

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

**Thursday, December 14, 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:

- **Funding Negotiations.** The Board of Regents has approved funding for the Universities of Wisconsin. Chancellor Mone emphasized the importance of the negotiations for the future of the university, focusing on students, employees, and the institution itself. He described the deal as a compromise and a preferred alternative to other options.
- **CGS Transformation.** Chancellor Mone provided updates on discussions with County Executives about the future of the branch campuses. There's a focus on investment in physical infrastructure and the potential for program collaborations with technical colleges.
- **Safety Concerns.** Chancellor Mone addressed recent safety issues, including vehicle thefts, a sexual assault, and tensions arising from protests. He outlined actions taken to enhance safety, such as increased police presence, alternative patrol methods, and additional security measures like more cameras and car locks. He also mentioned collaboration with car manufacturers to address specific vehicle vulnerabilities.
- **AI Strategy.** Chancellor Mone discussed the importance of AI in the current educational and administrative landscape. He outlined a strategy focusing on infrastructure, operations, instruction, research, and governance. Additionally, he touched on the need for budget discussions and a collective vision for AI at the university.
- **Campus Branding.** Work is underway to rebrand the campus, a process that hasn't been undertaken in 15-20 years.

Senator Leson inquired about faculty participation in AI discussions, emphasizing the importance of diverse disciplinary perspectives. The Chancellor confirmed this involvement, noting that CETL is already working in this area.

2. Provost's Report

Provost Daire reported on the following topics:

- **Enrollments.** As of December 11th, overall enrollment is up by 4.6% compared to the previous year. However, there is concern over the non re-enrollment rate, currently at 33.4%, representing over 7,000 students. This rate has improved by 3.2 percentage points from the previous year, but Daire emphasized the need for further improvement due to its significant impact on tuition revenue.
- **Community Collaboration.** Daire has participated in four important meetings since the last Senate meeting: 1) a meeting with K-12 leaders in Waukesha County, organized by Waukesha County Business Alliance, to discuss educational pipelines and degree program needs; 2) a leadership meeting with Moraine Park Technical College to create transfer pathways to bachelor's degrees, especially in STEM fields; 3) a Deans meeting at the Waukesha campus, which included a breakfast with business and community leaders to discuss workforce needs and potential degree programs. Provost Daire has committed to holding a Deans meeting with business and community leaders in Waukesha once per semester.
- **CGS Transformation Team.** Co-chairs Scott Gronert and Kathy Dolan, along with their teams,

have been actively working on addressing library materials and processes. They are currently inventorying items at the Washington campus, planning to transfer some to the Waukesha or main campus and surplus others that are not needed.

- Theatre Department's Production. Provost Daire highlighted his attendance at a recent production of *MacBeth*, with praise for the outstanding performance. This event served as a reminder of the university's purpose and mission.

3. University Committee (UC) Report: Kathleen Dolan, Chair
The report is attached.

Senator Wheatley requested that workshops be organized to help academic staff and supervisors better understand Teaching Faculty/Professor titles.

4. Academic Planning and Budget Committee (APBC) Report: Nicholas Fleisher, Co-Chair
In recent meetings, the APBC has discussed the ongoing GER reform, its potential budget implications for various campus units, and its connection to the current review of the budget model. The main focus has been on budget planning for the upcoming year. Budget planning is now at higher administrative levels, with budget letters expected to be sent to units in January. Co-Chair Fleisher continues to participate in the budget model review working group.
5. Academic Staff Committee Report: Susan Stalewski, Chair
The report is attached.
6. 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 43 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 November 16, 2023 Faculty Senate meeting were approved as distributed.

IV. CHANCELLOR'S REPORT

1. Document 2784R1, 11/21/23: Recommendation of the University Committee to Amend *UWM Policies & Procedures* Chapter 5.13(1). Sent to UWM Administration, 11/20/23. Approved by UWM Administration, 11/21/23.
2. Document 3443R1, 11/21/23: Request for Authorization to Implement a Bachelor of Arts in General Letters at UWM. Sent to UWM Administration, 11/20/23. Approved by UWM Administration, 11/21/23.
3. Document 3477, 11/21/23: Associate of Arts and Sciences Collaborative Online Program Transition Plan. Sent to UWM Administration, 11/20/23. Approved by UWM Administration, 11/21/23.

V. BUSINESS

1. SAAP 06-02: Recommendation of the Policy Advisory Committee and Finance & Administrative Affairs to Revise the Building Chairperson Policy. A senator moved adoption of SAAP 06-02. The motion was seconded. Vice Chancellor of Finance & Administrative Affairs Robin Van Harpen and

Vice Chancellor for Student Affairs Kelly Haag presented the document.

MOTION: To approve SAAP 06-02. The motion was seconded and approved with a vote of 40-yes; 0-no; and 0-abstention.

2. SAAP 06-09: Recommendation of the Policy Advisory Committee and Finance & Administrative Affairs to Create the Facility Access and Use Policy for Guests. A senator moved adoption of SAAP 06-09. The motion was seconded. Vice Chancellor of Finance & Administrative Affairs Robin Van Harpen and Vice Chancellor for Student Affairs Kelly Haag presented the document.

