

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

**Thursday, February 20, 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 Actions:**

- Several recent federal orders and directives impact higher education, including research funding (NIH indirect costs), DEI initiatives, and race-conscious programs.
- Two key lawsuits involving Wisconsin challenge executive orders affecting federal funding and NIH indirect rates (currently restrained by temporary orders).
- New lawsuits regarding DEI orders were filed recently; no restraining orders yet.
- Federal agencies are developing specific rules for implementation, with no current impact on curricula or classroom activities.
- UWM and UW System working groups are monitoring these issues. Questions can be directed to Keri Duce (general) and Kristian O'Connor (research-specific).

• **State Budget:**

- The governor proposed \$856M for the UW System, including \$128M for financial aid; \$308M for college access through dual enrollment, direct admissions, and transfer pathways; \$56M for recruiting and retaining faculty and staff; \$22M for mental health services; \$104M for innovative technologies, including AI and freshwater research; and \$166M for wage increases.
- Legislative negotiations will continue until June or July.
- Federal government funding deadline is March 14th, with a potential shutdown that could impact UWM.

• **Town Hall Meeting (March 4th):**

- Topics will include budgetary matters, 2030 strategic direction, enrollment trends, and additional updates.

• **Positive Developments:**

- UWM retained its R1 research status, reaffirming its position as a leading research university.
- Philanthropic contributions are projected to exceed \$27M, reflecting strong community confidence in UWM's mission and impact.

Senator Mark D. Schwartz inquired whether only NIH indirect costs are currently affected. Chancellor Mone confirmed this, noting that the outcome of tomorrow's court hearing may provide further clarity.

2. University Committee Report: Kathleen Dolan, Chair

The report is attached.

Senator Erica Young asked about the timeline for implementing the new budget model. UC Chair Dolan responded that the implementation is scheduled for the fiscal year 2026, beginning in July 2025.

3. Academic Planning and Budget Committee Report: Ann Swartz, Co-Chair

The report is attached.

4. Academic Staff Committee Report: Susan Stalewski, Chair

The report is attached.

Parliamentarian Colleen Boland inquired about double notices for AS evaluations for those using BP Logix. ASC Chair Stalewski responded that there is no solution at this time and there are more changes pending.

5. Physical Environment Committee Report: Wendy Huddleston, Chair
The report is attached.
6. Information Technology Policy Committee (ITPC) Report: Alison Donnelly, Chair
The report is attached.

UC Chair Dolan noted that several members have discussed IT infrastructure with Scott Genung, encouraging him to rely more heavily on existing governance structures, specifically the ITPC and the Research Policy & Advisory Committee. Dolan emphasized that elected governance representatives should be involved in decision-making processes rather than forming new groups. ITPC Chair Alison Donnelly acknowledged the point, stating that the committee is aware of the issue and is working to promote greater use of existing structures while minimizing the creation of additional groups.

7. Student Association (SA) Report: Levi Valentine, Diversity & Inclusion Director
The report is attached.

II. SENATE ROLL CALL

Secretary of the University John Reisel conducted the roll call for the Senate. There were 37 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 January 23, 2025 Faculty Senate meeting were approved as distributed.

IV. CHANCELLOR'S REPORT

1. Document 3553, 1/23/25: Recommendation of the Academic Program & Curriculum Committee (APCC) to Amend UWM Policies & Procedures Chapter A1.2: APCC Charter. Sent to UWM Administration, 1/24/25. Approved by UWM Administration, 1/28/25.
2. Document 3554, 1/23/25: Recommendation of the Academic Planning & Budget Committee (APBC) to Amend UWM Policies & Procedures Chapter A1.05: APBC Charter. Sent to UWM Administration, 1/24/25. Approved by UWM Administration, 1/28/25.
3. Document 3555, 1/23/25: Recommendation of the College of Health Professions and Sciences to Close the Masters in Sustainable Peacebuilding Program. Sent to UWM Administration, 1/24/25. Approved by UWM Administration, 1/28/25.

V. BUSINESS

1. Report on Finance & Administrative Affairs. Senior Vice Chancellor Robin Van Harpen presented the report. [Click here to view the presentation.](#)

Senator Schwartz noted that after the recent snowstorm, the sidewalk on Hartford from Oakland was still unplowed at 8:30 a.m., raising concerns about staffing shortages. Senior Vice Chancellor Van Harpen acknowledged staffing challenges due to budget constraints but assured that teams prioritize key areas and work hard to meet needs. She offered to investigate the specific situation.

