post-dissolution. Chancellor Mone assured that commitments will be upheld and governance will be involved.

2. Provost's Report

Provost Daire addressed the following topics:

- Washington County: Acknowledging the ongoing challenges and uncertainties, the Provost emphasized the commitment to ensure that students at Washington County have clear pathways for degree completion. Plans are underway, involving collaboration with other institutions such as Moraine Park Technical College, to enhance degree program collaborations and completion opportunities. Governance will be involved in determining the best way forward.
- Research Update: Provost Daire provided a detailed update on research activities, highlighting that 72 proposals totaling \$39.8 million have been submitted, showing progression comparable to last year's performance. He discussed a vision to expand faculty engagement in extramural funding and improve pre- and post-award support, suggesting that workload policies and faculty expectations might also need revisiting in this context.

MOTION: to extend time by five minutes. The motion was seconded and approved by voice vote.

- Enrollment Update: The Provost presented the current enrollment figures, showing a slight decrease in overall enrollment by 0.9% compared to last year, with a noted 1% decrease in

undergraduate enrollment. However, there was a reported increase of 2.4% in graduate enrollments on the main campus, but a significant decline of 12.4% enrollment at the branch campuses. Fall 2023 reenrollment is slightly ahead of last year by 0.7%. An impending “enrollment bubble” is expected in three years, necessitating strategic planning. Enhanced data dashboards have been introduced for deans and department chairs to improve decision-making. Initiatives have been rolled out focusing on student success and retention, with financial incentives for units showing improvement. Educational strategies, including an Educators Institute pilot and course redesign, aim to improve student outcomes. There’s also an emphasis on evaluating, innovating, or possibly discontinuing certain degree programs based on enrollment trends and market demands.

3. University Committee (UC) Report: Kathleen Dolan, Chair
The report is attached.
4. Academic Planning and Budget Committee Report: Nicholas Fleisher, Co-Chair
The report is attached.

Senator McHenry asked for the definition of academic efficiency. Provost Daire clarified that an academic efficiency involves evaluating aspects such as class sizes, cost of instruction, and enrollment in the context of market demand and need.

5. Academic Staff Committee Report: Susan Stalewski, Chair
The report is attached.
6. Physical Environment Committee Report: Stephen White, Vice Chair
The report is attached.
7. Graduate Faculty Committee Report: Aaron Schutz, Vice Chair
Professor Schutz discussed the achievements of the GFC under Professor John Berges’s leadership. The committee, responsible for making decisions about policies and procedures concerning programs, students, and faculty of the Graduate School, met nine times last year. During these meetings, they accomplished significant work, approving three crucial policies:
 - Policies for the establishment and review of accelerated graduate degree programs.
 - Policies and procedures for microcredentials at UWM.
 - Policies and procedures for graduate certificate programs.
8. Student Association (SA) Report: Teresa Davis, President
The report is attached.

II. SENATE ROLL CALL

Secretary of the University John Reisel conducted the roll call for the Senate. There were 42 senators 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 September 21, 2023 Faculty Senate meeting were approved as distributed.
2. SAAP 7-14: Recommendation of the Policy Advisory Committee and Academic Affairs to Revise the Summer Session Teaching Appointment Guidelines was received.
3. SAAP 10-12: Recommendation of the Policy Advisory Committee to Revise the COVID-Related

Health & Safety Policy was received.

4. 2022-23 Annual Reports of the Faculty Standing Committees: Annual reports from five faculty standing committees were received.

IV. CHANCELLOR'S REPORT

1. Document 2849R2, 09/21/23: Recommendation of the Athletic Board to Amend the Athletic Board By-Laws. Sent to UWM Administration, 09/25/23. Approved by UWM Administration, 09/29/23.
2. Document 1087R3, 09/21/23: Recommendation of the University Committee to Revise Committees (Faculty), Simultaneous Membership Prohibited. Sent to UWM Administration, 09/25/23. Approved by UWM Administration, 09/29/23.

