

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

**Thursday, September 19, 2024; 2:30 p.m.  
Curtin 175 and Microsoft Teams**

Chancellor Mone called the Faculty Meeting to order at 2:31 p.m.

**I. COMMENTS AND QUESTIONS**

1. Chancellor's Report

Chancellor Mone provided updates on several important topics:

- His annual plenary address, which took place on Thursday, September 12<sup>th</sup>, with [a recap emailed to the campus community](#).
- Ongoing campus dynamics, particularly protests related to Middle East tensions and the upcoming election, which are expected to escalate in the fall.
- Summer planning efforts to address potential campus unrest.
- UWM's submission of an \$855 million budget request to the governor, which will subsequently move to the legislature. Election outcomes and redistricting may impact legislative results.
- An upcoming Board of Regents meeting, with updates on the Chancellor search committee anticipated soon.
- The grand opening of the Chemistry Building on Friday, September 27th.
- Progress in student success and enrollment management efforts, with confidence in increasing both enrollment and graduation rates.

Senator Jeffrey Sommers raised concerns about UWM's capacity to retain its R1 status and whether there is a plan to maintain or abandon that goal. Chancellor Mone emphasized that UWM remains committed to retaining and strengthening its R1 status, despite challenges such as a reduction in faculty since 2010. A group is actively working on prioritizing funding and support for R1 as part of the 2030 initiative. Provost Daire added that addressing workload equity, supporting the Office of Research, and investing in CETL are critical for securing R1 status, with a goal to increase research expenditures and sustain undergraduate research engagement.

2. Provost's Report

Provost Daire provided updates on three key topics:

- **Enrollments:** This year saw the largest entering class since 2014, with new student enrollment up by 9.9% and new transfer students up 5.4%. However, graduate enrollment dropped by 6.2%, largely due to a decline in international students, particularly from India.
- **Budget:** The recent Deloitte report on UWM's budget highlights challenges, but there are many options to address them. Three budget information sessions will be held in October to engage faculty and staff.
- **Workload Equity:** A task force will be formed to address gaps in the current faculty workload policy, focusing on workload distribution, transparency, and alignment with faculty evaluations. This initiative builds on previous efforts and will involve faculty governance.

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

Senator Miren Boehm asked if equalizing workloads across departments would also lead to equalized pay. Provost Daire clarified that departments need to compare workloads with their peers. He acknowledged that salaries are a critical issue, and improving student success and workload equity could lead to greater fiscal efficiency. This, in turn, could provide additional revenue, allowing for decisions on how to address salaries.

Senator Tait Szabo noted that while the College of General Studies' enrollment is down, it hasn't declined as much as expected, even with its impending closure. He also highlighted a 41% enrollment increase in the First-Year Bridge program, questioning whether prior faculty layoffs might be reconsidered given the unexpected enrollment trends. Provost Daire responded that no discussions have occurred regarding reconsidering layoffs. When asked about the first-year bridge program, he acknowledged not having sufficient details to provide a full answer. Senator Kathy Dolan added that the enrollment increase is partly due to lowered GPA standards, raising retention concerns.

Senator Dolan sought clarification on whether 50% of UWM undergraduates participate in research. Provost Daire confirmed that the figure reflects students involved in research at some point during their time at UWM, a statistic the university is proud of and has presented to the Regents. He plans to verify the data with Interim Vice Provost for Research Kristian O'Connor and mentioned efforts to expand undergraduate research opportunities and faculty support.

After the meeting, the Provost sent via email to the Faculty Senators the following correction: Dear Faculty Senate, I am writing to correct some misinformation in my Provost Update at the September 19, 2024 Faculty Senate Meeting. I stated that 50% of our undergraduate students are engaged in undergraduate research. Technically, 50% of students who graduate have taken part in a "sustained research experience," which includes students who graduate from L&S, CCEP, CAA, and other schools/colleges that require a course with a research paper or creative project as part of their major. Our UWM facts page does state that 50% of our students "have undergraduate research experience by the time they graduate". So, it might depend on exactly how something like this is phrased. We are working for greater clarity on the facts page. However, if we are talking about "mentored research with faculty in their lab or on a project or as a SURF student, etc.", the research office has informed me that the percentage is three to five percent

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

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

Senator Derek Counts expressed concern about reducing study abroad opportunities, considering it a key high-impact practice. UC Chair Dolan agreed, stating the UC strongly opposes cutting study abroad programs, though budgetary challenges are driving these considerations. Dolan mentioned that study abroad might shift toward third-party programs instead of faculty-led ones due to financial constraints. The future of study abroad at UWM remains uncertain, especially without a new Chief International Officer to lead CIE. This will be a key topic for discussion in the academic year.

