

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

**Thursday, January 25, 2024; 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 areas:

Partnerships: The Chancellor highlighted the significance of partnerships, particularly emphasizing the "Access to Success" week, which showcased UWM's leadership in various areas, especially in student success initiatives with K12 and technical college partners. He mentioned significant developments, including reforms and efforts to engage parents of first-generation students, and a major signing with technical colleges that has positioned UWM ahead nationally by creating strong pipelines for student admission.

Budget Issues: Chancellor Mone addressed budget concerns, noting that while enrollments are flat (not declining) and the tuition increase helps, costs have risen, including a notable pay plan increase. He stressed the challenges posed by inflation and the need for careful budget management.

Expectations of Turbulence: The Chancellor anticipates continued turbulence due to unrest in the Middle East leading to rallies and protests on campus. He mentioned the Golda Meir library as a potential focal point for pro-Palestinian student activities and emphasized the need for ongoing dialogue and engagement with various student and community groups.

Community Engagement: Finally, Chancellor Mone spoke about the importance of in-person community engagement, reflecting on how classes differ online versus in person. He encouraged faculty to think about how they can build community through in-person interactions. He also touched on the broader challenges workplaces face in adjusting post-COVID, mentioning the implications for space utilization on campus and the need for a physical presence to support funding requests and project justifications.

2. Provost's Report

Provost Daire provided a snapshot of the Spring 2024 enrollments, noting that the main campus enrollment was consistent with Spring 2023, while branch campuses were down by 15.2%, resulting in an overall 0.7% decrease. However, he highlighted a positive trend with new freshmen, new transfer, and reentry student enrollments exceeding the previous year's figures. He also mentioned a concern about new graduate student enrollment, attributing the decline to changes in open house events.

In his eighth month in the role, Provost Daire emphasized the need to attract and retain more students to fulfill the institution's mission. He outlined three top priorities: student success, budget/finance, and advancing externally funded research. Acknowledging the challenges of budget cuts and decreased investments in key areas, the Provost stressed that improvements should not overburden team members. He outlined four key areas for advancement: meeting R1 expectations, developing innovative curriculum, fostering culturally responsive and inclusive classroom pedagogy and practice, and improving the supportive environment and campus community.

Provost Daire announced an academic affairs administrative summit to discuss these initiatives and compare UWM to peer institutions, with participation from various university groups including governance. He reiterated the commitment to advancing the mission within resource constraints and

making necessary decisions to increase resources.

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

Senator Kay Wells inquired whether the UC is contemplating mandating in-person attendance for Faculty Senate meetings. Professor Dolan responded negatively, citing the need to accommodate CGS colleagues and to provide flexibility for senators with unique circumstances.

4. Academic Planning and Budget Committee (APBC) Report: Hobart Davies, Co-Chair
The report is attached.
5. Academic Staff Committee Report: Susan Stalewski, Chair
The report is attached.
6. Information Technology Policy Committee Report: Alison Donnelly, Chair
The report is attached.
7. Student Association (SA) Report: Teresa Davis, President
The report is attached.

II. DETERMINE EXISTENCE OF QUORUM FOR THE FACULTY MEETING

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

III. SENATE ROLL CALL

Secretary of the University John Reisel conducted the roll call for the Senate. There were 41 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.

IV. AUTOMATIC CONSENT

1. The minutes of the December 14, 2023 Faculty Senate meeting were approved as distributed.

V. CHANCELLOR'S REPORT

1. Document 3479, 12/14/23: Recommendation to Change the Name of the MS in Freshwater Sciences & Technology to the MS in Freshwater Sciences. Sent to UWM Administration, 12/15/23. Approved by UWM Administration, 12/18/23.
2. Document 3480, 12/14/23: Recommendation of the University Committee to Amend *UWM Policies & Procedures* Chapter A3.9: University Committee Charter. Sent to UWM Administration, 12/15/23. Approved by UWM Administration, 12/18/23.
3. Document 3481, 12/14/23: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Dr. Keith Dookeran. Sent to UWM Administration, 12/15/23. Received by UWM Administration, 12/18/23.
4. Document 3482, 12/14/23: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Dr. Rose Hennessey Garza. Sent to UWM Administration, 12/15/23. Received by UWM Administration, 12/18/23.

