

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

**Thursday, March 14, 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:

- Town Hall Meeting: The March 13th town hall covered various topics, including 2030 future plans, budget updates, and the closure of the College of General Studies Waukesha campus. [Click here to view the recording of the town hall.](#)
- CGS Waukesha Closure: Chancellor Mone provided updates on the College of General Studies Waukesha campus closure, mentioning recent developments, media exposure, and the factors leading to its closure by spring 2025. Challenges included enrollment declines, high support costs, budget constraints, and inability to absorb staff into the main campus. Opportunities for students and staff at Waukesha County Technical College were noted.
- Student Protests: The Students for a Democratic Society (SDS) held rallies and made demands regarding the university's investments in study abroad programs, faculty research partnerships and renaming the library. Chancellor Mone plans to issue a statement addressing these demands.
- Men's Basketball: Chancellor Mone celebrated the men's basketball team's performance in making the Horizon League championship game, noting their improvement from last year and the exciting season.
- Length of Service Awards: The university celebrated 6,240 years of employee service, with changes to the ceremony format to shorten the event while allowing more time for pre- and post-ceremony interactions. Chancellor Mone encouraged faculty to submit feedback on the ceremony format.

Associate Professor Tait Szabo criticized policy changes in Wisconsin that weakened tenure, highlighting the decision to lay off 40 tenured faculty as a significant blow to tenure's status. Szabo questioned which programs would be next to face cuts, emphasizing the threat to all faculty. In response, Chancellor Mone noted efforts to mitigate further impacts, acknowledging the financial challenges in higher education and the need for budgetary balance amidst declining enrollments and high program costs.

A CGS faculty member questioned Chancellor Mone on the legal basis for terminating tenured faculty, inquiring about potential lawsuits given statutory requirements for seeking alternative appointments for laid-off faculty. Chancellor Mone explained that the action falls under program discontinuation policies and procedures rather than financial exigency.

Senator Stephan Scholz inquired about the procedures for faculty layoffs due to program discontinuance, specifically the creation and consultation of a faculty committee as required by P&P, the timing of termination notices, and the policy regarding the reappointment of laid-off faculty. Scholz questioned whether CGS faculty would be included in the committee, when termination notices would be issued, and if UWM plans to refrain from hiring others to teach the same courses for three years post-termination. Chancellor Mone responded affirming adherence to all policies and procedures regarding program discontinuation and faculty governance, stating that the composition of the committee and the specifics of faculty continuation or reappointment would be considered on a case-by-case basis, with careful evaluation of all relevant factors.

Distinguished Professor Mark D. Schwartz expressed concern about the closure of the Waukesha campus, which had been considered one of the stronger branch campuses in the UW System. He speculated that this might signal broader issues across the system, criticizing the integration of branch campuses into larger institutions as setting them up for failure.

2. Provost's Report

Provost Daire acknowledged the difficulty of the CGS closure decision, emphasizing the emotional toll and the effort to provide answers during such a challenging time. Provost Daire explained that his focus is on ensuring that decisions like this are not faced again, necessitating changes in how things are done. Despite budget deficits, the aim is to unite the campus community to make necessary decisions for progress. Efforts include sharing more data for collective decision-making, examining program arrays, and aligning workloads with research and creative activities. There will continue to be a push towards international enrollment growth and student retention, as well as a move to a budget model that provides immediate revenue for increased student enrollment. A CGS student town hall is planned for April 1<sup>st</sup>.

Senator Kay Wells asked if there were plans to lay off tenured faculty from other schools to which Provost Daire responded that such conversations had not occurred. However, Provost Daire mentioned the necessity of examining data and considering recruitment aspects transparently, implying that future decisions would be data-driven.

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

Professor of Practice Talitha Selby inquired about the availability of severance packages for those affected by layoffs. Chancellor Mone responded that while specific details were not yet determined, the administration is considering the potential for Voluntary Separation Incentive Payments (VSIP) for eligible individuals in the future.

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

The report is attached.

Senator Kay Wells expressed confusion about the closure of CGS not going through faculty governance as previously indicated. UC Chair Dolan clarified that, according to Regent Policy 20-24, the Chancellor must present a plan and justification to a faculty governance committee, which then has time to consider the proposal and make a recommendation back to the Chancellor. The Chancellor decides on the action, which is then brought to the UC and the Faculty Senate. However, due to legislative changes such as Act 10 and statute changes in 2015, faculty governance's recommendations are advisory and do not have the power to make final decisions.

4. Academic Planning and Budget Committee (APBC) Report: Hobart Davies, Co-Chair

No report.

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 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](mailto:secofunv@uwm.edu).

### III. AUTOMATIC CONSENT

1. The minutes of the February 15, 2024 Faculty Senate meeting were approved as distributed.

### IV. CHANCELLOR'S REPORT

1. Document 3478, 02/15/24: Request for Authorization to Implement a Master of Science in Connected Systems Engineering (CSE) at UWM. Sent to UWM Administration, 02/19/24. Approved by UWM Administration, 02/22/24.
2. Document 3494, 02/15/24: Request of the Department of Anthropology for Inclusion in the Division of Professions. Sent to UWM Administration, 02/19/24. Approved by UWM Administration, 02/22/24.

