

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

**Thursday, December 12, 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 reported on the following areas:

**Board of Regents Meeting:**

- All honorary doctorate candidates were approved during closed session, and efforts are currently underway to coordinate their participation in commencement ceremonies
- The Deloitte report critiqued UW System administration and discussed low-enrollment programs. Task force development is underway, with work expected in Spring 2025.
- Discussions on the future of higher education addressed trends like demographic shifts, new business models, AI integration, and improving public engagement.
- A student protest involving 50 students (19 arrested) was mentioned.

**Federal and State Budget Policy:**

- Federal funding, especially Title IV, significantly impacts UWM's budget. Title IV oversees \$150M of the \$650M operating budget.
- Discussions are ongoing about federal executive orders on immigrant and international students, with potential impacts on UWM.
- The Wisconsin state budget review includes pay raises, student support, and funding for AI, the Freshwater Collaborative, and other initiatives.

**Recent Events:**

- The 2024 holiday social brought the campus community together on Tuesday, December 10<sup>th</sup>.
- A successful FAFSA press event highlighted efforts to raise FAFSA completion rates in Milwaukee from 50% to 62%, aiming to reduce the \$57M in unclaimed student aid from the previous year.

**Upcoming Events:**

- On Saturday, December 14<sup>th</sup>, a retrospective event for Denis Kitchen, honorary degree recipient, at the Emile Mathis Gallery.
- On Sunday, December 15<sup>th</sup>, the UWM commencement ceremony for 1800 graduates, including County Executive Dave Crowley.

2. Provost's Report

**Enrollment Management:**

- Spring 2025 enrollment is behind last year but improving weekly. Fall 2025 undergraduate applications, including first-year and transfer, are strong, driven by Direct Admit Wisconsin and Milwaukee Direct Admit programs.
- New graduate applications for Fall 2025 are also strong, though platform changes limit comparable data.
- International graduate applications are declining due to concerns about the next U.S. administration, and messaging is being developed to address this.

**Student Success and Retention Initiative:**

- The purpose of the initiative is to align financial incentives in retention efforts apart from moral

obligation.

- Seven out of nine colleges will be receiving distributions due to improvements in retention from Fall 2023 to Fall 2024.
- Under the Activity Based Budget Model, in FY26 colleges will receive in-year distributions for improved retention but also reductions for declines.

**AI & Data Science Cluster Hiring Initiative:**

- A new transdisciplinary hiring initiative for AI and data science is launching, funded by Northwestern Mutual Data Science Institute (NMDSI).
- The program offers \$200K per faculty hire, including \$50K per year for three years and \$50K in startup support from NMDSI.
- New faculty will collaborate with NMDSI to drive research, engage the community, and support program development.

Senator Kathy Dolan raised concerns that colleges lacking financial resources might be unable to participate in the cluster hire program. The Provost responded that he was not concerned, noting that proposals were being submitted. Dolan emphasized that curricular and programmatic decisions were being driven by financial capacity rather than the best interests of students or the university.

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

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

Senator Erica Young noted misalignment between workload policy criteria and divisional committee expectations for promotion, noting this discrepancy sends a poor message to faculty. UC Chair Kathy Dolan acknowledged the issue, highlighting the significant variation in procedures across campus. She plans to initiate conversations in January with divisional committee chairs to assess and align divisional criteria, noting that some divisions have made more progress than others in updating their processes.

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

Senator John Boyland asked about L&S and CEAS being disqualified from the cluster hire. UC Chair Kathy Dolan clarified that they are not disqualified, but participation depends on having the financial resources to hire. L&S, currently under a hiring freeze, cannot hire for cluster positions or regular roles. While all deans had the opportunity to participate, only colleges with sufficient budgets could do so. Dolan noted this raises concerns that financial capacity, not curricular priorities, is driving AI cluster participation, with most colleges not represented in the first round of proposals.

