

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

**Thursday, November 16, 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 reported on the following topics:

- College of General Studies Transformation Team (CGSTT): Chancellor Mone highlighted the guiding principles for the CGSTT's work, emphasizing a unified approach across UWM, focusing on students, and embracing programming opportunities. Goals for the CGSTT include closing the Washington County facility by June 2024, exploring the future CGS structure, planning future programming, and developing detailed plans for the transformation.
- Pay Plan: Chancellor Mone emphasized the importance of advocacy and negotiations as discussions about the pay plan are ongoing. The Chancellor discussed a recent lawsuit's potential impact on the pay plan and stressed the need for continuous advocacy.
- Deloitte's Involvement: Deloitte, a major accounting firm, has been hired as part of the Universities of Wisconsin's strategic plan to help each campus close its budget deficit. For UWM, the goal is to close the deficit by the end of 2025. Deloitte will conduct financial and strategic assessments, focusing on financial health, strategic decision-making processes, and performance improvement opportunities.
- Enrollments: Chancellor Mone mentioned enrollment trends, noting a small decline but an increase in graduate and international students. He is optimistic about future enrollments trends despite demographic and narrative challenges, citing branding efforts and new leadership.

Senator Anne Widmayer conveyed the sentiments of her colleagues in CGS, emphasizing the desire for more self-definition and autonomy in decision-making, as Washington County has experienced significant challenges and changes over the past decade. Widmayer also inquired about the process or criteria used in selecting CGS representatives to be part of the leadership or decision-making teams.

In his response, the Chancellor explained that the selection of CGS representatives for the transformation process is based on functional alignment. Key considerations include individuals' current job responsibilities, existing faculty leadership roles, and involvement in relevant areas like enrollment management and research. This approach ensures that selected individuals have the expertise and alignment necessary for their new roles. Further details on the selection process are anticipated soon.

Senator Stephane Scholz inquired if there could be consideration for one of the co-chairs of CGSTT to also be a representative from CGS. Chancellor Mone noted that the current two co-chairs handle mostly administrative duties and that decision-making primarily happens at the work team level. Hence, he suggested maintaining the existing two co-chair structure.

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

Associate Professor in the Department of Linguistics Nick Fleisher asked about the recent confirmation of several, but not all, regent appointees by the state Senate. He inquired if this development might indicate anything about the relationship between the legislature and the Universities of Wisconsin.

In response, Chancellor Mone noted that while several of Governor Evers' appointee regents remain unconfirmed, some recent confirmations occurred. He anticipates that more will be confirmed soon. Despite lack of confirmation, these regents continue to have full voting rights and their status has not affected policy decisions; however, a gubernatorial change could have a significant impact.

2. Provost's Report

Provost Andrew Daire hosted a luncheon to celebrate colleagues who were recently tenured, promoted, or received indefinite status. The event facilitated introductions and sharing of research areas among professors.

Following the analysis of five-year enrollment trends showing declines in most undergraduate, masters, and doctoral programs, the Provost requested Deans to review their program arrays. They were asked to identify high-growth potential areas, innovate low-enrollment programs to meet market demand, recommend new programs with growth potential, and consider closing chronically low-enrolled programs. This process may involve reallocating resources to areas with growth potential. Deans are expected to provide preliminary information by February 1st with plans to be finalized by July 1st.

Efforts are ongoing to strengthen partnerships with area technical colleges, including a recent meeting with Waukesha County Technical College (WCTC) to discuss collaboration, transfer pathways, and admission agreements. Plans are in place for a spring meeting with WCTC and a December meeting with Moraine Park Technical College.

The Provost expressed commitment to supporting excellence, innovation, and impact at UWM, highlighting the necessity and potential of transformational change.

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

The report is attached.

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

APBC has met twice since the last Senate meeting. Its members have been actively involved in unit budget meetings for the next fiscal year. The APBC co-chairs are participating in ongoing discussions with budget leaders on campus and are involved in the Budget Model Review Working Group. The working group's activities will resume in the new year.

The APBC received an update on student retention, focusing on the connection between student support efforts on campus and their impact on retention.

The committee is closely monitoring the situation with CGS, particularly in Washington County, and plans to work with the transformation team, aligning with the APBC's governance role.

Most recently, the APBC reviewed a proposal for a new Master of Science program in Connected Systems and provided feedback on it.

5. Academic Staff Committee Report: Susan Stalewski, Chair

No report. A written report is attached.

6. Academic Policy Committee Report: Woonsup Choi, Chair

The report is attached.

Senator John Boyland asked about assigning a deadline during break to allow students flexibility.