### V. SPECIAL ORDER OF BUSINESS

1. Faculty Document 3495: Report of the Nominations Committee for Elective Standing Faculty Committees for 2024-25. Nominations Committee Chair Kristene Surerus presented. The floor was open for additional nominations. Secretary Reisel recorded additional nominations from the floor for the 2024-25 faculty standing committees and the Faculty Senate.

MOTION: It was moved, seconded, and unanimously approved to amend the ballot to include the nominations taken from the floor and to close nominations. The motion was approved by voice vote.

### VI. BUSINESS

1. Faculty Document 2179R1: Recommendation of the Affirmative Action in Faculty Employment Committee (AAFEC) to Revise UWM P&P Ch. A1.35: AAFEC Charter. A senator moved adoption of Faculty Document 2179R1. AAFEC Chair Monna Arvinen-Barrow presented the document.

MOTION: To approve Faculty Document 2179R1. The motion was seconded and approved with a vote of 30-yes; 1-no; and 5-abstention.

2. Faculty Document 3496: Recommendation of the University Committee (UC) to Revise UWM P&P Ch. 3.11 Regarding the Quorum Rules for Divisional Executive Committees. A senator moved adoption of Faculty Document 3496. UC Chair Kathleen Dolan presented the document.

MOTION: To approve Faculty Document 3496. The motion was seconded and approved with a vote of 39-yes; 1-no; and 0-abstention.

3. Faculty Document 3497: Recommendation of the University Committee (UC) to Revise UWM P&P Ch. 2.02(4)a Regarding Approval of Academic Staff College Voting Rights. A senator moved adoption of Faculty Document 3497. UC Chair Kathleen Dolan presented the document.

MOTION: To approve Faculty Document 3497. The motion was seconded and approved with a vote of 37-yes; 1-no; and 1-abstention.

4. Faculty Document 3498: Recommendations for Academic Staff Member Qualifications for Being Granted Faculty Voting Rights by a Department, School, or College. A senator moved adoption of Faculty Document 3498. UC Chair Kathleen Dolan presented the document.

MOTION: To approve Faculty Document 3498. The motion was seconded and approved with a vote of 35-yes; 2-no; and 1-abstention.

5. Faculty Document 3499: Request of the Department of Administrative Leadership to Change the Name of the Administrative Leadership and Supervision in Education Program to Administrative Leadership. A senator moved adoption of Faculty Document 3499. The motion was seconded. presented the document. Chair of the Department of Administrative Leadership Cheryl Baldwin presented the document.

MOTION: To approve Faculty Document 3499. The motion was seconded and approved with a vote of 33-yes; 1-no; and 1-abstention.

6. Report on Student Affairs. No report. Rescheduled to April 18<sup>th</sup> meeting.
7. Report on Finance & Administrative Affairs (FAA). Vice Chancellor Robin Van Harpen presented the report. [Click here to view the 2023 FAA Annual report.](#) [Click here to view the presentation.](#)

Senator Derek Counts asked for examples of initiatives aimed at prioritizing student success. Vice Chancellor Van Harpen, with contributions from Vice Provost Dave Clark, highlighted several efforts, including Moonshot for Equity, Navigate and Educator Institute. Despite challenges in securing more base funding from the UW System, a review was conducted to identify the most effective initiatives for ongoing support, focusing on impactful projects. Efforts also involve collaboration with University Advancement for fundraising to sustain and hopefully expand these initiatives.

Senator Kay Wells inquired about the impact of the FAFSA rollout on enrollment. Vice Chancellor Van Harpen responded that the Enrollment Management and Financial Aid offices had proactively worked to mitigate any negative effects by utilizing one-time funding to support financial aid services with additional graduate students. These efforts have been directed at assisting families directly. Application and admission numbers remain encouraging, partly due to the continuation of the Promise Program, which assures students below a certain income threshold that their tuition and fees will be covered. The positive outlook is attributed to the dedicated work of the Financial Aid staff.

## **VII. UNFINISHED BUSINESS**

Chancellor Mone addressed an incident from earlier in the meeting where inappropriate language was used towards Provost Daire, highlighting it as contrary to the expected code of conduct and decorum. While recognizing the presence of hostility and anger, he emphasized the need for civility and mentioned that processes for airing grievances and views would be followed. Chancellor Mone stated there would be follow-up with Dean Bronner regarding the behavior and offered an apology to Provost Daire on behalf of everyone.