Senator Miren Boehm noted that promotion salary increases haven't changed in 12 years and asked if there were plans to address this. Dolan responded that their current working group is focused on understanding why many associate professors remain in rank for extended periods. They are examining potential policy or cultural barriers to promotion, rather than addressing the financial aspect of promotion bumps, which is beyond their control.

4. Academic Planning and Budget Committee Report: Hobart Davies, Co-Chair  
The report is attached.
5. Academic Staff Committee Report: Dorrie Van Kerkvoorde, Vice Chair  
The report is attached.
6. Student Association Report: Jeremi Lukos, Vice President of Academic Affairs  
The report will be attached upon receipt.

## **II. PROPOSED FACULTY SENATE RULES COMMITTEE AND FACULTY SENATE MEETINGS FOR ACADEMIC YEAR 2024-25**

The proposed Faculty Senate Rules Committee and Faculty Senate meeting schedules were distributed with the Senate agenda. There were no comments or questions.

## **III. DETERMINE EXISTENCE OF QUORUM FOR THE FACULTY MEETING**

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

## **IV. SENATE ROLL CALL**

Secretary of the University John Reisel conducted the roll call for the Senate. There were 45 senators and Parliamentarian Colleen Boland 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).

## **V. AUTOMATIC CONSENT**

1. The minutes of the May 9, 2024 and August 7, 2024 Faculty Senate meetings were approved as distributed.
2. Report on Faculty Senate Attendance for Semester II, 2023-24, FD 3508, was received.
3. Summary of Faculty Legislation for Semester II, 2023-24, FD 3509, was received.
4. Listing of New Faculty members for 2024-25, and Retired Faculty for 2023-24, FD 3510, was received.
5. 2023-24 Annual Reports of the Faculty Standing Committees: Annual reports from 22 faculty standing committees were received.

## **VI. CHANCELLOR'S REPORT**

1. Document 3504, 05/09/24: Recommendation of the Academic Policy Committee (APC) on Policies for Online and Hybrid Courses. Sent to UWM Administration, 05/10/24. Approved by UWM Administration, 05/14/24.
2. Document 2836R3, 05/09/24: Recommendation of the Academic Program & Curriculum Committee (APCC) to Revise the General Education Requirements. Sent to UWM Administration, 05/10/24. Approved by UWM Administration, 05/14/24.
3. Document 3505, 05/09/24: Request for Authorization to Implement a Doctor of Philosophy in Computer Science at UWM. Sent to UWM Administration, 05/10/24. Approved by UWM Administration, 05/14/24.
4. Document 3506, 05/09/24: Resolution on Protecting Tenure. Sent to UWM Administration, 05/10/24. Received by UWM Administration, 05/14/24.

## **VII. BUSINESS**

1. Faculty Document 3534: Recommendation of the University Committee (UC) to Amend UWM P&P Chapter 1.06(3): Membership and Structure of Faculty Senate.

MOTION: To send FD 3534 to the faculty by electronic ballot. The motion was seconded and approved by voice vote.

The Secretary of the University's Office will distribute an electronic ballot to all faculty for this item.

2. SAAP 7-17: Recommendation of the Policy Advisory Committee (PAC) and Academic Affairs to Create the Policy on Reappointment for Faculty on Layoff. A senator moved adoption of SAAP 7-17. The motion was seconded. Chief Legal Counsel Joely Urdan and Associate Vice Chancellor and Chief Human Resources Officer Makda Fessahaye presented the document.

Senator Kathy Dolan asked when the interim policy was adopted. The interim policy was approved and posted on July 1, 2024.

Senator John Boyland raised concerns about a perceived disconnect in a reappointment policy that only applies to tenure-track faculty, potentially allowing academic staff to replace laid-off faculty while performing similar duties. Chief Legal Counsel Urdan explained that reappointment rights apply solely to faculty positions per statutory requirements. Boyland argued that academic staff often perform duties similar to faculty, so the policy should be broader. Dolan and other senators acknowledged that faculty and academic staff roles differ significantly, but Senator Tait Szabo supported Boyland, suggesting that the policy is written more narrowly than the statute. He also advocated for faculty to have more say in determining comparable duties. Despite recognizing statutory limits, several senators highlighted concerns about academic staff increasingly taking on faculty-like responsibilities due to understaffing. The discussion centered on whether the current policy adequately addresses these issues, with Szabo emphasizing the importance of getting the policy right, even if it delays implementation.