4. Academic Planning and Budget Committee Report: Ann Swartz, Co-Chair  
The report is attached.
5. Academic Staff Committee Report: Susan Stalewski, Chair  
The report is attached.
6. Physical Environment Committee Report: Wendy Huddleston, Chair (5 minutes)  
The report is attached.
7. Academic Policy Committee Report: Cary Costello, Chair (5 minutes)  
The report is attached.
8. Student Association (SA) Report: Jeremi Lukos, Vice President of Academic Affairs  
The Student Association met with Provost Daire to discuss the issue of student class attendance, recognizing that it is not a simple, black-and-white problem. To better understand the underlying factors, they plan to organize focus groups aimed at identifying key reasons for absences and exploring potential

solutions. Additionally, a new senator for the Helen Bader School of Social Welfare will be sworn in on Sunday.

## **II. SENATE ROLL CALL**

Secretary of the University John Reisel conducted the roll call for the Senate. There were 42 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).

## **III. AUTOMATIC CONSENT**

1. The minutes of the November 14, 2024 Faculty Senate meeting were approved as distributed.

## **IV. CHANCELLOR'S REPORT – None.**

## **V. BUSINESS**

1. Faculty Document 3546: Recommendation of the Academic Policy Committee to Amend UWM Policies & Procedures Chapter A1.1: Academic Policy Committee. A senator moved adoption of Faculty Document 3546. Academic Policy Committee Chair Cary Costello presented the document.

Senator Derek Counts proposed a friendly amendment to Section 2(b), suggesting the use of consistent plural forms by replacing "public forums and referenda" with "public fora and referenda."

MOTION: To approve the amended Faculty Document 3546. The motion was seconded and approved with a vote of 37-yes; 0-no; and 2-abstentions.

2. Faculty Document 3547: Recommendation of the Academic Policy Committee to Approve the Calendar for Academic Year 2027-2028. A senator moved adoption of Faculty Document 3547. Academic Policy Committee Chair Cary Costello presented the document.

MOTION: To approve Faculty Document 3547. The motion was seconded and approved with a vote of 39-yes; 0-no; and 1-abstentions.

3. Faculty Document 3548: Recommendation of the Libraries Committee to Amend UWM Policies & Procedures Chapter A3.4: Libraries Committee. A senator moved adoption of Faculty Document 3548. Libraries Committee Chair Anne Widmayer presented the document.

MOTION: To approve Faculty Document 3547. The motion was seconded and approved with a vote of 36-yes; 0-no; and 3-abstentions.

4. Faculty Document 3203R2: Recommendation of the Graduate Faculty Committee to Revise the Graduate School Policy on Admission, Continuation, and Dismissal. A senator moved adoption of Faculty Document 3203R2. The motion was seconded. Associate Dean of the Graduate School Victoria Moerchen presented the document.

MOTION: To approve Faculty Document 3203R2. The motion was seconded and approved with a vote of 35-yes; 1-no; and 1-abstentions.

5. Faculty Document 3549: Recommendation of the College of Letters & Science Faculty to Merge the Department of Spanish & Portuguese and the Department-Like Body of Translation & Interpreting Studies with the Department of Global Studies, and to Change the Name of the Larger Unit from the Department of Global Studies to the Department of World Languages and Cultures. A senator moved adoption of Faculty Document 3549. The motion was seconded. Associate Professor and Chair of the Department of Spanish & Portuguese Kathleen Wheatley presented the document.

MOTION: To approve Faculty Document 3549. The motion was seconded and approved with a vote of 35-yes; 1-no; and 1-abstentions.

6. Faculty Document 3550: Recommendation of the College of Letters & Science Faculty to Grant Faculty Status to Jamie Harris, Ph.D.. A senator moved adoption of Faculty Document 3550. The motion was seconded. Dean of the College of Letters & Science Scott Gronert presented the document.