## **VIII. GENERAL GOOD AND WELFARE - None.**

## **IX. ADJOURNMENT -The meeting was adjourned at 3:49 p.m.**

**Report to the Faculty Senate**  
**Thursday, March 14, 2024**

---

**University Committee (UC) – Kathleen Dolan, Chair**

1. The UC has met three times since the Faculty Senate meeting in February.
2. We have continued our monthly 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 President Rothman, who said that his top priorities for the next budget cycle are requests for an increase in the operating budget for the Universities of Wisconsin and another pay raise for employees.
4. We met with Dave Clark and Jason Puskar about the final version of the General Education proposal that went to the APCC as new business this week. They will consider it and, if they vote in support of it, the proposal will come to us, likely in May. Work is also beginning on developing a universal instrument for teaching evaluations.
5. Members of the UC are also serving on the search committees for the dean of Zilber, dean of CAA, VCFA, and VCAA. Each search is on track to begin preliminary evaluation of candidates through zoom interviews and move to on-campus interviews this semester.
6. The UC also had to meetings with the Provost about his efforts a faculty workload policy. We covered a range of topics and plan to continue our discussions moving forward.
7. The RNC academic work group met. There are several instructors who plan to hold in-person classes that week, so they will need to plan for logistical challenges. Currently, two towers of Sandburg Hall and space in Riverview and Cambridge dorms have been booked for convention volunteers. The reveal of the security map shows that WUWM, SCE, and part of ZSPH will be in the “hard” security zone. SFS may be, depending on security plans for the Milwaukee River.
8. Finally, as you will see a bit later on, we have a significant number of vacancies on the draft ballot for governance committee elections later this spring. The UC has been working to get more candidates for these positions, but we would encourage Senators (and department chairs) to recruit candidates and make clear the importance of governance work.

---

**Academic Staff Committee (ASC) – Susan Stalewski, Chair**

**ASC meetings 2/19 and 3/5**

2/19 Guest included USC chair Gail Dukes. I am joining the US Senate next week on 3/18 .

3/5 Guests included Chancellor Mone, AVC Fassahaye, UC Chair Dolan and Non-teaching review committee chair Hanlon

Kristin Woodward from the GM Libraries shared information about the textbook adoption work currently ongoing at UWM. Kristin was able to share concerns about textbook adoption practices such as equitable access that may not be student friendly. She has volunteered to represent the academic staff committee on the current Virtual Bookstore transition committee.

The ASC and review committees have identified inconsistencies and are considering how to provide guidance for the review of probationary employees who have been awarded prior service.

Provost Daire requested recommendations for systemic strategies for UWM. The committee considered this request in January and February and delivered our recommendations to the Provost in February. Chair Stalewski is joining the provost's staff meeting in April to review and discuss.

Chair Stalewski participated in a professional review of the accessibility resource center. Key messages from an academic staff perspective are the need to support all instructors, particularly ad hocs in meeting student needs. Students need to know that they matter and that accessibility is not about accommodations but about removing barriers. There are barriers in access to services for students and we need to know more about the student journey/perspective regarding disability.

### **Academic staff senate meeting, 3/13**

This was a general meeting of the Academic Staff. Guests included Provost Daire and AVC Fassahaye. The academic staff express concern for our colleagues in CGS. 65 academic staff are assigned to CGS and all are on some type of fixed term contract. 39 are instructional and only 25% are employed at less than 50%. These are largely not adjunct instructors. 50% have 10 or more years of service.

The AS senate approved:

AS Document #147 Revisions to Academic Staff Senate Bylaws

SAAP 13-3 Personnel File Policy

SAAP 14-7 UWM Research Integrity Training Policy. Thank you to Jeff Nytes, Research Integrity and Compliance Manager for explaining this policy to the senate.

The nominations committee solicited nominations from the floor to complete the candidate slate for several committees. Elections will be finalized in April.

AS awards committee chair Jessica Schuld reported on a revision to annual campus awards resulting in a more equitable distribution which recognizes the differing contributions of faculty, academic staff and university staff. We thank Chancellor Mone for initiating this work.

### **Other**

Academic staff, including myself, are participating in the Explorance Blue implementation team. We are committed to ensuring that this implementation meets the needs of instructional units, administration and UWM systems. 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.

### **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 related to annual evaluations. The academic staff policy stipulates different timelines than for others which is confusing and a challenge to maintain. We understand that new processes will come into play with the implementation of Workday (FY 2025)

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 2024-25 Student Association election is in full swing! Signatures are due Friday, March 15th to be on the ballot. The formal debate will be held on April 10th at 4:30 pm in the Fireside Lounge and the town hall event will be on April 23rd at 4:30 pm in the Innovation Commons of the LEC. Online voting will be open from April 30th to May 2nd. Please encourage students to engage with the election by attending events and voting. The Executive Hiring Committee has been working on the interview process for hiring two new OAC members to be a part of SA. As I am sure Provost Daire has reported, the Pizza with the Provost event was a great success! We had a large number of students attend and engaged in a meaningful conversation about the academic environments here on campus. I will be off campus recovering from surgery starting today, so if anything comes up, please reach out to me via Teams or Outlook and rely on SAPS and the rest of the exec team in my absence.

---