5. Document 3483, 12/14/23: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Mr. John Holland. Sent to UWM Administration, 12/15/23. Received by UWM Administration, 12/18/23.
6. Document 3484, 12/14/23: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Ms. Sara Luelloff. Sent to UWM Administration, 12/15/23. Received by UWM Administration, 12/18/23.
7. Document 3485, 12/14/23: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Dr. Renee Scampini. Sent to UWM Administration, 12/15/23. Received by UWM Administration, 12/18/23.
8. Document 3486, 12/14/23: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Ms. Stephanie Send. Sent to UWM Administration, 12/15/23. Received by UWM Administration, 12/18/23.
9. Document 3487, 12/14/23: Recommendation of the Zilber College of Public Health to Request Approval for Voting Privileges for Dr. Musa Yahaya. Sent to UWM Administration, 12/15/23. Received by UWM Administration, 12/18/23.

VI. BUSINESS

1. Faculty Document 1817R3: Recommendation of the Academic Policy Committee (APC) to Revise the Academic Drop and Probation Policy. A senator moved adoption of Faculty Document 1817R3. APC Chair Woonsup Choi presented the document.

MOTION: To approve Faculty Document 1817R3. The motion was seconded and approved with a vote of 38-yes; 0-no; and 1-abstention.

2. Faculty Document 3490: Recommendation of the APC to Create the Policy on Online Contingency Options in the Event of Cancellation of In-Person Classes. A senator moved adoption of Faculty Document 3490. APC Chair Woonsup Choi presented the document.

MOTION: To approve Faculty Document 3490. The motion was seconded and approved with a vote of 36-yes; 1-no; and 0-abstention.

3. Faculty Document 3491: Recommendation of the APC to Create the Policy on Requirement Terms. A senator moved adoption of Faculty Document 3491. APC Chair Woonsup Choi presented the document.

MOTION: To approve Faculty Document 3491. The motion was seconded and approved with a vote of 35-yes; 2-no; and 0-abstention.

4. Faculty Document 3492: Recommendation of the APC on Prohibition of Class Recess Due Dates. A senator moved adoption of Faculty Document 3492. APC Chair Woonsup Choi presented the document.

Senator Michael Newman questioned why the Fall Break prohibition includes Sunday, but Spring Break does not.

Senator John Boyland expressed opposition to the policy, citing potential unintended consequences, and Senator Kevin Renken agreed, recommending that the matter be referred back to the APC for additional review.

MOTION: To approve Faculty Document 3492. The motion was seconded and approved with a vote of 26-yes; 11-no; and 2-abstention.

5. Faculty Document 3493: Recommendation of the Academic Program & Curriculum Committee (APCC) to Create the UWM Bachelor's Degree Requirements Policy. A senator moved adoption of Faculty Document 3493. APCC Chair Kristen Murphy presented the document.

MOTION: To approve Faculty Document 3493. The motion was seconded and approved with a vote of 38-yes; 1-no; and 0-abstention.

6. Report on University Information Technology Services. Associate Vice Chancellor and Chief Information Officer Scott Genung presented the report. [Click here to view the report.](#)
7. Presentation on Accessibility Resource Center (ARC). Accessibility Resource Center Director Shannon Aylesworth presented the report. [Click here to view the report.](#)

Associate Professor Jocelyn Szczepaniak-Gillece expressed concerns regarding the use of a third-party for-profit software, referred to as "Glean," for recording and transcribing classroom activities, including student conversations. She highlighted the importance of privacy for students, especially those from less privileged economic backgrounds who might already experience surveillance in their jobs. She emphasized the classroom as a sanctuary for free thought and discussion on sensitive topics without the fear of being recorded by external entities. She called for a broader campus-wide discussion on the ethical implications of such technology and its potential impact on the classroom environment and student success. She also expressed a desire for improved communication between the ARC and faculty members.

Provost Daire announced the formation of a generative AI task force co-chaired by Scott Genung and Purush Papatla. The task force will focus on four key areas, including one specifically related to academic affairs, exploring the use of AI to enhance teaching, learning, and curricular issues. The Provost emphasized the importance of having rich conversations about how to appropriately use and embrace AI while addressing the concerns raised.

CIO Genung discussed the challenge universities face in using new technologies while protecting data privacy. He highlighted efforts to create secure environments within controlled cloud services to ensure data remains within institutional boundaries. Collaborations with major vendors like Microsoft and OpenAI are underway to address these challenges, with national progress offering potential solutions for institutions.

Senator Kay Wells emphasized the importance of intellectual property rights of professors and shared concerns about lecturing on unpublished work, which lacks copyright protection, and her discomfort with the idea of such lectures being used to train AI by for-profit companies.

Senator Kathy Dolan discussed the pervasive issue of privacy in the digital era, noting the ease of recording in classrooms with devices like cell phones.