MOTION: To approve SAAP 7-17. The motion was seconded and approved with a vote of 21-yes; 17-no; and 3-abstention.

3. SAAP 6-4: Recommendation of the PAC to Eliminate the Chalking Policy. A senator moved adoption of SAAP 6-4. The motion was seconded. Chief Legal Counsel Joely Urdan presented the document.

Senator John Boyland asked if the new Expressive Activities Policy is currently interim and will be voted on later by the Faculty Senate. Chief Legal Counsel Urdan confirmed that the timing is not yet set, but it will be brought forward for permanent approval at some point.

MOTION: To approve SAAP 6-4. The motion was seconded and approved with a vote of 36-yes; 2-no; and 2-abstention.

4. Report on Marketing, Communications & University Relations. Vice Chancellor Liv Hwang presented the report. [Click here to view the report.](#)

Senator John Boyland expressed concern that web redesigns often prioritize recruitment over current faculty and student needs. Vice Chancellor Hwang reassured that the redesigned UWM website will still be accessible for faculty, though some changes may require adjustment. The redesign is based on usability surveys and best practices, ensuring careful planning rather than arbitrary changes.

Senator Kathy Dolan expressed frustration about the difficulty of finding information on the UWM website, hoping for improvements. Vice Chancellor Hwang acknowledged the issue, explaining that the website grew organically with input from various campus departments, which complicates its structure. Hwang emphasized that the ongoing redesign aims to improve usability, with the top-level pages managed by MarComm and broader efforts involving web governance and SEO training. It will be a collaborative effort across campus to enhance the site.

Senator Kay Wells asked when the new logo would be available for email signatures and letterhead. Vice Chancellor Hwang responded that resources will be rolled out throughout the fall semester, with email updates provided as materials become available. For immediate needs, individuals can contact the marketing team for one-off requests. Due to the large campus size, the full rollout will take time and extend over the course of a year.

5. Presentation on High Impact Research Area Task Force Recommendations. Interim Vice Provost for Research & Graduate School Dean Kristian O'Connor presented. [Click here to view the presentation.](#)

Senator Erika Young asked if the purpose of the initiative was for external representation or to direct resources within the campus. Provost Daire responded that it serves both purposes, providing examples such as funding a cluster hire in "Healthy People and Populations." While Young expressed concern that the broad themes may complicate resource allocation, Daire believed the framework was useful for both internal planning and external communication. Interim Vice Provost O'Connor added that the themes were helpful in discussions with Dean candidates, especially in showcasing alignment with broader research goals like equity and sustainability.

Senator Mark Schwartz emphasized the need for creative implementation, questioning whether UWM can evolve beyond its current state or just redefine it. Interim Vice Provost O'Connor responded that limited resources mean building on existing strengths. Provost Daire added that strategic investments can make UWM stronger in what it already does well.

Senator Miren Boehm emphasized the importance of teaching critical reasoning skills, noting that many people struggle to process information and assess arguments. Interim Vice Provost O'Connor responded that this issue is more relevant to general education than the research focus of the current discussion. Provost Daire agreed, stressing that while critical thinking is essential, especially in fields like philosophy, these programs need to be marketed and innovated to highlight their relevance in advancing science, technology, and society.

**VIII. UNFINISHED BUSINESS** - None.

**IX. GENERAL GOOD AND WELFARE** - None.

**X. ADJOURNMENT** -The meeting was adjourned at 4:05 p.m.

**Report to the Faculty Senate**  
**Thursday, September 19, 2024**

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

1. The UC has met four times since the start of contract period in August.
2. We have continued our practice of monthly meetings with the Chancellor, provost, and chair of the Academic Staff Committee.
3. UC has worked with AA to provide faculty representatives on the search committees for the CAA dean, the VPR, and the Dean of the Graduate School. We will also be providing nominations for faculty to serve on the SS for the Chancellor's position. That search is run by the Board of Regents.
4. We have begun discussions with the Provost about the proposed workload policy and will hold a separate one-hour meeting with him on October 22 to discuss the proposal in greater depth.
5. The Study Abroad office in CIE is making changes to the number of faculty-led SA programs they think they are able to support with current staff. We will be meeting next week with staff from SA and CIE to discuss how they are going to develop criteria to make these decisions.
6. We are also meeting soon with AVP for AA Dave Clark on the status of the project on campus-wide course evaluations.
7. I had a meeting with CIO Scott Genung recently. He is developing a campus-level IT strategic plan and we talked about the best way to incorporate existing relevant faculty governance committees into that structure.
8. I met today with Interim VPR for Research Kris O'Connor, SecU John Reisel, AAVP for Research Nigel Rothfels, and AVP for FA Canan Bilen-Green about the issue of faculty progression from Associate to Full professor.