Special Assistant to the Provost Suzanne Boyd confirmed that the proposed policy aims to prevent setting due dates during official university recesses, to ensure students get a break. There was

consideration of the impact on online asynchronous courses and the need to craft the policy language carefully. The policy, which seeks to move from a recommendation to a prohibition of due dates during recesses, is still under refinement and will come to the Faculty Senate for final approval.

7. Academic Program & Curriculum Committee Report: Kristen Murphy, Chair
The report is attached.
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 38 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.

III. AUTOMATIC CONSENT

1. The minutes of the October 19, 2023 Faculty Senate meeting were approved as distributed.
2. Faculty Document 3476: Notice of Intent to Plan a PhD in Computer Science was received.

IV. CHANCELLOR'S REPORT

1. Document 3078R2, 10/19/23: Recommendation of the Graduate Faculty Committee to Revise Proficiency Requirements for Applicants to the Graduate School. Sent to UWM Administration, 10/20/23. Approved by UWM Administration, 10/27/23.
2. Document 3474, 10/19/23: Recommendation of the Academic Policy Committee to Approve the Calendar for Academic Year 2026-2027. Sent to UWM Administration, 10/20/23. Approved by UWM Administration, 10/27/23.
3. Document 3475, 10/19/23: Recommendation of the College of Letters & Science to Request Approval for Voting Privileges for an Instructional Academic Staff Member. Sent to UWM Administration, 10/20/23. Received by UWM Administration, 10/27/23.

V. BUSINESS

1. Faculty Document 2784R1: Recommendation of the University Committee to Amend *UWM Policies & Procedures* Chapter 5.13(1). A senator moved adoption of FD 2784R1. University Committee Chair Kathleen Dolan presented the document.

Senator Kathleen Wheatley raised a question about who decides whether certain years count for faculty members under consideration for tenure or similar positions.

Dolan responded that this decision is typically a conversation between the candidate and the Dean.

Wheatley expressed a preference for giving more decision-making power to the person being hired, rather than having terms imposed on them by others.

Dolan agreed that the UC would likely support giving more say to the individual being hired. She stated that the policy's intent is to allow for flexibility and input from the candidate.

MOTION: To approve FD 2784R1. The motion was seconded and approved with a vote of 34-yes; 1-no; and 0-abstention.

2. Faculty Document 3443R1: Request for Authorization to Implement a Bachelor of Arts in General Letters at UWM. A senator moved adoption of FD 3443R1. The motion was seconded. Director of Curriculum & Governance in the College of Letters & Science Kristin Sziarto presented the document.

Senator Kay Wells inquired about whether the self-reflection is replacing the capstone requirement and asked who would evaluate the self-reflection.

Sziarto clarified that L&S no longer has a capstone requirement but instead a research requirement, which is not part of the new self-reflection component due to the majority of research courses requiring a major. To address this, a Canvas site will be set up for students declaring this major, providing them with necessary materials. The students will submit their self-reflections to this site. Initially, the person in the Director of Curriculum & Governance position will evaluate these submissions. However, depending on the number of submissions, the process may be further developed with the involvement of the L&S APCC.

MOTION: To approve FD 3443R1. The motion was seconded and approved with a vote of 34-yes; 1-no; and 0-abstention.

3. Faculty Document 3477: Associate of Arts and Sciences Collaborative Online Program Transition Plan. A senator moved adoption of FD 3477. The motion was seconded. Associate Dean of Academic Affairs in the College of General Studies Greg Ahrenhoerster presented the document.

MOTION: To approve FD 3477. The motion was seconded and approved with a vote of 33-yes; 0-no; and 0-abstention.

4. Report on Diversity, Equity, and Inclusion. Vice Chancellor Chia Vang presented the report. [Click here to view the report.](#)

Chancellor Mone highlighted UWM's commitment to fostering cultural and political understanding, especially in response to global conflicts like those in the Middle East. He emphasized the university's role in promoting diverse perspectives and inclusivity, stating that UWM's dedication to diversity is a key factor in attracting students and is a priority across the university's leadership.

VI. UNFINISHED BUSINESS

Chancellor Mone provided an update on the regent appointments made by the state Senate. Regents Adams, Brenkus, Colón, Kreuser, Prince, Staton, and Weatherly received full Senate confirmation on Tuesday.

