

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

**Thursday, January 23, 2025; 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:

- **Federal Policy Updates:**
 - UW System established a Federal Policy Rapid Response Team to address federal policy changes. Keri Duce will serve as UWM's liaison.
 - Key policy areas being monitored include DEI challenges, trans athlete rulings, DACA suspension, and immigration impacts on international student enrollments.
 - Compliance with federal funding requirements is critical, especially for research funding, with potential implications for Title IV, VI, and IX regulations.
- **Budget and Tuition:**
 - Awaiting the Governor's budget announcement; tuition increases may be proposed if compensation plans are underfunded.
 - Continuing to advocate for funding for our capital projects.
- **Research and Fundraising:**
 - Federal research funding priorities remain uncertain.
 - Fundraising has surpassed \$23 million this fiscal year, supporting key projects like the Freshwater Research Vessel, Lubar Entrepreneurship Center, and Health Sciences renovation.
- **Enrollment and Retention:**
 - Persistent demographic changes and budgetary pressures highlight the critical need to focus on student attraction and retention.
 - Focus on high-revenue programs and addressing low-enrollment areas to stabilize finances.

2. Provost's Report

Provost Daire reported on the following:

- **Acknowledgment:** Gratitude was expressed for efforts supporting student education, research, and institutional goals.
- **Enrollment Trends:**
 - Overall enrollment is down 1.1% from last year.
 - Spring 2025 new student enrollment varies: first-year enrollment is down 6%, transfer enrollment is up 4%, and graduate enrollment is down 6%.
 - Although spring students make up a smaller share of overall enrollment, their retention remains a focus.
- **Reenrollment and Probation:**
 - Freshmen are three times more likely to not reenroll than other students.
 - 15% of Fall 2024 first-years are on academic probation, a slight improvement from last year but higher than pre-pandemic levels (11%).
 - Historically excluded students face probation rates of 22.5%, more than double that of non-URM students (10.3%).
 - Students on probation after their first semester have a six-year graduation rate of just 4%.
- **Policy Challenges:**
 - Inconsistent Canvas usage leads to confusion about course progress and hinders effective advising.

- Widespread non-compliance with block scheduling contributes to disorganized course offerings.
 - Efforts are underway to address these issues in collaboration with governance groups and administrative units.
3. University Committee (UC) Report: Kathleen Dolan, Chair
The report is attached.
 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. Athletic Board Report: Derek Handley, Chair
The report is attached.

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

7. Student Association (SA) Report: Tanner Cronce, President
Tanner Cronce introduced himself as the new SA President, bringing experience as an educator and campus employee. Since taking office, he has focused on rebuilding the SA. His priorities include increasing student awareness of the SA, boosting election participation, enhancing shared governance, and creating a strong foundation to address challenges like annual turnover. Cronce emphasized the importance of collaboration with faculty and administration, inviting feedback and opportunities to work together on initiatives that benefit students and the university.

II. DETERMINE EXISTENCE OF QUORUM FOR THE FACULTY MEETING

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

III. 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.

IV. AUTOMATIC CONSENT

1. The minutes of the December 12, 2024 Faculty Senate meeting were approved as distributed.
2. Report on Faculty Senate Attendance for Semester II, 2024-25, FD 3551, was received.
3. Summary of Faculty Legislation for Semester II, 2024-25, FD 3552, was received.

V. CHANCELLOR'S REPORT

1. Document 3203R2, 12/12/24: Recommendation of the Graduate Faculty Committee to Revise the Graduate School Policy on Admission, Continuation, and Dismissal. Sent to UWM Administration, 12/13/24. Approved by UWM Administration, 12/16/24.
2. Document 3546, 12/12/24: Recommendation of the Academic Policy Committee to Amend UWM Policies & Procedures Chapter A1.1: Academic Policy Committee. Sent to UWM Administration, 12/13/24. Approved by UWM Administration, 12/16/24.
3. Document 3547, 12/12/24: Recommendation of the Academic Policy Committee to Approve the

Calendar for Academic Year 2027-2028. Sent to UWM Administration, 12/13/24. Approved by UWM Administration, 12/16/24.