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**Academic Planning and Budget Committee (APBC) – Hobart Davies, Co-Chair**

Ann Swartz and Hobey Davies will serve as co-chairs for APBC this year. Since our last report, we have met on July 25, August 22, September 5, and September 19. We continue to meet every other Thursday from 9-10:30 and have transitioned to an in-person meeting with a virtual option, with the hoped for increase in engagement and participation.

Over the summer we reviewed a report from BFS on consulting costs around campus for FY '22 and FY '23. We have reviewed proposals for the BS in Engineering and the accelerated Doctor of Physical Therapy in conjunction with UW Platteville, and also the move of the Center for Inclusive Transition, Education, and Employment from UW-Whitewater to our campus. No budgetary concerns were raised about any of them.

The Chairs were involved in wrapping up the revisions to the Budget Model in late spring and into the summer. We are waiting on a report to our whole group on the revisions to the budget model and the Deloitte report at our next meeting. Involved with discussions with the Provost regarding enrollment and the planned Task Force on Workload, and look forward to contributing to that process. Members of the APBC will again be included in budget meetings with each school and college this fall.

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**Academic Staff Committee (ASC) – Dorrie Van Kerkvoorde, Vice Chair**

**Academic Staff Committee**

The nine-member Academic Staff Committee includes representation from Student Affairs, CHPS, L&S,

Libraries, Admin, and Academic Affairs. Four new members were elected in spring 2024 and due to a resignation, a special election will be held to elect a new committee member who must come from the instructional staff.

The ASC met eight times since the last report to the Faculty Senate.

Activities include: Discussions with Chancellor Mone, Provost Daire and Associate VC Fessahaye, approval of the Interim Policy for Reappointment for Faculty on Layoff, approval of the Interim Expressive Activity on Campus Policy and appointments or nominations to committees including six faculty committees, the Regent's Committee for the UWM Chancellor Search and Screen committee, Search and Screen committees for the Dean of the Graduate School and Vice Provost for Research, and the Campus and Community Issues Action Team. ASC chair Stalewski is participating in the Scenario Planning Workgroup and the ASC will appoint a member to the Strategic Enrollment Management Steering Committee. Chair Stalewski is representing the ASC on the UW's Shared Governance Council which meets 9/19-20 in September.

The ASC also heard a review and update of the proposed budget model about from Associate Vice Chancellor Drew Knab.

### **AS Senate**

The Academic staff senate met three times since the last report to the Faculty Senate (6/11, 8/13, 9/10).

The academic staff senate welcomed 16 new members for the 2024-25 year. The AS Senate is represented by 26 senators in addition to 9 ASC members. AS senators are elected at-large with no more than five from any college or administrative unit. The academic staff senate meets virtually on the second Tuesday of each month.

Chancellor Mone, Provost Daire and Associate Vice Chancellor Fessahaye presented information at each of these meetings. Similar to other leadership committees at UWM, enrollment, retention, student success and budgetary concerns are topics of discussion.

Associate Vice Chancellor Drew Knab presented information on guidance given for funding the Comprehensive Compensation Review Guidelines which establish a structure for salary review for academic staff. Vice Provost Dave Clark presented updated plans for evaluations of teaching and requested feedback from instructional and administrative staff who have interest and responsibility for course evaluations.

Revisions to Academic Staff policy 105, Performance Evaluation have been approved. The due dates for annual evaluations are now consistent with due dates for faculty annual summaries. This adjustment improves workflow for academic staff and their supervisors.

The re-established Orientation committee, which will complement the UWM HR orientation, has begun planning for the 24-25 academic year. A senate orientation was given at the The AS Senate meets virtually in Teams on the second Tuesday of each month

Ongoing priorities for academic staff leadership include:

- Supporting a collegial and collaborative environment at UWM
- Contributions to student success and retention initiatives
- Instructional staff contracts, titles and workload allocations and related policies