

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

**Thursday, November 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

The Chancellor provided updates on recent developments impacting higher education. With the elections completed, UWM has more clarity on potential federal policy changes, particularly concerning Title IX, Title IV, and scientific funding. Title IV remains critical, affecting \$180M of UWM's budget. Concerns also include potential directives on DACA.

At the state level, the governor's budget request is expected in January, with legislative action to follow. The potential budgetary impact of splitting UW-Madison from the UW System was highlighted, along with challenges to the UW System budget request.

The Wisconsin Policy Forum recognized UWM with the award for intergovernmental cooperation for the M-Cubed partnership and the Flex options program. Additionally, the First Friday event on November 1 was well received. The Chancellor reflected on UWM's impact, noting that 5,300 students graduate each year, most of whom remain in Wisconsin, contributing significantly to the state.

2. Provost's Report

The Provost reported that a follow-up to the October 4 Student Success in the Classroom Summit is scheduled for November 15, at which selected departments will share action plans and progress on teaching and learning initiatives. CETL will evaluate and provide recommendations. Special thanks were given to Natasha Jankowski, Canan Bilen-Green, CETL staff, and faculty involved.

A new Dean for the College of the Arts & Architecture has been selected, with a start date of June 1. Details will be announced to the college and campus community next week.

UWM is launching two major cluster hiring initiatives: the Healthy People and Populations initiative, addressing health and well-being challenges, and a transdisciplinary AI initiative.

Deans have been asked to develop workload equity and faculty evaluation policies aligned with R1 peers to ensure equitable contributions and strengthen programs, departments, and colleges.

The Provost expressed appreciation for faculty and staff's dedication to UWM's mission and emphasized the importance of collective efforts in ensuring the university's long-term sustainability and growth.

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

The report is attached.

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

The report is attached.

5. Academic Staff Committee Report: Susan Stalewski, Chair

The report is attached.

6. Student Association (SA) Report: Jeremi Lukos, Vice President of Academic Affairs
The SA is hosting town halls for each school and college. The most recent town hall was for the College of Letters & Sciences, which had a decent turnout. The next town hall will be for the College of Engineering & Applied Science, scheduled for 4:30 p.m. today.

II. SENATE ROLL CALL

Secretary of the University John Reisel conducted the roll call for the Senate. There were 40 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.

III. AUTOMATIC CONSENT

1. The minutes of the October 17, 2024 Faculty Senate meeting were approved as distributed.
2. SAAP 5-1: Recommendation of the Policy Advisory Committee to Revise the Discriminatory Conduct and Consensual Relationships Policy was received.
3. SAAP 6-9: Recommendation of the Policy Advisory Committee to Revise the Facility Access and Use Policy for Guests was received.
4. SAAP 15-2: Recommendation of the Policy Advisory Committee to Revise the Student Nonacademic Code of Conduct Implementation was received.

IV. CHANCELLOR'S REPORT

1. Document 3539: Request for Authorization to Implement a Bachelor of Science in Engineering at UWM. Sent to UWM Administration, 10/18/24. Approved by UWM Administration, 10/24/24.
2. Document 3540: Request for Authorization to Implement a Bachelor of Science in Medical Laboratory Science at UWM. Sent to UWM Administration, 10/18/24. Approved by UWM Administration, 10/24/24.
3. Document 3541: Memorandum of Understanding Between UWM's School of Rehabilitation Sciences and Technology and the University of Wisconsin-Platteville Accelerated Doctor of Physical Therapy (DPT). Sent to UWM Administration, 10/18/24. Approved by UWM Administration, 10/24/24.
4. Document 3542: Recommendation of the Academic Program & Curriculum Committee (APCC) to Create the UWM Policy on Submajors. Sent to UWM Administration, 10/18/24. Approved by UWM Administration, 10/24/24.
5. Document 3543: Recommendation of the APCC to Create the UWM Policy on Undergraduate Certificates. Sent to UWM Administration, 10/18/24. Approved by UWM Administration, 10/24/24.
6. Document 3078R3: Recommendation of the Graduate Faculty Committee to Revise English Proficiency Requirements for Graduate Admissions and New Graduate Teaching Assistants. Sent to UWM Administration, 10/18/24. Approved by UWM Administration, 10/24/24.