Senator Boyland asked about the portion of the policy related to minors, and wanted an example of an incident at UWM that requires this policy. Vice Chancellor Haag responded that there wasn't a specific incident, but posed potential examples of what could happen if someone expects their minors to be safe but aren't due to unsupervised areas. The policy aims to clarify that not all spaces are necessarily supervised.

Senatore Quinn sought clarification regarding minors enrolled in classes. The response was that minors who are enrolled in classes are excluded from the policy.

Senator Newman questioned whether the policy pertains only to interior spaces or also to exterior spaces. The answer was that the policy applies only to interior spaces.

Senator Dolan asked for a definition of minors and clarification was given on who was covered in different circumstances.

MOTION: To approve SAAP 06-09. The motion was seconded and approved with a vote of 35-yes; 3-no; and 1-abstention.

3. Faculty Document 3479: Recommendation to Change the Name of the MS in Freshwater Sciences & Technology to the MS in Freshwater Sciences. A senator moved adoption of FD 3479. The motion was seconded. Professor Tracy Boyer of the School of Freshwater Sciences presented the document.

MOTION: To approve FD 3479. The motion was seconded and approved with a vote of 40-yes; 0-no; and 0-abstention.

4. Faculty Document 3480: Recommendation of the University Committee to Amend *UWM Policies & Procedures* Chapter A3.9: University Committee Charter. A senator moved adoption of FD 3480. University Committee Chair Kathleen Dolan presented the document.

MOTION: To approve FD 3480. The motion was seconded and approved with a vote of 38-yes; 1-no; and 1-abstention.

5. Presentation on the Process for Consideration of Academic Staff Voting Privileges. Faculty Senate Rules Committee Chair Kelly Kirshner presented. She explained the process for assessing requests, including consideration of documentation and other evidence that demonstrates the candidate's qualifications. The committee compared this information against faculty duties and qualifications as outlined in *UWM P&P*, also taking into account the research, teaching, and service expectations specific to faculty in the Zilber College of Public Health. Although all requests were passed forward, some votes were divided, indicating a need for further discussion. The department was advised about potential questions that might arise from this process.
6. Faculty Document 3481: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Dr. Keith Dookeran. A senator moved adoption of FD 3481. The motion was seconded. Zilber College of Public Health Faculty Chair Michael Laiosa and Professor of Kinesiology

Christy Greenleaf presented the document.

MOTION: To approve FD 3481. The motion was seconded and approved with a vote of 31-yes; 4-no; and 3-abstention.

7. Faculty Document 3482: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Dr. Rose Hennessey Garza. A senator moved adoption of FD 3482. The motion was seconded. Zilber College of Public Health Faculty Chair Michael Laiosa and Professor of Kinesiology Christy Greenleaf presented the document.

MOTION: To approve FD 3482. The motion was seconded and approved with a vote of 30-yes; 5-no; and 2-abstention.

8. Faculty Document 3483: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Mr. John Holland. A senator moved adoption of FD 3483. The motion was seconded. Zilber College of Public Health Faculty Chair Michael Laiosa and Professor of Kinesiology Christy Greenleaf presented the document.

MOTION: To approve FD 3483. The motion was seconded and approved with a vote of 23-yes; 8-no; and 6-abstention.

9. Faculty Document 3484: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Ms. Sara Luellhoff. A senator moved adoption of FD 3484. The motion was seconded. Zilber College of Public Health Faculty Chair Michael Laiosa and Professor of Kinesiology Christy Greenleaf presented the document.

MOTION: To approve FD 3484. The motion was seconded and approved with a vote of 24-yes; 10-no; and 6-abstention.

10. Faculty Document 3485: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Dr. Renee Scampini. A senator moved adoption of FD 3485. The motion was seconded. Zilber College of Public Health Faculty Chair Michael Laiosa and Professor of Kinesiology Christy Greenleaf presented the document.

MOTION: To approve FD 3485. The motion was seconded and approved with a vote of 33-yes; 2-no; and 5-abstention.

11. Faculty Document 3486: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Ms. Stephanie Send. A senator moved adoption of FD 3486. The motion was seconded. Zilber College of Public Health Faculty Chair Michael Laiosa and Professor of Kinesiology Christy Greenleaf presented the document.

MOTION: To approve FD 3486. The motion was seconded and approved with a vote of 25-yes; 6-no; and 7-abstention.

12. Faculty Document 3487: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Dr. Musa Yahaya. A senator moved adoption of FD 3487. The motion was seconded. Zilber College of Public Health Faculty Chair Michael Laiosa and Professor of Kinesiology Christy Greenleaf presented the document.

MOTION: To approve FD 3487. The motion was seconded and approved with a vote of 33-yes; 2-no; and 5-abstention.

VI. UNFINISHED BUSINESS

Chancellor Mone noted that during the meeting, the Joint Committee on Employee Relations noticed a

hearing on the consideration of the pay plan on December 19th. If approved, the Universities of Wisconsin will administer the pay plan, the back pay of which will be distributed in a single lump sum in January.

