

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

**Thursday, February 15, 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 topics:

- Universities of Wisconsin Chancellor and Regent Meetings: Key topics included system budget priorities for the next biennium, focusing on employee compensation and the Promise Program.
- FAFSA Importance: Chancellor Mone emphasized the significance of completing the FAFSA to access unclaimed Pell Grant money, praising the new streamlined process.
- Campus Developments: The Chancellor highlighted campus budget updates, the need for austerity, and discussions on differential funding models for Milwaukee's research role.
- Partnerships: Chancellor Mone reported on a recent productive meeting with Microsoft's CEO Satya Nadella about investments in artificial intelligence and manufacturing research.
- Community Engagement: The Chancellor discussed media coverage, community engagement activities, and the importance of adapting to societal and financial changes.

Professor Hobart Davies asked about the recent across-the-board raises and whether future raises could include a merit component. Chancellor Mone responded affirmatively, stating that while small raises offer limited differentiation, larger raises (3-4%) could allow for merit-based distinctions. He noted the rarity of such significant raises and acknowledged the impact of inflation and the potential for making a strong case for future increases.

Senator Derek Counts expressed appreciation for Chancellor Mone's leadership and the work being done by the faculty, emphasizing the continuous evolution and innovation in their fields to improve student experiences and outcomes. He emphasized the need to communicate these ongoing changes to counteract the perception of stagnation in academia. Chancellor Mone appreciated the feedback, referenced the resources linked below on resistance to change in higher education, and underscored the campus's commitment to engagement, collaboration, and innovation in contrast to broader criticisms of higher education's resistance to change. He stressed the importance of continuous adaptation to match the pace of external changes.

Resistance to Change: "Whatever It Is, I Am Against It", Brian Rosenberg, former president of MacAlister College, Nov. 2023, transcript (scroll down to "Episode Transcript" link; 6 minute read) <https://studentaffairsnow.com/resistance-to-change-in-higher-ed/>

"Designing Higher Education Funding Models to Promote Student Success": SSTAR report, Jan. 2024, Nicholas Hillman, Maberly Dzieszinski and Ejnji You, University of Wisconsin–Madison January 2024 <https://sstar.wisc.edu/equity-funding/>

2. Provost's Report

Provost Daire provided updates on spring 2024 enrollment, noting a stable undergraduate enrollment but a 2.6% decrease in graduate student numbers. Efforts to understand and address this drop are underway. He reported slight improvements in re-enrollment rates, with some units showing increases of 1.5% to 9%. However, overall non-re-enrollment stood at 12.9%. In terms of research, Provost Daire shared that the institution is on track with proposal counts, awards, and expenditures,

highlighting \$22.9 million in research awards and \$33.3 million in research expenditures. Plans are in motion to establish research priorities for UWM, with governance groups to be consulted. Budget meetings with colleges are scheduled to discuss current and future financial plans, especially for units receiving subsidies. Lastly, Provost Daire acknowledged the need to recognize ongoing changes and improvements within the university, particularly in re-enrollment rates, and appreciated Senator Count's feedback on this matter.

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

Senator Richard Leson inquired about where faculty could find basic information on the UWM budget. Vice Chancellor Robin Van Harpen responded that while there isn't currently a dedicated resource, they will put something together and make such information readily available.

Chancellor Mone reported positive feedback from other campus Chancellors on the Deloitte study, highlighting its role in enhancing communication and addressing UWM's unique mission and funding challenges. The study, part of the Universities of Wisconsin strategy for fiscal sustainability, aims to provide a fair overview of institutions, with UWM seeking representation aligned with its mission and 2030 planning goals. Vice Chancellor Van Harpen clarified that the project, aimed at addressing structural deficits, involves cooperative data sharing and interviews, with UWM aiming for fair representation and recommendations consistent with its strategic plans.

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 January 25, 2024 Faculty Senate meeting were approved as distributed.
2. SAAP 13-03: Recommendation of the Policy Advisory Committee and Human Resources to Revise the Personnel File Policy was received.

IV. CHANCELLOR'S REPORT

1. Document 1817R3, 01/25/24: Recommendation of the Academic Policy Committee (APC) to Revise the Academic Drop and Probation Policy. Sent to UWM Administration, 01/29/24. Approved by UWM Administration, 02/12/24.
2. Document 3490, 01/25/24: Recommendation of the APC to Create the Policy on Online Contingency Options in the Event of Cancellation of In-Person Classes. Sent to UWM Administration, 01/29/24. Approved by UWM Administration, 02/12/24.