Senator Derek Counts asked whether the data currently accessed through OBIEE, such as academic plans

and enrollment statistics, would be available in Workday. Van Harpen explained that Workday's reporting function will be managed by the Workday Enterprise Systems Group at Madison but was unsure if OBIEE data would transfer. Vice Provost for Academic Affairs Dave Clark added that non-financial departmental data, including student success metrics and enrollment statistics, will be integrated into new Power BI dashboards under Jonathan Hanes' leadership, with a program review dashboard currently in development.

2. Provost's Report. Provost & Vice Chancellor of Academic Affairs Andrew Daire, Vice Provost for Academic Affairs Dave Clark, and Vice Provost for Faculty Affairs Canan Bilen-Green presented the report. [Click here to view the presentation.](#)

Professor and Acting Associate Vice Provost for Research Nigel Rothfels expressed concern about hiring practices favoring external candidates over internal ones and asked for the reasoning behind this approach. Provost Daire clarified that while external searches are important, search committees consider all candidates and select the best fit. UC Chair Dolan confirmed with Provost Daire that committees are not directed to prioritize external candidates. Associate Vice Chancellor and Chief Human Resources Officer Makda Fessahaye added that the shift toward formal recruitment processes, rather than waivers, aims to provide equal promotion opportunities for both internal and external candidates.

President Pro Tem Melinda Kavanaugh invited Provost Daire to share his personal perspective on UWM's faculty and overall direction, acknowledging faculty concerns about workload, expectations, and performance criteria. Provost Daire expressed enthusiasm for his role at UWM, highlighting its status as an access-focused R1 institution with a strong community engagement mission. He noted that UWM's achievements often go unrecognized, suggesting the institution may suffer from "institutional low self-esteem" due to frequent comparisons with UW-Madison. Daire emphasized the importance of amplifying UWM's successes, supporting both students and faculty, and addressing challenges like COVID-related learning loss. He concluded by reaffirming his commitment to fostering student success while ensuring faculty and staff have the resources they need to thrive.

Senator Schwartz highlighted the ongoing challenge of securing resources for UWM, expressing frustration that its impactful work is not reflected in its funding, especially compared to UW-Madison.

Provost Daire emphasized focusing on what UWM can control. Drawing from his experience as an immigrant and psychologist, he stressed maximizing internal resources—such as academic practices, advising, and food pantries—to boost student success. While the Chancellor advocates for funding, Daire believes improving retention can generate revenue to reinvest in the university.

Senator Miren Boehm expressed concern that while UWM is expected to perform at an R1 level, its financial support is not comparable to other R1 institutions. She questioned whether UWM might be better positioned as a well-funded R2 rather than a financially strained R1.

Professor Rothfels noted a shift in campus culture from leadership acting as an advocate and shield for faculty to increased pressure on faculty performance. Assistant Professor David Pacifico highlighted UWM's unique status as one of only 80 community-engaged R1 institutions, suggesting that better communication of this identity could boost morale. He also asked whether struggling students could be redirected within UWM to departments with fewer barriers to success.

Provost Daire acknowledged the need to better tell UWM's story both internally and externally, citing his previous institution's success in promoting its dual mission. He recently hired a communications director to help share faculty achievements. Regarding student success, Daire and Vice Provost Clark emphasized the importance of early interventions, as many at-risk students fail to adapt to college and leave within their first semester. They aim to scale data-driven strategies, expand first-year support programs, and streamline processes like degree changes to improve retention.

UC Chair Dolan concluded by stressing the need for leadership to both advocate for UWM externally and foster a sense of value and support within the campus community, especially as faculty navigate systemic and performance expectations.

VI. UNFINISHED BUSINESS – None.

VII. GENERAL GOOD AND WELFARE

Chancellor Mone encouraged support for the men’s basketball team as they aim for the playoffs, noting that if current standings hold, the team is well-positioned. He invited everyone to attend a game when possible.