VII. GENERAL GOOD AND WELFARE - None.

VIII. ADJOURNMENT -The meeting was adjourned at 3:58 p.m.

Report to the Faculty Senate
Thursday, December 14, 2023

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met three times since the Faculty Senate meeting in November.
 2. We have continued our meetings with the Chancellor, provost, and chair of the Academic Staff Committee.
 3. In our meeting with Sue Staslewski, she raised an issue that some IAS are having in requesting consideration to use the Teaching Faculty title, but their executive committees not being responsive. We asked Sue to see if we can determine how widespread an issue this is and whether we need to develop a policy around EC responsibilities here.
 4. We met with Stephan Scholz, one of the Senators representing CGS, who provided background on the history of the two-year campuses with UW System and with UWM.
 5. The UC had updates from Dave Clark about the status of the general education reform proposal.
 6. We also talked with Suzanne Boyd about two policies going to APC, one of which dealt with assignment due dates that fall during break periods or legal holidays. The other was about online options in the event of cancellation of in-person classes.
 7. We talked with Kris O'Connor, Interim Vice Provost for Research, about research planning in the office and his work on a strategic plan.
 8. We are monitoring the search for a Dean of the College of Arts and Architecture, which has just begun its work.
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Academic Staff Committee (ASC) – Susan Stalewski, Chair

ASC meetings, 11/20, 12/4

- Minutes from 11/20 are posted. The ASC meets on 12/18 and 12/4 minutes will be posted after approval.
- ASC agreed to implement an annual orientation for all chairs of AS committees and subcommittees starting in 2024-25
- ASC/Senate will revise ASPPP CH 105 to reflect annual evaluation requirements and to synchronize the due date to coincide with others at UWM (currently 1/15) Annual evaluations are required for all employees regardless of FTE UWS Policy <https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/performance-management/> requires evaluation of all employees regardless of FTE. Individuals with <50% appointments may use a short form.
- The ASC/Senate will revise ASPPP Ch 113 to reflect recent changes in outside activity reporting.
- Concerns were raised by Student Association President Teresa Davis at the November Senate meeting. S. Stalewski followed up with Associate Dean of Students Becky Freer and T. Davis and emphasized a team effort to address concerns is critical. This information has been shared with the University Committee. K. Jahnke and M. Murphy-Lee, members of the Chancellor's Advisory Committee on Accessibility.
- Academic staff have interest in discussions related to course policies about synchronous exams in asynchronous online courses, assignment due dates during recesses and holidays, protocols for cancelled course sections.

Academic staff senate meetings, 12-12

The AS Senate approved:

- Revised Academic Staff By-laws related to realignment, updated chair and committee terms to coincide with campus practice (begin with Fall semester academic contract start)

Other

- Chancellor Mone shared information with the body related to payplan, government affairs advocacy and Deloitte consulting. The Chancellor updated the AS Senate about his position regarding the Board of Regents and WI Legislature negotiation.
- AVC Makda Fessahaye updated the senate about HR initiatives. AS who supervise others should contact their director or leader about receiving the monthly HR digest newsletter.
- Phyllis King shared updated Moonshot progress. Academic staff have questions about progress reports, instructor participation, advisor follow-up, impact on student success.

Ongoing priorities for academic staff leadership include:

- ASC Chair Stalewski and AVC Fessahaye joined the Dean's meeting on 11/29 to review contracting options for AS and encourage compliance with ASPPP 104 Academic Staff Appointments. There are 965 IAS :252 >0.5 FTE, fixed term terminal contracts (and + 2 yrs. Service), 368 <0.5 FTE (ad hocs)

Workload: HR policy directs Each department (or equivalent) will develop a written workload policy for IAS consistent with this campus policy. The ASC will be working with units to formalize this requirement.

<https://uwm.edu/hr/policies/instructional-academic-staff-workload/>

The ASC will propose best practice for application of Clinical, Teaching Faculty, Teaching Professor titles.

Promotions for IAS: The ASC will work with SecU and others to develop P&P or guidance.

Provost Daire requested the ASC develop top 5-10 considerations for strategic change or improvement. A special meeting will be held.

Student Association (SA) – Teresa Davis, President

We have been in the process of SFC allocations and SAC grand hearings and hope to have them completed and passed by the Senate this Sunday. We have also been in the hiring process for the vacant Exec positions and will also need to fill one of the OAC roles as one of our current members is graduating on Sunday. We are always looking for additional senators to join as well as committee members, so please help us spread the word if you are able. I have been working on getting the spring semester Java with Jussel event in order, and this will take place on February 22nd. The Vice President of Academic Affairs, Jeremi, and I had a great conversation this morning with Chancellor Mone regarding student views on the Board of Regents decision and our understanding on the first amendment and campus safety in regard to recent events. We will also be attending the Academic Affairs Administrators Summit in January to share the student point of view on accommodation accessibility and community building in the classroom. If anyone has input from the faculty point of view that may be helpful in creating our presentation, we would be more than happy to hear from you. Susan, if you could possibly pass this along to the Academic Staff Senate, I believe they may be able to provide valuable input on these points. My email is davistn@uwm.edu if you would like to reach out with input or to inquire about further details.