V. SPECIAL ORDERS OF BUSINESS

1. Honorary Degrees. A motion was made and seconded to go into closed 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 3:22 pm. Honorary Degrees Committee Chair Barry Cameron 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 3:36 pm.

VI. BUSINESS

1. Faculty Document 3078R2: Recommendation of the Graduate Faculty Committee to Revise Proficiency Requirements for Applicants to the Graduate School. A senator moved adoption of FD 3078R2. Graduate Faculty Committee Chair Aaron Schutz presented the document.

MOTION: To approve FD 3078R2. The motion was seconded and approved with a vote of 31-yes; 1-no; and 2-abstention.

Senator Wheatley asked for background on the reason for the revision. Professor Schutz discussed adjustments in outside test scoring. Initial modifications were based on reevaluating acceptable scores. A substantial assessment led to shifts in score ranges due to changes in the operationalization of these ranges.

Senator Wells asked if the standard of the test scoring has increased. Professor Schutz clarified that while there might be a slight rise in the standard, its impact is minimal, likely affecting only one or two students.

2. Faculty Document 3474: Recommendation of the Academic Policy Committee to Approve the Calendar for Academic Year 2026-2027. A senator moved adoption of FD 3474. Secretary Reisel presented the document.

MOTION: To approve FD 3474. The motion was seconded and approved with a vote of 36-yes; 0-no; and 0-abstention.

3. Faculty Document 3475: Recommendation of the College of Letters & Sciences to Request Approval for Voting Privileges for an Instructional Academic Staff Member. A senator moved adoption of FD 3475. The motion was seconded. Professor and Director of Urban Studies Joel Rast presented the document.

MOTION: To approve FD 3475. The motion was seconded and approved with a vote of 34-yes; 2-no; and 0-abstention.

VII. UNFINISHED BUSINESS

MOTION: to extend time by ten minutes for a continuation of the Provost's Report. The motion was seconded and approved by voice vote.

There were no questions for Provost Daire.

VIII. GENERAL GOOD AND WELFARE - None.

IX. ADJOURNMENT -The meeting was adjourned at 3:50 p.m.

**Report to the Faculty Senate
Thursday, October 19, 2023**

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met three times since the Faculty Senate meeting in September.
2. We have continued our monthly meetings with the Chancellor, provost, and chair of the Academic Staff Committee.
3. The UC has continued conversations with the Provost and Chancellor about the status and future of the Testing Center. We have also discussed plans for the implementation of the new online teaching evaluation system.
4. We had some discussions with the Provost and Kristine Surerus about the impact that the RNC and its use of campus facilities will have on summer instruction next July. Campus is going to encourage instructors to consider moving in-person instruction online during the week of the convention if possible/appropriate.
5. We met again with Dave Clark to continue discussions about the GER reform proposal. Dave is developing policy language that will be presented to APCC in the near future.
6. We have also had discussions with the Chancellor and Provost about changes to the Honors commencement ceremony, particularly plans to transition from one at-large ceremony to college-based events.
7. I met with Kay Eilers, AVChancellor for Enrollment Management, Alberto Maldonado of the Hernandez Center, and Marc Young, ED of Admissions about their desire to enlist faculty in efforts to build relationships with students and staff at MKE area high schools for the purpose of better recruitment and retention of underrepresented students

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

The APBC continues to be involved in campus budget meetings, where they collaborate closely with different units for the annual budget process. Recent meetings also involved updates from the Provost and included a special invitation to Jason Puskar to discuss matters related to Washington County. A point of clarification was made that the directive to close the Washington County campus came from the system administration, and there was curiosity about directives regarding CGS. Lastly, the Provost has shared materials about academic efficiency in programs, inviting APBC's involvement in potential policy developments in the spring.

Academic Staff Committee (ASC) – Susan Stalewski, Chair

ASC meetings

10/2

10/16

Participants included Provost Daire who engages the ASC at each meeting, AVC Makda Fessaye and US chair Gail Dukes. The ASC looks forward to a joint meeting with the University Staff with the goal of increasing our collaboration and knowledge about each other.