4. Document 3548, 12/12/24: Recommendation of the Libraries Committee to Amend UWM Policies & Procedures Chapter A3.4: Libraries Committee. Sent to UWM Administration, 12/13/24. Approved by UWM Administration, 12/16/24.
5. Document 3549, 12/12/24: 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. Sent to UWM Administration, 12/13/24. Approved by UWM Administration, 12/16/24.
6. Document 3550, 12/12/24 Recommendation of the College of Letters & Science Faculty to Grant Faculty Status to Jamie Harris, Ph.D.. Sent to UWM Administration, 12/13/24. Received by UWM Administration, 12/16/24.

VI. BUSINESS

1. Faculty Document 3553: Recommendation of the Academic Program & Curriculum Committee (APCC) to Amend UWM Policies & Procedures Chapter A1.2: APCC Charter. A senator moved adoption of Faculty Document 3553. Vice Provost for Academic Affairs Dave Clark presented the document.

Senator Kathleen Wheatley sought clarification on whether removal meant deactivation (allowing future reactivation) or complete erasure. Clark confirmed that the proposal involves permanently erasing courses not offered for six years unless a department provides a compelling rationale and plan to keep the course active.

MOTION: Senator Kay Wells proposed changing the wording for the Quantitative Literacy review cycle from ‘three years’ to ‘regular’. The motion was seconded and approved by voice vote.

Senator Mark Schwartz asked why outdated courses are eliminated rather than kept inactive. Clark explained that maintaining a large catalog creates unnecessary work for the Registrar’s Office. Removing long-unused courses simplifies the catalog, aligns with streamlining efforts, and provides students with a more manageable and relevant selection of classes.

MOTION: To approve the amended Faculty Document 3553. The motion was seconded and approved with a vote of 37-yes; 4-no; and 3-abstentions.

2. Faculty Document 3554: Recommendation of the Academic Planning & Budget Committee (APBC) to Amend UWM Policies & Procedures Chapter A1.05: APBC Charter. A senator moved adoption of Faculty Document 3554. APBC Co-Chair Ann Swartz presented the document.

MOTION: Senator Tait Szabo moved to amend the charter to read “~~Nineteen members as follows: six~~ One Faculty appointed by the University Committee, ~~one~~ from each ~~of the five~~ Divisions including at least one of whom shall be a senator, and one member of the University Committee; one Faculty elected by each ~~of the five~~ Divisions...”. The motion was seconded and approved by voice vote.

MOTION: To approve Faculty Document 3554. The motion was seconded and approved with a vote of 41-yes; 2-no; and 0-abstentions.

3. SAAP 14-9: Recommendation of the Office of Research, the Research Policy & Advisory Committee, and the Policy Advisory Committee to Create the UWM Research Data Management Policy. A senator moved adoption of SAAP 14-9. Interim Vice Provost for Research Kristian O’Connor and Compliance Manager Jeffrey Nytes presented the document.

MOTION: To approve SAAP 14-9. The motion was seconded and approved with a vote of 41-yes; 0-no; and 2-abstentions.

4. Faculty Document 3555: Recommendation of the College of Health Professions and Sciences to Close the Masters in Sustainable Peacebuilding Program. A senator moved adoption of Faculty Document 3555. The motion was seconded. Dean Kim Litwack presented the document.

MOTION: To approve Faculty Document 3555. The motion was seconded and approved with a vote of 37-yes; 1-no; and 4-abstentions.

5. Report on Strategic Partnerships. Chief Innovation & Partnership Officer Brian Thompson presented the report. He addressed the following topics:
- **Northwestern Mutual Data Science Institute (NMDSI):** A partnership between Northwestern Mutual, Marquette University, and UWM to develop a talent pipeline in data science and AI through new courses, research sponsorships, and student support, with \$700,000 in recent funding.
 - **Connected Systems Institute (CSI):** Partnered with Rockwell Automation and Microsoft, CSI advances Wisconsin's manufacturing sector through research and workforce training in automation and AI. Microsoft established its first AI Co-Innovation Lab for manufacturing at UWM.
 - **Freshwater Collaborative of Wisconsin:** Led by Dr. Marissa Jablonski, this initiative connects water programs across the UW system, leveraging UWM's School of Freshwater Science as a core strength.
 - **Lubar Entrepreneurship Center (LEC):** Focused on fostering innovation, entrepreneurship, and creativity among students, aiming to enhance their career readiness rather than encourage all to start businesses.
 - **AI Task Force:** Collaborating with campus leaders, this task force develops tools and guidelines for responsible and effective AI adoption, ensuring a safe and pragmatic approach for campus use.