V. SPECIAL ORDERS OF BUSINESS

1. Honorary Degrees. A motion was made and seconded to go into closed session pursuant to Wis. Stats. 19.85 (1) (c) and (f) to consider the qualifications of and balloting for four candidates nominated as recipients of an Honorary Degree. The motion was unanimously approved by voice vote, and closed session began at 3:02 pm. Honorary Degrees Committee Chair Michele Polfuss presented the ballots for the honorary degree candidates.

A motion was made and seconded to rise from closed session. The motion was approved unanimously by voice vote. The committee reconvened in open session at 3:16 pm.

VI. BUSINESS

1. SAAP 7-3: Recommendation of the Policy Advisory Committee to Revise the UWM Code of Conduct. A senator moved adoption of SAAP 7-3. The motion was seconded. Chief Legal Counsel Joely Urdan presented the document.

Senator Mark D. Schwartz raised concerns about unclear mechanisms for addressing Code of Conduct violations for faculty. Urdan explained that discipline for faculty must go through the FRRC, which reviews investigation reports. Other specific policies can also be used when applicable.

Senator Richard Leson asked who conducts initial investigations before matters go to the FRRC. Urdan explained that it depends on the issue, with investigations potentially handled by unit business officers, HR professionals, or supervisors.

MOTION: To approve SAAP 7-3. The motion was seconded and approved with a vote of 30-yes; 0-no; and 1-abstentions.

2. Presentation on SAAP 1-14: Teaching Evaluation Policies. Vice Provost for Academic Affairs Dave Clark presented.

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

Senator Kathy Dolan raised concerns about biases in teaching evaluations and questioned their utility in assessing performance. She emphasized the need for a clear and tested implementation plan to ensure effectiveness and avoid codifying flawed practices. Other Senators, including Mark D. Schwartz and Kay Wells, highlighted challenges with response rates for online evaluations and advocated for pilot testing before full implementation to address potential issues and ensure consistency. Vice Provost Dave Clark acknowledged these concerns and provided updates on the system's integration with Canvas, noting ongoing technical and logistical challenges.

MOTION: To extend time by six minutes. The motion was seconded and approved by voice vote.

Further discussion emphasized the importance of providing students with a reliable mechanism for feedback. Some Senators suggested maintaining paper evaluations as an option, though it is not the preferred modality. Vice Provost Clark reiterated that the current system is not meeting the needs of students or faculty and expressed willingness to explore additional options for improving the process.

MOTION: To extend time by two minutes. The motion was seconded and approved by voice vote.

The discussion concluded with general agreement on the importance of a deliberate and well-tested rollout for the new system, ensuring it meets the needs of both students and faculty.

3. Report on Enrollment Management. Associate Vice Chancellor Kay Eilers presented the report. [Click here to view the report.](#)

Senator Jeffrey Sommers emphasized the need for UWM to better promote its R1 distinction, noting the pride it inspires among students when explained. He also advocated for reviving campus events to foster a stronger sense of community.

Associate Vice Chancellor Kay Wells agreed, highlighting the importance of clear messaging about UWM's R1 status and campus opportunities to engage students and strengthen community ties.

VII. UNFINISHED BUSINESS

1. Discussion on Teaching Evaluations

MOTION: To extend time by five minutes for a discussion on teaching evaluations. The motion was seconded and approved by voice vote.

Provost Daire emphasized that course evaluations should focus on student success and align with research-supported best practices. He noted the importance of using evaluations to address student needs and highlighted the impact of feedback being utilized, particularly for underrepresented students. While acknowledging biases, he stressed that evaluations should be one of many tools to improve courses and teaching practices.

2. Honorary Degree Balloting Results

Secretary Reisel announced that the four Honorary Degree candidates were approved.