VII. GENERAL GOOD AND WELFARE - None.

VIII. ADJOURNMENT -The meeting was adjourned at 3:39 p.m.

Report to the Faculty Senate
Thursday, November 16, 2023

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met twice since the Faculty Senate meeting in October.
 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 Dave Clark about plans for the implementation of a new online teaching evaluation system. Richard Leeson will be the UC member taking part in those discussions with Academic Affairs.
 4. We also talked with Dave Clark about whether there is a need to develop policy or best practice guidelines for basic elements of online courses. We talked through a number of issues students have faced in the past few semesters and whether we should regularize expectations for online courses.
 5. I was recently invited to be a member of the campus Emergency Operations Team for the RNC planning to provide guidance on any space or planning issues that have an impact on instruction during that part of the summer session.
 6. Finally, we continue to monitor the ongoing search for a new dean of the Zilber SPH and the APBC budget planning activities through our UC representatives who serve on those committees, Lindsay McHenry and Gillian Rodger.
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Academic Staff Committee (ASC) – Susan Stalewski, Chair

ASC meetings, 11/6

Chancellor Mone joined the ASC meeting and responded to questions raised related to pay plan issues, Government Relations work related to pay plan issues and the use of Deloitte as financial consultant related to Universities of WI institutions structural deficits.

AVC Makda Fessaye joined the committee with updates on HR staffing, HR shared services planning, opportunities for professional development, pay progression. Based on feedback from ASC members, VC Fessaye will join each monthly Academic Staff Senate meeting to provide updates and directly answer questions.

Academic staff senate meetings, 11-16

This meeting was the general meeting of the academic staff.

The AS Senate approved:

- SAAP 6-2 Building Chairperson Policy
- SAAP 6-9 Facility Access and Use Policy for Guests (New Policy)
- Revisions to Academic Staff Personnel Policies and Procedures, Chapter 101
- AS Document 143: Academic Staff Standard Operating Rules
- The Academic Staff Senate chair publicly recognized Tammy Howard (Secu) and Kathleen Koch (Grad school) for their detailed work updating AS Policies and Operating rules.
- Chancellor Mone shared information with the body related to payplan, government affairs advocacy and Deloitte consulting. Chancellor Mone will attend as many AS senate meetings as his schedule will allow based on our request for more direct communication.
- AVC Makda Fessaye updated the senate about HR initiatives and actions impacting the academic staff

- Student Associate chair Teresa Davis updated the senate about SA activities and vacant senator seats. President Davis reported student concerns about compliance with approved ARC accommodations. There are 965 IAS and 368 of them are < 0.5 which may be a source of inconsistency in applying ARC accommodations. DOS Jussel and the student association will provide information about the student experiences with ARC approved accommodations.

Other

- Governance for Academic Staff is represented on:
- Pilot risk assessment teams.
- Republican national convention planning (governance and many other AS)
- Course evaluation platform selection and implementation
- Search and screen committees for several dean and leadership roles

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
- Instructional staff contracts and workload allocations and related policies

Academic Policy Committee (APC) – Woonsup Choi, Chair

Committee met: 28 Sept 2022, 15 Feb 2023, and 26 Apr 2023

- Approved the UWM GER World Language Proficiency Policy with the following change clarity: the 6 credits equivalent was removed, and clarification that this is a general UWM policy, not a particular department policy.
- Reviewed and recommended the 2024-25 AY Calendar
- Approved changes in Academic Drops
- Approved revision of Late Add Policy
- Proposed the following policy regarding due dates for student assignments during breaks: "Instructors shall not set assignment deadlines during holidays and breaks listed in the University calendar." This will be revisited in the 23-24 AY to make it an official document.

Academic Program and Curriculum Committee (APCC) – Kristen Murphy, Chair

1. Meetings were scheduled once a month during the 2022-2023 academic year, with the exception of January.
2. Seventy-one (71) new courses were approved; two hundred ninety-seven (297) course changes were approved; and one hundred forty-four (144) courses were deleted.
3. Four (4) courses were approved for GER distribution; no courses (0) were approved for Cultural Diversity; one (1) was approved for OWC-B; none (0) were approved for QL-B; and one (1) course withdrew GER/CD.
4. The following undergraduate programs were reviewed:

September 13, 2022	Community Engagement and Education, BS Economics, BA
October 11, 2022	Anthropology, BA
November 8, 2022	Education, BS
February 14, 2023	Comparative Literature, BA

April 11, 2023

Conservation and Environmental Science, BA/BS

May 9, 2023

Biomedical Engineering, BSE
Committee Interdisciplinary Major, BA/BS
Ethnic Studies, BA