Senator Richard Leson expressed strong reservations about using for-profit software in classrooms, emphasizing concerns over student privacy and the ethical use of technology. He criticized the reliance on technology for note-taking and classroom interaction, highlighting a shift from personal engagement to digital dependency. Professor Leson voiced his objection to being compelled to use software that potentially exploits student data and intellectual property, stressing his commitment to accommodating students with disabilities through more personal means. He questioned the software's role in eroding classroom community and connection, viewing it as an intrusive element that undermines the sense of trust and togetherness he aims to foster among his students.

Chief Legal Counsel Joely Urdan clarified that concerns about the use of third-party AI and intellectual property issues are specifically addressed in the agreement between the institution and

Glean, as well as in Glean's arrangement with its third-party API provider. Glean's FAQ section explicitly covers these topics, ensuring that participants are informed about how IP ownership and the use of transcriptions or recordings are managed: <https://glean.co/faculty#FAQs>

ARC Director Aylesworth suggested a potential solution where instructors could inform the class at the beginning that recording may occur due to a student having permission. This approach allows students uncomfortable with being recorded to express their concerns, enabling a pause in recording or note-taking as needed without singling out any student with a disability.

VII. UNFINISHED BUSINESS - None.

VIII. GENERAL GOOD AND WELFARE - None.

IX. ADJOURNMENT -The meeting was adjourned at 4:06 p.m.

Report to the Faculty Senate
Thursday, January 25, 2024

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met twice since the Faculty Senate meeting in December. With the holidays and semester break, news is relatively light.
 2. We have continued our meetings with the Chancellor, provost, and chair of the Academic Staff Committee.
 3. I am a member of the RNC Operations Planning group. In terms of academic issues, the group is recommending that instructional staff who teach in-person classes during the run of the convention move to online, if they can. There are 137 course sections enrolling over 2000+ students in the sessions that overlap the convention. There may be other instructional activities that are affected, whether at Zilber, SFS, or Waukesha. The group will be surveying people teaching during these sessions to determine if they can go online, what they need if they can't.
 4. In keeping with the Chancellor's comments on rebuilding community on campus, the UC had a conversation this week about our desire to encourage more robust discussion and engagement at Faculty Senate meetings and would like to encourage Senators to return to Curtin Hall for our monthly meetings. While people are always welcome here, our goal would be to ask Senators to plan for more in-person presence beginning in Fall 2024.
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Academic Planning & Budget Committee (APBC) – W. Hobart Davies, Co-Chair

Meeting of 1/11/24

The Provost reported on his priorities for the semester, which are: 1) student success, 2) budget and finance, and 3) advancing extramural research; and the levers or mechanisms with which he plans to attack these priorities, which are 1) workload and faculty evaluation, 2) innovative and market-driven curriculum; and 3) culturally responsive pedagogy and practice. He has specifically asked that the APBC be involved in evaluating the program array exercise, but no details have been discussed in this area yet.

The APBC has asked for a report on the Provost's retention initiatives launched last semester. He has promised a report on funded projects and preliminary results in the near future.

Meeting of 1/25/24

Provost not able to attend.

Discussion focused on the above requests from the Provost and updates and discussion on the review of the current Budget Model. The APBC co-chairs continue to actively participate in the process of reviewing the Budget Model, and the APBC will be asked to review and comment on proposed changes to the Model before it is released to campus. Discussion thus far has focused on possible changes to the algorithm for disbursing state and undergraduate tuition to campus (currently 70% SCH/20% research metrics/10% degrees awarded) and criteria for subvention. Discussion of a possible major revision of the model, moving away from a flat tax on academic units to an RCM approach where academic units are charged for services actually received. Current conclusion is that we do not have time to accomplish this in the current timeframe, but this will be studied more as an option for the future.

APBC continues to discuss how to best get key financial information out to faculty and staff. Sense of considerable anxiety on campus, but it seems most people do not have the information they need to contribute to the discussion. Please speak to any APBC members if you have ideas about how this can be done better.

Academic Staff Committee (ASC) – Susan Stalewski, Chair

ASC meetings, 12/18, 1/8

The ASC met on 12/18 and heard reports from M. Fassahaye who gave updates about the approval and distribution of the 23-24 payplan and progress on the pay progression proposal. R. Van Harpen who gave updates about the budget planning process for FY 25, and encouraged committee members to visit the Build the Brand website. Provost Daire discussed a program array review due in February with action plans due in July.

The ASC is developing strategic priorities at the request of Provost Daire and will have a final report in February.