- The ASC continues to evaluate policies and bylaws related to realignment needs and also necessary updates.
- Feedback from previous ASC chairs was solicited and shared with the Provost and Human Resources.
- Feedback from AS Senators was solicited related to positive aspects of their units. Two units submitted comments, and this has been shared with the provost.

- Voting rights: The ASC has discussed voting rights for those who have been previously approved for college voting. These individuals should not lose their college voting rights since these have been approved through established procedure.
- Contracts: UWM Human Resources provided data for the academic staff (effective date 9/25/23).
 - 1, 952 academic staff at UWM
 - 449 are 50%+ FTE and are on fixed terminal contracts.
 - 220 have 3+ years of service and should possibly be converted to a renewing contract per policy.
- Workload: UWM policy specifies departmental workload guidelines for academic staff and we'll be working with departments on these plans. This is an excellent opportunity for department faculty and staff to collaborate.
- Information: The ASC expresses concern that data and information related to enrollment, retention and other metrics of success for the university are not reaching staff in academic and administrative units.

The Academic staff senate meetings

10/10 – Approved SAAP 10-12, 9-1, 7-14 and reviewed revisions to the AS by-laws. Met with Provost Daire who shared initiatives related to student success and retention.

The senate looks forward to meeting with Phyllis King to hear about Moonshot initiative updates and also Student Association chair Teresa Davis. The Academic Staff Senate has not previously met with the Student Association.

Other

Chair Stalewski attended a convening meeting for HERA Goal 1 Students – College Completion. The key note from Florida Atlantic presented strategies that have allowed FAU to increase retention and graduation rates. Of note was the wide dissemination of data and goal setting at the campus, college and program level toward student success outcomes.

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

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

The PEC met in September with the October meeting cancelled due to a lack of business.

At the September meeting we filled positions within our two sub-committees for Transportation and Naming. We also received updates on current construction projects including the new Chemistry building, Union renovation, Klotcshe Annex (OHOW Center), and Mitchell Hall window replacements and exterior repairs. Top projects targeted for the 2025-2027 biennium include the central plant chiller replacement, Health Sciences renovation at NWQ and a new Engineering and Neuroscience Building phase 1. The transportation sub-committee spent much of last year focused on pedestrian safety on campus. At the September meeting, John Gardner shared details of the City of Milwaukee's rapid implementation project and the joint Milwaukee / Shorewood Edgewood Ave high impact paving project. The project will make adjustments to major crosswalks along UWM's south and east borders, adding concrete bump-outs which shorten crossing distances for pedestrians and provide traffic calming effects. Advisory Bike Lanes are also being added along Edgewood Ave.

Student Association (SA) – Teresa Davis, President

Good afternoon. My name is Teresa Davis, I use they/them pronouns, and I am a fourth-year undergraduate student studying Communication Sciences and Disorders. I was elected last Spring as the Vice President of Student Affairs, but since the elected President recently resigned, per the constitution, I am now stepping into the role of the President of the Student Association. I am honored to be in this position and have spent the past two weeks getting acquainted with the role's responsibilities. The Vice President of Academic Affairs, Jeremi Lukos, and I have been collaborating to make sure all SA members feel supported and continue to put their best foot forward until we can fill the vacant executive board positions. As currently the Vice President of Student Affairs, the Marketing and Programming Director, and the Diversity and Inclusion Director roles are not filled. Recently in Student Association we have been working on appointing students to the various campus committees and filling vacant senate seats, as well as planning our training retreats to ensure all members have the information they need to make a positive impact on campus. During our meeting on October 8th, we approved the SA budget for the 2023-2024 school year. Additionally, an at-large senator named Bailee Jones has been hard at work to promote safe drug and alcohol use during this month which is Substance Abuse Awareness Month. They have collaborated with various campus entities to host a handful of different events throughout this month. There have also been discussions surrounding textbook affordability and how we can promote reduced-cost options for students who are financially struggling with their coursework. We have our next meeting this Sunday from 5-7 pm in the Alumni Fireside Lounge in the Union and invite anyone who is available and interested to join us. The SAC, IEC, and SFC committees are looking for members, so if you have any students in mind please reach out.