MOTION: To approve Faculty Document 3550. The motion was seconded and approved with a vote of 36-yes; 1-no; and 0-abstentions.

7. Report on University Information Technology Services. Associate Vice Chancellor and Chief Information Officer Scott Genung presented the report.

**Administrator Transformation Program:** Final testing is underway, with a go-live date in July. User training will be announced soon.

**AI Awareness & Copilot Launch:**

- Caution was shared about unauthorized AI summarization tools capturing sensitive information.
- The university encourages using Microsoft Copilot, which is FERPA-compliant, for meeting transcriptions and summaries.

**Digital Accessibility Compliance:**

- A task force is working to meet ADA Title II compliance by April 2026.
- Efforts include updating web environments, curriculum systems, and working with system-wide groups to prioritize high-risk areas.

**IT & Data Adaptive Strategy Plan:**

- A near-final draft of the plan has been shared with leadership.
- The plan focuses on flexible, future-ready strategies to guide technology investments, supported by campus-wide shared governance.
- A campus town hall is scheduled for January to promote awareness and gather feedback on the plan.

**VI. UNFINISHED BUSINESS** – None.

**VII. GENERAL GOOD AND WELFARE**

Chancellor Mone wished everyone a warm end to the semester and encouraged them to enjoy the holidays with family and friends.

**VIII. ADJOURNMENT** -The meeting was adjourned at 3:39 p.m.

**Report to the Faculty Senate**  
**Thursday, December 12, 2024**

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

1. The UC has met twice since the November Faculty Senate meeting and have had our monthly meetings with the Chancellor and Provost.
2. There was a presentation at the last meeting of campus reps from the UW's Legal Affairs office about the updates to the UW's copyright policy. Some campuses have been concerned about how this affects scholarly and educational materials and the short version is that the updates don't make change the relationship faculty have to their academic and teaching materials.
3. Last month, I attended a meeting of chairs and associate deans with the Provost and VPAA on workload issues. There was a wide-ranging discussion about the issue and about what departments currently do on workload and faculty assessment. One thing that emerged from this meeting was a desire expressed by some to have templates or models of faculty assessment criteria, so the VPAA is going to gather some of the criteria being used by several departments on campus and those will be made available (I assume) to chairs and program directors at some point soon.
4. The chairs of the three governance committees – faculty, AS, and US – met with CHRO Makda Fessahaye to discuss the process of making recommendations for people to sit on SS committees with a particular eye to making sure we nominate diverse slates of people. Moving forward, the three chairs will meet and try to ensure that we have diverse slates as a whole across our three constituent groups.
5. UC members have been meeting with each of the candidates for VPR. There is a candidate on campus today and tomorrow and one next week, so I encourage people to take part in this process.
6. UC has scheduled a one-hour meeting with AVC Drew Knab to learn more about the new/current budget model as it is implemented for the first time.
7. Finally, as Senators may know/remember, there is a relatively large number of faculty on campus at the Associate Professor rank and there have been conversations about how to help people progress to promotion. One thing that has been recently coming to UC's attention is that some departments have promotion criteria and/or processes that are rather vague or quite antiquated. So we have just started some discussions on how we might encourage departments to develop more detailed or clear or contemporary criteria so that candidates for promotion know what they need to do to be successful. I am sure that conversation will continue in the spring.

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**Academic Planning and Budget Committee (APBC) – Ann Swartz, Co-Chair**

APBC has met two times in hybrid format since our last senate meeting: Thursday November 21 and Thursday Dec 4th.

During those meetings, R. Van Harpen and D. Knab presented the budget overview to the committee. The committee continues to be concerned with the financial situation and the impact that the new activity-based budget model will have on Schools, Colleges and our students. We continue to monitor the budget development process.

The APBC charter was updated to reflect the recent changes in Colleges at UWM.

The committee will participate in the Program Array Review initiative through participation in the Program Array Task Force, chaired by Dave Clark.