Academic staff senate meeting, 1-9

An ASC leadership goal is to a collegial support collaborative environment at UWM. The AS senate meets in Teams and prioritizes information sharing from campus leaders. Chancellor Mone attends all senate meetings as his schedule allows. Provost Daire and AVC Fassahaye attend all meetings. Attendance at the 1/9 meeting was 103 which is a high participation for a regular (non-general) meeting.

The AS Senate approved:

SAAP 6-9 Facility Access and Use Policy for Guests

AS Document 144 – Academic Staff Orientation Committee Bylaws

AS Document 145 – Non-Instructional Academic Staff (NIAS) Subcommittee Bylaws

AS Document 146 – Revisions to Academic Staff Committee and AS Standing Committees Bylaws- references to schools/colleges and term of office

Guest presenters were:

Provost Andrew Daire, Associate Vice Chancellor, Human Resources, Makda Fessahaye, C. Chief Government Relations Officer Keri Duce, D. Director of Campus Planning Jen Francis

Chair Stalewski reported a need to discuss/review remote work policies and the recently completed Leg Bureau teleworking audit.

AS leadership are participating in the Academic Affairs administrative summit (Jan, 2024) the Deloitte campus review (Feb. 2024), and ongoing RNC planning including representation on the sub groups.

Other

As noted in the December report to the Senate, the 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. These are proposed as faculty documents for the 1/25 faculty senate meeting and have not been discussed with the academic staff. These could more appropriately be SAAP policies, similar to polices for incompletes, grade appeals, course evaluations and other academic affairs SAAPS.

Fac document 3491 Recommendation of the Academic Policy Committee to Create the Policy on Requirement Terms will negatively impact adult, returning students who are a target population for UWM.

Ongoing priorities for academic staff leadership include:

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.

Information Technology Policy Committee (ITPC) – Alison Donnelly, Co-Chair

Committee Members: Alison Donnelly (Co-Chair), AkkeNeel Talsma (Co-Chair), Benjamin Church, Michael Farrell, Stuart Moulthrop, Karen Parrish Baker, Swapnil Tripathi, Filipe Alberto, Stephen Appel, Mohamed Ayoub, Ioannis Floros, John Heilmann, Emmitt Houston, Suzanne Joneson, Karolina May Chu, Ann Raddant, Ora John Reuter, Phillip Sink, Tian Zhao. Ex officio: Scott Genung, Paul Klajbor, Mark Jacobsen

Meetings convened:

ITPC convened the following meetings: September 2023, October 2023, November 2023, December 2023:

Key Topics of Discussion:

Center for Teaching and Learning: (September) Sarah Riforgiate gave a presentation focusing on AI innovations and what they mean for UWM. She addressed the implications of AI advances on teaching and learning, how we can help students use AI responsibly, and how we can be a part of the conversation around the future of AI in higher education.

Marketing and Communications: (September) Mark Jacobson gave a presentation on the current state of the rollout of Web 2.0. The presentation focused on ways in which Web 2.0 will support the function of our web presence as a marketing and recruitment tool.

Information Security: (October) Mike Grypp gave an overview of UWM's Cybersecurity Month Initiatives. Mike highlighted common scams and presented the Information Security office as resource for resolving these issues.

Office of the CIO: (November) Scott Genung gave an overview of his vision for UWM, including the path of adaptive strategic planning currently underway. (December) Scott Genung continued the discussion on adaptive strategic planning highlighting a SWOT analysis being completed.

UW System: (December) Beth Schaefer and Stephanie Warner gave an update on UW System's progress with ATP.

Committee Liaison Reports:

Committee liaison reports were given at each meeting covering the following committees: Academic Planning and Budget Committee, Tech Users Group, Educational Technology Committee, Office365 Governance Team, Research Policy Advisory Committee, and Web Steering Committee.

Student Association (SA) – Teresa Davis, President

Student Association will have our first senate meeting back from break this upcoming Sunday, January 28th at 5:00 pm in the Alumni Fireside Lounge. At this meeting, we will be taking a look at the Java with Jussel legislation in preparation for that event, which is scheduled to take place on Thursday, February 22nd from 10:00 am to 11:30 am in the Fireside Lounge. We also hope to swear in two new senators during this meeting and confirm a bunch of new committee members. The Student Appropriation Committee will be meeting this week to discuss grant hearings and we hope to present the SAC legislation to the student senate on Sunday to

get student organizations funding by mid next week. This Friday, Vice President of Academic Affairs, Jeremi Lukos, and I will have the opportunity to present at the Academic Affairs Administrative Summit regarding creating community within classrooms. We look forward to the opportunity to connect with campus leaders to discuss how we can continue to cultivate a welcoming and inclusive environment to increase student success.