5. APCC Approvals:

September 13, 2022

- Created curricular area LATINX
- Eliminated curricular area LATINO
- Approved Authorization to Implement American Sign Language/English Interpreting, BS.
- Approved Authorization to Implement Architecture, BS.
- Approved changes to the following programs:
 - African and African Diaspora Studies, BA
 - Arts and Sciences, AAS: Sustainability
 - Asian Studies, Undergraduate Certificate
 - Biochemistry, BA
 - Biochemistry, BS
 - Biological Sciences, BA
 - Biological Sciences, BS
 - Business: Finance, BBA
 - Chinese, Minor
 - Civil Engineering, BSE
 - College of Letters and Science Bachelor of Arts Requirements
 - College of Letters and Science Bachelor of Science Requirements
 - Committee Interdisciplinary Major, BA: Chinese Language and Culture
 - Conservation and Environmental Sciences, BA
 - Conservation and Environmental Sciences, BS
 - English, Writing, Editing, and Publishing, Minor
 - French, BA/Translation and Interpreting Studies, MA
 - Global Health, Undergraduate Certificate
 - Information Science and Technology, BS
 - Information Science and Technology, BS/Information Science and Technology, MS
 - Information Science and Technology, Minor
 - International Studies, BA
 - International Studies, Minor
 - Journalism, Advertising, and Media Studies, BA
 - Latin American and Caribbean Studies, Undergraduate Certificate
 - Latinx Studies, Undergraduate Certificate
 - Nutritional Sciences, BS
 - Occupational Science and Technology, BS
 - Political Science, BA
 - Political Science, Minor
 - Public Health, Undergraduate Certificate
 - Spanish, BA
 - Urban Studies, BA
 - Urban Studies, Undergraduate Certificate

October 11, 2022

- Moved curricular areas GLOBAL, FRENCH, ITALIAN, and COMPLIT in the Global2 academic organization and inactivate the FICL academic organization
- Created curricular area HI
- Made editorial revisions to the GER Composite document
- Approved changes to the following programs:
 - Biological Sciences, BA
 - Biological Sciences, BS
 - Biomedical Sciences, BS: Biomedical Science
 - Committee Interdisciplinary Major, BA: American Indian Studies (Inactivate)
 - French and Francophone Studies, Undergraduate Certificate (Inactivate)

- Russian and East European Studies, Undergraduate Certificate

November 8, 2022

- Approved changes the following programs:
 - Adult/University Level Teaching English to Speakers of Other Languages, Undergraduate Certificate
 - Anishinaabe Language, Undergraduate Certificate (Program Inactivation)
 - Art and Design, Minor: Design
 - Art and Design, Minor: Photography
 - Art and Design, Minor: Studio Arts
 - Biomedical Sciences, BS: Diagnostic Imaging Degree Completion
 - Biomedical Sciences, BS: Health Science Degree Completion
 - Comparative Literature, BA
 - Education, BS: Social Studies Education
 - English, BA
 - Journalism, Advertising, and Media Studies, BA
 - Kinesiology, BS
 - Neuroscience, BS
 - Philosophy, Minor
 - Theatre Teaching Certification, Minor (Program Inactivation)
 - Women's and Gender Studies, BA

December 13, 2022

- Terminated the curricular area in HIA
- Established an accelerated Biomedical Sciences, BS: Biomedical Sciences/Biomedical Sciences, MS
- Approved revisions to FD 3225 – Accelerated Graduate Degrees
- Approved GER Subcommittee Report on OWC-B
- Approved GER Subcommittee Report on Cultural Diversity
- Approved changes to the following programs:
 - Business Spanish, Minor
 - Committee Interdisciplinary Major, BA/BS
 - Community Leadership, Undergraduate Certificate (Inactivation)
 - Digital Arts and Culture, BA
 - Digital Arts and Culture, Undergraduate Certificate
 - Healthy Aging, Undergraduate Certificate (Inactivation)
 - Materials Engineering, BSE
 - Nursing, BS
 - Youth Work, Undergraduate Certificate (Inactivation)

February 14, 2023

- Approved GER appeal for Physics 299
- Approved changes to the following programs:
 - Assistive Technology and Accessible Design
 - Business: Accounting, BBA
 - Collaborative Online Associate of Arts and Sciences Degree (Inactivation)
 - Geography, BA
 - Geography, BS
 - Microbiology, BS
 - Political Science, BA
 - Psychology, BA
 - Psychology, BS
 - Psychology, Minor
 - Racial and Social Justice in Education, Graduate Certificate
 - School Librarianship, Undergraduate Certificate

March 14, 2023

- Inactivated the UWX Online Collaborative AAS program
- Approved the GER subcommittee report on QL-B
- Terminated the Online Associate Degree
- Approved revisions to the Microcredential policy
- Approved changes to the following programs:

- Adult/University Level Teaching English to Speakers of Other Languages, Undergraduate Certificate
- Arts and Social Entrepreneurship, Undergraduate Certificate (Program Inactivation)
- Asian Studies, Undergraduate Certificate
- Business and Technical Communications, Undergraduate Certificate (Program Inactivation)
- Education, BS: Elementary and Middle Education, K-9
- German, BA
- German, Minor
- Journalism, Advertising, and Media Studies, BA
- Liberal Arts, AAS
- Mathematics, Minor
- Theatre Practices, BA
- Theatre Practices, BA: Theatre Education
- Theatre, Minor

April 11, 2023

- Established an undergraduate certificate in musical theatre
- Approved changes to the following programs:
 - Anthropology, BA/Anthropology, MS
 - Biomedical Sciences, BS: Diagnostic Imaging Completion
 - Biomedical Sciences, BS: Diagnostic Medical Sonography
 - Biomedical Sciences, BS: Health Sciences Degree Completion
 - Childhood and Adolescence Studies, Undergraduate Certificate
 - Freshwater Sciences, BS: Aquatic Science
 - Freshwater Sciences, BS: Water Policy
 - Geography, BA
 - Geography, BS
 - Health Care Administration, BS
 - Information Science and Technology, BS/Information Science and Technology, MS
 - Music BFA Degree Requirements
 - Music, BA
 - Music, BFA: Collaborative Piano
 - Music, BFA: Guitar
 - Music, BFA: Music Composition and Technology
 - Music, BFA: Music History and Literature
 - Music, BFA: Piano
 - Music, BFA: Strings
 - Music, BFA: Versatile Voice
 - Music, BFA: Voice
 - Music, BFA: Winds, Brass, and Percussion
 - Performer's Certificate, Graduate Certificate
 - Theatre, BFA: Performance

May 9, 2023

- Annual Report
- Elected Chair
- Authorized Chair to act over summer
- Discontinued curricular area FINEART
- Approved accelerated Information Science and Technology, BS/Library and Information Science, MLIS
- Created new submajor Education, BS: Inclusive Early Childhood Education
- Approved new microcredential: Interprofessional Leadership in Healthcare
- Approved changes to the following programs:
 - Actuarial Science, BA
 - Actuarial Science, Minor
 - American Sign Language/English Interpreting, BS
 - Atmospheric Science, BS
 - Committee Interdisciplinary Major, BA: Chinese Language and Culture
 - Community Engagement and Education, BS: Child Care
 - Computer Science, BS
 - Cybersecurity, Undergraduate Certificate
 - Education, BS: American Sign Language Studies

- Education, BS: English as a Second Language Education
 - Education, BS: Inclusion and Accessibility Studies (Inactivation)
 - Education, BS: Mathematics Education, Grades 4-12
 - Education, BS: Science Education, Grades 4-12
 - Education, BS: World Language Education
 - Electrical Engineering, BSE
 - English as a Second Language Education, Minor
 - English, BA
 - Environmental Engineering, BSE
 - Inclusion and Accessibility Studies, Minor (Inactivation)
 - Liberal Arts, AAS
 - Mechanical Engineering, BSE
 - Music Education BFA Core Requirements
 - Music Education BFA University Core Requirements
 - Philosophy, BA
 - Spanish for Health Professionals, Undergraduate Certificate
 - World Language Education, Minor
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Student Association (SA) – Teresa Davis, President

We had the second event in the Java with Jussel series this afternoon. The first two events have been very useful to gain the perspective of students from various corners of campus. We heard a lot of feedback on accessibility throughout campus and Adam and I will be scheduling a meeting to follow up with ARC to see how we can address some of these concerns. Additionally, Adam and I will also be looking through the Student Resource Guide to make sure it is up to date with accurate and relevant information and will connect with Union Marketing Services to distribute those more widely throughout campus. We had a very successful senate retreat on November 5th and since this training have seen an increase in senator involvement, so we should hopefully be seeing an increase in senator lead initiatives such as a mental health panel event, an LGBTQ+ event, and the return of the Sips with Senators program which has been a great way for senators to connect directly with students in the past. Chief Salazar from UWMPD came to speak at the senate open forum at our previous meeting to discuss campus safety. I have also been in contact with Mai Yer from the CASE team regarding revamping the Diverse Panther Organization Round Table. The Student Appropriations Committee is looking for more student involvement in order to finish grant approval business so please let any students who may be interested in sitting on a financial committee know of this opportunity. The Independent Elections Committee is also looking for more student involvement as well as filling the vacant senate seats.