Senator Richard Leson inquired about the inactive robots at the CSI. Thompson explained that CSI's automation testbed is used by students for projects like applying AI to detect defects and integrating systems with SAP (enterprise resource planning software). While activity slowed during COVID, it has resumed, with students gaining valuable experience and partner companies like Rockwell Automation benefiting from their work.

VII. UNFINISHED BUSINESS – None.

VIII. GENERAL GOOD AND WELFARE – None.

IX. ADJOURNMENT -The meeting was adjourned at 3:40 p.m.

Report to the Faculty Senate
Thursday, January 23, 2025

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met twice since the December Faculty Senate meeting and have had our monthly meetings with the Chancellor and Provost.
 2. We continue to monitor the progress of the SS committee activities for a new Chancellor and a new Dean of the Graduate School. I would encourage faculty to keep the week after Spring Break in mind as the potential time for on-campus interviews for the Chancellor candidates.
 3. On January 7, we met with Interim Chief of Police Brian Switala to hear the results of the 2024 annual campus safety report.
 4. Separately, we made nominations for faculty representatives to serve on the SS for a new Chief of Police.
 5. Finally, you may remember that, in my December report, I mentioned that the UC has become aware of a need to encourage departments to update and clarify their promotion and tenure criteria. This discussion has expanded to include concerns about the way some departments are handling these cases, whether this involves a lack of awareness of proper procedures on the part of EC or promotion committee members, or very small ECs, or decisions made on criteria beyond teaching, research, and service. But it is becoming clear that any efforts that can be made to address the relatively large number of faculty on campus at the Associate Professor rank will have to involve a clear understanding of the dynamics that have led to this situation.
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Academic Planning and Budget Committee (APBC) – Ann Swartz, Co-Chair

APBC met once in hybrid format since our last senate meeting on Thursday December 19th.

We reviewed and discussed the Notice of Intent for the Doctorate in Social Work. The committee had no concerns about the proposal and have forwarded our support for the proposal.

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.

Academic Staff Committee (ASC) – Susan Stalewki, Chair

Academic Staff Committee

Since the last faculty senate meeting the ASC met on 12/16/24 and 1/6/25, Guests were Chancellor Mone, Provost Daire, AVC Fessahaye and VP Clark.

A special meeting was held on 1/17/25 for the purpose of nominating a representative to the UWM Police Chief Search committee and approve SAAP 6-8 Interim Expressive Activities on Campus Policy

The ASC appointed Renee Reckelberg to fill a vacancy on the Athletic Board.

Academic staff leaders have concerns about the performance evaluation process and the Workday implementation. Concerns are related to the nature of the assessment and the separation of instructional from non-instructional staff. This has been discussed with AVC Fessahaye who is following up on behalf of the academic staff.

VP Clark updated the committee on 2030 work and integration of the strategies suggested by the AS in 2024. The draft course scheduling policy was discussed with VP Clark. Academic staff are supportive of a scheduling policy and are interested in facilitating its approval.

Academic staff members are currently participating on the Program Array Review policy committee, the SEMS , course evaluation implementation committee. ASC and AS members are engaged in active searches for the VP Dean of the Graduate School, the UWM Chief of Police and the UWM Chancellor.

AS Senate

The Academic staff senate met 1/13/2025. Guests were AVC Fessahaye, and Vice Provost Clark.

VP Clark discussed work and updates for the 2030 plan and updated the senate about General Education reform. Senators are instructors, program managers and advisors are invested in GER reform and offered feedback related to communication.

The Senate recognized our colleague, former ASC member and senator Carl Bogner who passed away on 12/15/2024. Carl was well known at UWM for his leadership in film studies, LGBT Film/Video Festival and leadership at UWM. In his obituary, Carl is recognized as a master of Showing Up – which I think is a good example for all of us to follow in whatever way we can do that. A memorial celebration will be held on March 22, 2025, 2-5 p.m., at the Helene Zelazo Center for the Performing Art

AS senators are interested in the initial 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.