3. Document 3491, 01/25/24: Recommendation of the APC to Create the Policy on Requirement Terms. A senator moved adoption of Faculty Document 3491. Sent to UWM Administration, 01/29/24. Approved by UWM Administration, 02/12/24.
4. Document 3492, 01/25/24: Recommendation of the APC on Prohibition of Class Recess Due Dates. Sent to UWM Administration, 01/29/24. Approved by UWM Administration, 02/12/24.
5. Document 3493, 01/25/24: Recommendation of the Academic Program & Curriculum Committee (APCC) to Create the UWM Bachelor's Degree Requirements Policy. Sent to UWM Administration, 01/29/24. Approved by UWM Administration, 02/12/24.

V. BUSINESS

1. SAAP 14-07: Recommendation of the Policy Advisory Committee and the Office of Research to Create the UWM Research Integrity Training Policy. A senator moved adoption of SAAP 14-07. The motion was seconded. Interim Vice Provost for Research Kristian O'Connor presented the document.

Senator John Boyland asked if the training would require annual completion, to which Interim Vice Provost O'Connor responded that it is not intended for yearly renewal.

Senator Erica Young inquired about offering a refresher course and verifying a graduate student's completion of a specific training. Interim Vice Provost O'Connor responded that for NIH-required RCR training, refreshers are needed every four years, mainly for PIs. While no student refresher course exists, the policy implies a four-year refresher. For tracking student compliance, Interim Vice Provost O'Connor advised contacting the Office of Research, as they monitor compliance, particularly for certain grants requiring in-person RCR training.

Senator Kay Wells questioned if training could be shortened for faculty not working with human or animal subjects. Interim Vice Provost O'Connor and Research Compliance Manager Jeffrey Nytes explained that the 4-hour CITI Program training is fixed and covers a broad range of research ethics topics, making customization difficult. The training is a one-time requirement and can be completed in parts, aiming to provide a foundational understanding of various research aspects, even those not directly relevant to all researchers.

MOTION: To approve SAAP 14-07. The motion was seconded and approved with a vote of 30-yes; 8-no; and 1-abstention.

2. Faculty Document 3478: Request for Authorization to Implement a Master of Science in Connected Systems Engineering (CSE) at UWM. A senator moved adoption of Faculty Document 3478. The motion was seconded. Senator Wilkistar Otieno presented the document.

MOTION: To approve Faculty Document 3478. The motion was seconded and approved with a vote of 39-yes; 0-no; and 2-abstention.

3. Faculty Document 3494: Request of the Department of Anthropology for Inclusion in the Division of Professions. A senator moved adoption of Faculty Document 3494. Division of Professions Executive Committee Chair Thomas LeBel presented the document.

Senator Young asked about faculty choice in divisional affiliation due to Anthropology's broad scope. Secretary Reisel explained that faculty can choose their preferred division in departments affiliated with multiple divisions and can petition to transfer to a new division if affiliations change, without being moved against their will.

MOTION: To approve Faculty Document 3494. The motion was seconded and approved with a vote of 37-yes; 1-no; and 3-abstention.

4. Report on University Advancement. Vice Chancellor Joan Nesbitt presented the report. [Click here to view the report.](#)

Senator Boyland highlighted that UWM's positioning as the highest philanthropic priority is relatively weak compared to its peer institutions. In response, Vice Chancellor Nesbitt pointed out that there is also a lack of diversity in the types of gifts recognized, emphasizing the need for better communication about how contributions are utilized. Additionally, she noted that Milwaukee offers numerous avenues for philanthropy, further challenging UWM's efforts to attract donations.

Senator Michael Newman asked about the use of development funds, particularly regarding student success initiatives. Vice Chancellor Nesbitt explained that the funds are used campus-wide, notably for scholarships, program support, and operations, with a significant portion for salaries.

5. Update on Moon Shot for Equity. Associate Vice Chancellor and Vice Provost for Partnerships & Initiatives Phyllis King presented the report. [Click here to view the report.](#)