Finally, we reviewed and discussed a Proposal-PhD in Materials Science and Engineering. The committee had no concerns about the proposal and have forwarded our support for the proposal.

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

### ***Academic Staff Committee***

Since the last faculty senate meeting the ASC met on 11/18 and 12/4. Activities include discussions with Chancellor Mone about upcoming UWM events, the UWM Chancellor Search and Screen, advocacy for UWM and discussion with Provost Daire about fiscal concerns.

There continues to be 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.

All are reminded that workload policies for AS or that include AS are reviewed by the ASC per UWM policy. Please be sure to share workload policies that impact AS with the ASC.

ASC and AS members are engaged in active searches for the VP Research, Dean of the Graduate School and the UWM Chancellor.

### ***AS Senate***

The Academic staff senate met 12/12/2024. Speakers were Provost Daire, AVC Fessahaye, Chancellor Mone and VC Hwang. AS have questions about details for the 2030 plan and VP Dave Clark will join the AS Senate in January to review.

The ASC and AS Senate take seriously our charge to be inclusive and to represent the full range of diversity represented by our AS colleagues. Chair Stalewski will present to the Mosaic Academy Fellows in spring and notes that this year's fellows are all Academic Staff. Several are experienced leaders at UWM.

AS senators demonstrate interest in collaboration related to budget and implementation of the activity-based budget model and have requested professional development in this area. Provost Daire will follow up in the spring semester.

AS senators are interested in the outcomes related to student success initiatives funded by the provost's office since many are actively involved in this work. Provost Daire will strategize to share this information with the UWM community.

Non-instructional and university staff were a highly engaged group at recent Chancellor's listening sessions.

The comprehensive compensation review guidelines (pay plan) have not been finalized and there are some complications for HR in moving the final implementation. AS are assured that this is an important priority for UWM.

### ***System shared governance***

Senate and ASC chair Stalewski attended the Nov.21 meeting of the UW Shared Governance Council. A major topic of discussion was Copyright 1310 which explicitly includes ownership of course materials and other intellectual property for academic staff. We ask faculty and department leadership to draft agreements with AS who develop courses and course materials before requesting them to share and transfer these materials.

Academic staff governance across WI universities are committed to participating in decision making at their universities and to engaging with administration and Universities leadership and are actively seeking collaborative participation.

### ***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
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### **Physical Environment Committee (PEC) – Wendy Huddleston, Chair**

The PEC met in November since our last report to the faculty senate.

At that meeting, we received the classroom utilization report. For fall of 2024, the average scheduled use of general assignment classrooms was 28 hours/week with seat occupancy of 56%. Both numbers fall below The Universities of Wisconsin standards of 40 hours/week and 67% seat occupancy. One explanation for these numbers is the shift from small group sections to fewer sections with larger numbers. Also, some classes had to be placed in larger classrooms, affecting occupancy rates. Campus currently has a surplus of 7 classrooms. Two proposed 2025-2027 capital budget classroom projects include the Kenwood IRC shell space encompassing the physics instructional labs and Lapham Hall 160 conversion to an active-learning classroom.

Our other items of business included discussion of signage replacement schedules on campus, the timeline for Physics building use, and a report from the Campus Space Planning committee. The transportation sub-committee completed a campus walk-through on December 11<sup>th</sup> and will be reporting their findings at our next PEC meeting. The committee has not heard any further naming requests since our last report.

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### **Academic Policy Committee (APC) – Cary Costello, Chair**

*Committee met: 11 Sep 24, 31 Oct 2024, 21 Nov 2024*

- Approved 2027-2028 Academic Year Calendar
  - Approved amendments to the Charter to add an academic staff member, reduce the faculty serving by one, and remove the restrictions on student members to a simple requirement that of the three student members, one be a graduate student and one an undergraduate
  - Began efforts to consolidate and rationalize the procedures employed by various units to handle student grade appeals and student late drop appeals
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