VIII. ADJOURNMENT -The meeting was adjourned at 4:09 p.m.

Report to the Faculty Senate
Thursday, February 20, 2025

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met three times since the January Faculty Senate meeting and have had our monthly meeting with the Chancellor. The Provost had to cancel for an out of town trip, but we will resume in March.
2. We thank faculty for their participation in the recent on-campus visits by candidates for Dean of the Graduate School. Once that search is wrapped up, we are left with the search for the Chancellor's position. Finalists should be announced at some point in the next several weeks in anticipation of campus visits the week after Spring Break.
3. On January 28, the UC met with AVC Drew Knab and Director of Budget and Planning Micki Pearsall for an hour to discuss the implementation of the new Activities Based Budget Model. This new model is a different way of doing things, so I encourage all faculty to learn more about it and how it will affect your school/college.
4. You may remember that AVC Dave Clark was here at some point in the past to talk about the move to a unified campus teaching evaluation instrument to which units could add their own questions. Dave had a group of faculty, AS, advisors, etc, working on this and they now have a draft of universal questions they are proposing. This list went out to department chairs a couple of weeks ago for feedback. Dave indicated that the questions themselves will come through governance as part of the proposed revisions to SAAP 1-14, which is the Teaching Evaluations Policy.
5. I attended the monthly meeting of campus governance reps with UW's leaders. At that meeting, we heard that the provosts of the 13 campuses are working on developing a process for program review that could be used uniformly across all campuses. The faculty reps discussed the need for an examination of the impact on students of the shrinking faculty numbers and the doing more with less. We also heard from President Rothman on all of the unknowns from the federal and state government decisions and how all of the various budget and policy issues might affect the system/campuses.
6. Finally, I am continuing my work on identifying dynamics around departmental and campus cultural issues that are affecting promotion processes. Secretary Reisel and I are doing an analysis of grievances filed with FAGC and FRRC as they pertain to personnel as one way of examining these cultural issues. So this work will continue.

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

Since our last Senate meeting, APBC once in an online format on February 13th.

We heard a brief update from Drew Knab on the potential impact to UWM of the proposed reductions in Indirect Costs from the Federal Government. UWM Business and Financial Services and the Office of Research continue to monitor any developments.

We briefly discussed the role of APBC in the yearly Program Reviews. These discussions are ongoing.

Academic Staff Committee (ASC) – Susan Stalewki, Chair

Academic Staff Committee

Since the last faculty senate meeting the ASC met on 2/3/2025 and 2/17/25, Guests were Chancellor Mone, Provost Daire, AVC Fessahaye and Elise Beckly-Schubert

The implementation of Workday separates the evaluation timing and procedures for the instructional and non-instructional staff. Deputy Chief Human Resources Officer Bechly-Schubert presented the Workday processes for IAS. Four UW institutions (of 13) have adopted this process for IAS and the UWM ASC will review and consider the options available.

Funding for academic staff professional development awards is eliminated after FY 26. AS value the opportunity to participate in group and individual activities and for many, there will be no future funding opportunity. The awards committee is preparing additional information and data to share with Provost Daire.

Policies related to AS workload should be forwarded to the ASC via the SecU per UWM policy. Please remind chairs and executive committees to do this before the end of this academic year.

The ASC is reviewing and revising AS policy CH. 110 Layoff of Academic Staff for Reasons of Budget or Program for accuracy and clarity.

AS policy Ch. 104 specifies that AS who are in the same job for three years should be offered an ongoing or probationary appointment vs. a fixed terminal contract. There are over 200 AS, mostly instructional who have more than three years of service and remain on fixed term terminal contracts. Chair Stalewski is working with Provost Daire to evaluate. AS policy Ch. 104 also stipulates the probationary appointments are to be replaced with probationary appointments when there is a vacancy. These are unit level hiring decisions

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 UWM Chief of Police and the UWM Chancellor.

AS Senate

The Academic staff senate met 2/11/2025. Guests were Chancellor Mone, Provost Daire and AVC Fessahaye. Senators have questions about the 2030 updates and implementation. A one page update summary was shared with the AS Senate following the 2/11 meeting.

System shared governance

The shared governance council met on 1/31/25.

A workgroup to consider policy 1310 , intellectual property, has not met as comments and feedback are still being compiled. I am representing the AS on this committee (for the state AS) and welcome your feedback or questions which I will share when the group meets.

There are many changes across the institutions including the elimination of all colleges at UW Parkside. A return to office policy has been proposed by Rep. Amanda Nedweski. Progress or outcomes related to this bill were unclear at the time of the shared governance meeting.

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

Physical Environment Committee – Wendy Huddleston, Chair

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

Our work over the last two meetings has focused on the review of recommendations for the 2025 Hartford Avenue paving project to be undertaken by the City of Milwaukee. The transportation subcommittee performed a campus walk through in December identifying ways to make the main campus more pedestrian-friendly. The discussions have included student feedback via the Student Planning Association. Suggestions have included one-way traffic

on Hartford Ave, raised pedestrian walkways on Hartford Ave, and an altered pedestrian traffic pattern at the intersection of Hartford and Maryland to name a few. The committee's recommendations will be forwarded on to the Chancellor for his review.