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

Chair Stalewski represents the Academic Staff on the UWs Shared Governance Council and will be representing the Academic Staff arm of this committee on a recently organized working group to review Policy 1310, copyright. This work group is called by President Rothman and will address concerns related to the shared ownership of intellectual property between the University author and the Board of Regents.

Share governance meets in Madison on 1/31/25

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

Athletic Board – Derek Handley, Chair

Greetings. My name is Derek G. Handley, I am an assistant professor in the English Department and currently serving as the Chair of the Athletic Board for this academic year Thank you for the invitation to provide a mid-year update on the adjustments and developments in the Athletic Department and Programs.

First, I would like to invite you to visit MKEpanthers.com and learn about the successes of our student-athletes. Some highlights to share:

- Highlighting the fall season was yet another Horizon League regular-season and tournament championship from the Milwaukee women's soccer team – while advancing to the NCAA Tournament for the sixth year

in a row. The cumulative totals now add up to 23 regular-season titles, 16 tournament crowns, and 17 trips to the NCAA Tournament in program history

- In Track and Field, the women won the 2024 Horizon League Indoor Track & Field Championship, the tenth overall and the first since 2012. The team also set new program records in the 800m run and the shot put. Andrew Basler was named the Horizon League Indoor Track & Field Coach of the Year
- Last season, the Milwaukee men's basketball team rode a late-season surge to a memorable postseason run that came up just one game short of the NCAA Tournament after falling in the championship game. Finishing at 20-15 overall, marked the 12th 20-win season in program history. It also marked back-to-back 20-win seasons for Bart Lundy after posting a 22-12 ledger a year ago. That also gives Milwaukee back-to-back 20-win seasons for the first time since 2005-06 season.

Please Support our student athletes and follow, like, and forward their messages on the various social media platforms.

The Athletic Board and the sub-committees have been meeting monthly, as scheduled.

ACADEMICS Success was not limited to the court or field as Milwaukee student-athletes continued to excel academically and participate in community service activities.

- The Panthers averaged over 159 student-athletes on both the fall and spring league honor rolls during 2023-24.
- The cumulative GPA for all Panther student-athletes is 3.462 – making it the 48th straight semester where the departmental GPA is above 3.0 as well as the 19th consecutive semester over a 3.20.
- Graduation success rate was at 90%, well above the percentage for the general student population.
- Student-Athletes log many hours of community service in Milwaukee and the surrounding area. Teams volunteer for community activities like Make a Difference Day, United Way, Junior Achievement, Team IMPACT, Operation Dream and the United Lutheran Soup Kitchen, among dozens of other agencies. The Athletics Department also partners with the Center for Community-Based Learning, Leadership and Research. The Athletics Department set a record last year, with a remarkable 3,866 hours volunteered. And the team that contributed the most hours per athlete was baseball with 22 hours each.

BUDGET In terms of budget, Campus leadership and athletics have worked closely over the last few years to develop a sustainable financial model for athletics. In the last two years, there have been mitigating circumstances that have made balancing the budget annually difficult. The end of fiscal year 2023 ended with a deficit of approximately \$86,000 as a direct result of student fee revenue coming in lower than expected at year-end. Fiscal Year 2024 ended with a deficit balance of approximately \$150,000. This was a result of student fee revenue again coming in lower than expected and a tiered pay plan that awarded larger increases to staff making less than \$55,000. As a result, this was a \$45,000+ unbudgeted impact on the Athletics department budget contributing to this year-end deficit. The institution and athletics have worked diligently over the last 10 years to erase a multi-year deficit created prior to FY14 and both entities are committed to avoiding any significant future deficits.

FACILITY Engelmann Field had new artificial turf installed in the Spring of 2024. Payment for this project was included in the new chemistry building project due to damage incurred on the field during the chemistry project. Funds were provided by the Horizon League in the form of a Mental Health Grant that allowed each institution to enhance their investment in student-athletes' mental health. Athletics created a mindfulness room and two recovery rooms as a result. Mindfulness, rest, and recovery spaces are tranquil places for our student-athletes to take a break. Spaces where they can catch their breath, quiet their mind, relax and develop mindful self-awareness

through the use of relaxation and recovery equipment

I encourage you to support our Panthers by attending basketball games and also by interacting on Panther social media platforms by messaging their successes to your colleagues, communities, and networks. Thank you.