VIII. GENERAL GOOD AND WELFARE - None.

IX. ADJOURNMENT -The meeting was adjourned at 3:59 p.m.

Report to the Faculty Senate
Thursday, November 14, 2024

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met three times since the October Faculty Senate meeting.
 2. On October 22, we had a one-hour meeting with Provost Daire and Vice Provost Bilen-Green to discuss the call for departments to develop policies for evaluating faculty performance and workload.
 3. In October, we also met with CLO Joely Urdan and AVC Makda Fessahaye to discuss the new policy on faculty reappointments shared with campuses by the Universities of Wisconsin Legal staff.
 4. Through our UC members who serve on various search and screen committees, we have been monitoring the progress of the searches for a new Dean of the Grad School, a new VP for Research, and a new Chancellor.
 5. I met with VP Dave Clark and ASC chair Sue Stalewski to learn about Dave’s plan to appoint a task force to develop a program array review policy. It would appear that we don’t currently have one and the UWs requires one. Every year, campuses get a list of programs that don’t graduate five students each year for five years and campuses have to review them and take steps or explain their situations. So Dave’s group will be developing a policy on that.
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Academic Planning and Budget Committee (APBC) – Hobart Davies, Co-Chair

Since my last report, we met on October 31.

We continue discussion with the Provost on the current urgent budget situation and workload expectations. We have been asked by Vice Provost Clark to participate in a new task force on monitoring program array as required by System.

Our group has been actively engaged with the initial budget meetings with schools and colleges and administrative units. Each budget meeting includes a member of APBC and one of the co-chairs. Several themes have emerged from these meetings:

1. We are on the verge of budget challenges beyond what we have faced before. Very reasonable and even necessary budget requests far exceed the available resources.
2. Schools and colleges have made very different levels of progress on implementing workload changes and benchmarked standards.
3. Many of the plans for budget cuts include reductions in undergraduate student employment which may bring other consequences. This should be tracked closely.

We encourage all faculty and staff to stay well informed about the details of these situations.

Academic Staff Committee (ASC) – Susan Stalewski, Chair

Academic Staff Committee

Since the last faculty senate meeting the AS met on 10/21 and 11/4.

Activities include Discussion with Chancellor Mone about upcoming UWM events, the UWM Chancellor Search and Screen and advocacy for UWM and discussion with Provost Daire about fiscal concerns. The ASC expressed concerns about reducing student employment as a budget reduction strategy even though student employment is an evidence-based student success and retention practice. Discussion of upcoming changes related to Workday implementation was discussed with AVC Fassahaye. Comprehensive Compensation

Review Guidelines

(Pay progression) guidance should be implemented soon. UWM HR will prepare an FAQ about routes to salary adjustments including those in the Comprehensive Compensation Review Guidelines.

There is an unfilled vacancy on the nine-member academic staff committee. The position must be filled with an IAS. The ASC is challenged with finding an instructional academic staff member who can fill this vacancy.

ASC members discussed AS workload policies and promotion guidelines related to service. Some policies state the department, college and university service are not included as service work performance or promotion consideration.

AS Senate

The Academic staff senate met 11/12/2024. This was the Fall semester general meeting of the AS. Chancellor Mone, Provost Daire and Associate Vice Chancellor Fessahaye presented information at each of these meetings. Interim Chief Brian Switala presented the UWM Campus Safety report and Ombuds Chair Ben Schneider presented a review of opportunities and support from the Ombuds council

- SAAP 7-3: UWM Faculty/Staff Code of Conduct
- The senate approved SAAP 5-1: Discriminatory Conduct and Consensual Relationships Policy
- SAAP 6-9: Facility Access and Use Policy for Guests
- SAAP 15-2: Student Nonacademic Code of Conduct Implementation

System shared governance

Senate and ASC chair Stalewski attended the October 18th meeting of the UW Shared Governance Council. Information most significant to AS include changes to the AS performance evaluation system based on the Workday implementation, budget advocacy and discussion of the legislative study council recommendations and information that the budget ask if approved, does not include sufficient funds to address compression.

Ongoing priorities for academic staff leadership

- 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

There are a ~170 AS contracts not in compliance with ASPPP 104 which stipulates the time allowed for repeated fixed terminal contracts. We note that although notice periods may be similar between indefinite and fixed renewable contracts, only promotion to indefinite carries a salary increment and there are other intangibles related to the assignment of different contract types.