Our other items of business included one confidential naming request and priority snow removal routes.

Information Technology Policy Committee – Alison Donnelly, Chair

Committee Members: Alison Donnelly (Chair), Stephen Appel, Mohamed Ayoub, Karen Parrish Baker, Nancy Bird-Soto, Drew Blanchard, Noelle Chesley, Benjamin Church, Michael Farrell, Ioannis Flores, John Heilmann, Laura Harrison, Emmitt Houston, Chiu Law, Gabriel Rei-Doval, Peter Schwander, Jerald Thomas, Vipavee Thongpriwan, Swapnil Tripathi, Paul Klajbor (Ex officio) and Scott Genung (Ex officio).

Meetings convened:

ITPC convened the following meetings: September 2024, October 2024, November 2024, December 2024, February 2025

Committee Business:

(February 2025) Minor updates to the ITPC Charter were approved and sent to codification.

Key Topics of Discussion:

Office of the CIO: (September 2024) UWM CIO Scott Genung provided an update on key initiatives, including digital accessibility efforts at both UWM and the System level, progress on the AI Taskforce with specialized workgroups, and the IT and Data Adaptive Strategic Planning process, where goals have been set and the timeline extended to November 2024. (December 2024) Scott provided an update on the governance structures being developed for AI initiatives at UWM, emphasizing the need for an ITPC representative on the AI Ethics and Privacy subcommittee. A member was subsequently assigned to this committee.

Information Security: (October 2024) CIO Mike Grypp highlighted key takeaways from October Cybersecurity Month, emphasizing the rise of social engineering attacks like impersonation and spoofing, often aimed at financial fraud or data ransom. He urged individuals to protect themselves by avoiding password reuse, enabling MFA, staying alert to urgent or emotional phishing tactics, and ensuring data encryption.

Data Governance: (October 2024) Stephanie Warner introduced the Data Oversight Committee, which replaced the DGCC to focus on enterprise-wide data. Since its launch in 2024, the committee has developed a website on application access, approved processes for Workday data access, supported WERIT's review of student data definitions, and established a certification process for the student data warehouse in Collibra.

Open Records: (November 2024) Colleen Ferrence-Burke provided an overview of Open Records at UWM, covering what qualifies as a record (nearly everything except personal notes), retention rules (no need to create new records in response to a request, and once a request is received, associated records cannot be deleted), and the costs involved in obtaining records.

Center for Teaching and Learning: (November 2024) David Delgado shared updates on CETL initiatives, including the Common Content Project to standardize Canvas courses, integration of campus and Outlook calendars into Canvas, and Follett's integration for direct textbook ordering. Efforts on inclusive access and ADA Title II compliance are ongoing, with CETL managing requests via Ivanti Neurons. Sarah Riforgiate and Amy Mangrich received the 2024 Social Learning Innovator Award. (February 2025) Natasha Jankowski and David Delgado gave a CETL Spring Update including information on Restructuring and Leadership, Support Commons and Accessibility Training and a brief overview of the Department Chair Survey Findings. They also introduced

the new 'Thank an Instructor' initiative and went over Spring Offerings & Developments.

UW System: (December 2024) Beth Schaefer, provided an update on the UW System's Administrative Transformation Program (ATP), set to go live in July 2025. The program will standardize HR, Finance, and Research processes using Workday. Beth thanked those involved and assured that all UWM employees will receive thorough training for a smooth transition.

Committee Liaison Reports:

Committee liaison reports were given at each meeting covering the following committees: Academic Planning and Budget Committee, Tech Users Group, Educational Technology Committee, Office365 Governance Team, Research Policy Advisory Committee, AI Ethics and Privacy Committee, and Web Steering Committee.

Student Association – Levi Valentine, Diversity & Inclusion Director

Our treasurer and student organization appropriations director have been working on the allocation of funds for student orgs for next semester.

Our campus and community engagement director has been working hard on hosting events to bring awareness of the Student Association to the students, through an open house on February 3rd and tabling at Cambridge where 100 students expressed interest and were connected to the Student Association.

We are changing our approach in class connecting to students. Instead of solely hosting events and expecting students to seek us out, we are making plans to attend student org events. We are hoping to change the onus of connection from the student to the executive members of the Student Association.