VI. UNFINISHED BUSINESS - None.

VII. GENERAL GOOD AND WELFARE - None.

VIII. ADJOURNMENT -The meeting was adjourned at 4:03 p.m.

Report to the Faculty Senate
Thursday, February 15, 2024

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met twice since the Faculty Senate meeting in January.
2. We have continued our meetings with the Chancellor, provost, and chair of the Academic Staff Committee.
3. I attended the meeting of all campus governance reps in Madison earlier this month. We heard from the faculty rep at UW Lax, who reported on efforts on his campus to engage state legislators on the question of campus start dates. As of now, we can't start before September 2, but they are advocating for campus-level flexibility to start on or after the Monday before Labor Day. We also heard from President Rothman on some of the remaining issues from the "deal" that have to be passed by the Legislature, including a guaranteed admission program to UW campuses and the cap on system DEI positions.
4. We have been talking with Dave Clark about the process of designing and implementing a new teaching evaluation system on campus. Richard Leson was the UC rep on a committee to choose the platform we will use for online evals – Explorance Blue, which is what all of the other campuses are using. Dave is now in the process of putting together a group to develop the common campus-wide instrument for the evals. This would then be turned over to units for the addition of their own questions. I thank Richard for serving as the UC rep on that group.
5. In early March, The Accessibility Resource Center will experience a site visit and evaluation conducted by their national association. There will be a session for faculty with the evaluators, so please contact Suzanne Boyd if might be interested in participating.
6. Yesterday, I took part in the meeting of governance leads with the team from Deloitte who are on campus conducting the audits of the non-Madison campuses as scheduled by the Universities of WI leadership. It was a positive session and their focus was on identifying things we thought were going well and where we saw potential opportunities.

Academic Planning & Budget Committee (APBC) – W. Hobart Davies, Co-Chair

Meeting of 2/8/24

Provost not able to attend.

APBC Chairs were included in meeting with Deloitte consultants who were contracted by the Universities of Wisconsin to report on recommendations for improving financial sustainability across all campuses (excluding Madison). Involvement thus far has been at a listening session.

APBC would like to collect information on how colleges approached the program array exercise. Will begin with invitations to deans and/or others involved with the processes across campus.

APBC has requested a report on external consultant costs across campus in last 2 fiscal years. I will report back.

APBC Chairs continue to participate in Budget Model review process. APBC continues to be committed to be a source of information on the specifics of the current Budget Model and as revisions get made heading into next year.

Academic Staff Committee (ASC) – Susan Stalewski, Chair

ASC meetings, 2/5

The ASC met on 2/5 and was joined by Chancellor Mone, VS Van Harpen, AVC Fassahaye and UC chair Dolan.

The ASC voted to continue virtual meetings for the 24-25 year. Attendance is improved in the virtual environment and all academic staff are invited. It is noted that scheduling a room can be challenging. The ASC is developing strategic priorities at the request of Provost Daire and will have a final report in February.

Updated data for the Academic Staff employees at UWM were shared. There are 965 instructional academic staff and 893 non instructional academic staff at UWM this year. Of the instruction staff, 374 are employed at <50% (39% of all instructional staff). It is essential to engage these instructors in student success efforts and to ensure that UWM provides the support and tools needed for all instructional staff to be successful in the classroom.

Academic staff senate meeting, 2-13

The AS Senate had no new or unfinished business and heard information from Provost Daire, Chancellor Mone, AVC Fassahaye, CIO Scott Genung, and ARC Director Ayelsworth. Members of the University Staff were invited and total attendance at this meeting was ~150. Chair Stalewski is appreciative of the time commitment given by campus leaders and also Tammy Howard who arranges the scheduling of guests.

All are encouraged to register for the Wellness Wed newsletter and to participate in campus cares activities. Carrie Flieder, director of counselling announced that the Chancellor's Advisory Committee on Mental health is seeking a representative from the faculty or academic staff.

The academic staff professional development award process now requires matching funds from the home unit of the applicant(s). These funds support group and individual professional development such as the NIAS work breaks or continuing education. We appreciate the motive to gain participation from departments and administrative units but are concerned about the availability of matching funds.

Other

AS leadership are participated in the Academic Affairs administrative summit (Jan, 2024) the Deloitte campus review (Feb. 14, 2024), ongoing RNC planning which includes many academic staff experts, S&S committees for VC for Academic Affairs and VC for Faculty Affairs and the implementation team for the newly selected course evaluation tool. Many AS are program directors and are responsible for the course evaluation process in their units and are eagerly looking forward to the improved process offered by Explorance Blue. The course evaluation process is of high interest to academic staff leadership since 70% of instructional staff are on fixed terminal status and most impacted by output from course evaluations. We encourage all units to investigate best practice in evaluation of courses and teaching quality.

Ongoing priorities for academic staff leadership include:

AS leadership values opportunities for collaborative discussion and work with our Faculty and University Staff colleagues.

The ASC will update policy 105

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.

The Pay Progression proposal from Spring 2023 is of interest to AS. This proposal should be making its way to campus administration followed by governance in the near future.

Student Association (SA) – Teresa Davis, President

The finalized SAC Grants have been approved by the student senate. The presentation Jeremi and I gave at the Academic Affairs Administrative Summit went very well. We got some great feedback and hope to see some changes implemented in the classrooms throughout the semester to improve the student experience. Student Association 2024-25 election details will be posted soon. I had the opportunity to share the student perspective at a meeting with the Deloitte consultants. Please reach out with any questions, concerns, or feedback for Student Association.
