

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

**Thursday, March 13, 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 topics:

- **Budget and Financial Challenges**
 - Federal and state actions impact research, Title IV (student aid), and DEI funding.
 - A budget deficit is driven by lower graduate enrollment, declining interest income, and increased payroll expenses.
 - A hiring freeze and spending restrictions are being implemented, with some exceptions. More details in this message to campus: <https://t.e2ma.net/message/r0g1lk/vff158>
 - Advocacy efforts include outreach to policymakers and stakeholders to secure funding.
- **Institutional Advocacy & Recognition**
 - Efforts include an op-ed, engagements with policymakers, and participation in research advocacy events.
 - A \$2.5M endowed professorship in Freshwater Science was announced.
 - Fundraising remains strong, with expectations to meet \$30M–\$35M in annual contributions.
- **Enrollment & Campus Growth**
 - Record attendance at admitted student events and growing freshman enrollment signal strong interest.
 - Hosting an in-person Regent meeting in June presents an opportunity to highlight campus initiatives.
- **Capital Projects & Infrastructure**
 - The Health Sciences renovation (\$190M) is a top priority and has been included in the governor's budget.
 - Multiple smaller capital projects have been approved.
- **Chancellor Search**
 - Finalists will be announced by mid-next week, with candidate visits occurring the week of March 24th.

Senator Jeffrey Sommers noted that recessions often increase higher education demand. Chancellor Mone acknowledged this trend but emphasized the need for budget security and retooling efforts.

Senator Derek Counts asked for clarification on the out-of-state travel freeze. Chancellor Mone stated that pre-approved travel is generally allowed, but all future travel requests will be reviewed. Senior Vice Chancellor Robin Van Harpen emphasized that units and Vice Chancellors must assess travel and hiring needs carefully to conserve resources, with a preference for delaying non-essential spending. Travel funded by external grants is exempt from the freeze, but unrestricted funds should be conserved. Senator Mark Schwartz raised questions about PI indirect funds, which Van Harpen acknowledged need further clarification. Additional guidance will be provided to divisional finance officers, and FAQs will be developed to address specific concerns.

2. Provost's Report

The Provost emphasized the importance of retention in enrollment management and highlighted ongoing efforts to improve mid-semester progress reporting, with 34% of undergraduates still lacking reports (down from 41% last week). Faculty were reminded to submit reports by the March 23rd priority

deadline.

Notable recognitions included:

- **Search & Screens for Leadership Positions:** Dr. Brian Porter was named the new Graduate School Dean, and successful searches were completed for the Vice Provost for Research and the Dean of the College of Arts & Architecture. The Provost acknowledged the efforts of search committees, faculty, staff, and search firms in these hiring processes.
- **Campus Engagement:** Praise for the Peck School of the Arts' *Dames at Sea* performance and efforts to increase attendance at athletic events, with units participating in a pilot initiative for men's basketball.

3. University Committee 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. Graduate Faculty Committee Report: Jeb Willenbring, Chair
The report is attached.
7. Student Association (SA) Report: Levi Valentine, Diversity & Inclusion Director
The SA has been preparing for the upcoming year, including starting the election cycle, with candidates meeting the signature deadline. They have also been working with staff to ensure proper preparation, materials, and training, with a special acknowledgment of SAPS for their recruitment efforts. Additionally, SA has been actively involved in the Chief of Police search.

II. SENATE ROLL CALL

Secretary of the University John Reisel conducted the roll call for the Senate. There were 43 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 February 20, 2025 Faculty Senate meeting were approved as distributed.
2. SAAP 6-6: Recommendation of the Chancellor's Advisory Committee for LGBTQ+ Advocacy (CACLGQTQ+) and the Policy Advisory Committee to Revise the Inclusive Restroom Facilities Policy was received.

IV. CHANCELLOR'S REPORT – None.

V. SPECIAL ORDER OF BUSINESS

1. Faculty Document 3556: Report of the Nominations Committee for Elective Standing Faculty Committees for 2025-26. Nominations Committee Chair Ionel Popa presented. The floor was open for additional nominations. Secretary Reisel recorded additional nominations from the floor for the 2025-26 faculty standing committees and the Faculty Senate.

MOTION: It was moved, seconded, and unanimously approved to amend the ballot to include the nominations taken from the floor and to close nominations. The motion was approved by voice vote.

VI. BUSINESS

1. Faculty Document 3557: Recommendation of the International Committee (IC) to Create a Policy on Center of International Education Oversight and Decision-Making Authority for Study Abroad Programs. A senator moved adoption of Faculty Document 3557. IC Chair Lawrence Kuiper presented the document.

MOTION: To approve Faculty Document 3557. The motion was seconded and approved with a vote of 36-yes; 2-no; and 1-abstention.

2. Faculty Document 3558: Recommendation of the Information Technology Policy Committee (ITPC) to Amend *UWM Policies & Procedures* Chapter A3.2: ITPC Charter. A senator moved adoption of Faculty Document 3558. ITPC Chair Alison Donnelly presented the document.

MOTION: To approve Faculty Document 3558. The motion was seconded and approved with a vote of 38-yes; 0-no; and 0-abstention.

3. Faculty Document 3559: Recommendation of the University Committee (UC) to Revise *UWM Policies & Procedures* Chapter 5.20: Procedures for Promotion to the Rank of Professor. A senator moved adoption of Faculty Document 3559. UC Chair Kathleen Dolan presented the document.

MOTION: To approve Faculty Document 3559. The motion was seconded and approved with a vote of 36-yes; 1-no; and 0-abstention.

4. Faculty Document 3560: Recommendation of the College of Letters & Science and the Department of to rename itself the Department of Psychological and Brain Sciences. A senator moved adoption of Faculty Document 3560. The motion was seconded. Chair of the Department of Psychology Hobart Davies presented the document.

MOTION: To approve Faculty Document 3560. The motion was seconded and approved with a vote of 37-yes; 0-no; and 0-abstention.

5. Report on Community Empowerment & Institutional Inclusivity. Vice Chancellor Chia Vang provided updates on external challenges impacting inclusivity efforts, particularly a legislative audit affecting all UW campuses and federal actions influencing student support. Despite these challenges, the division continues working on initiatives to build a more inclusive campus.

Key initiatives and achievements:

- Equity & Student Support: The Office of Equal Opportunity & Civil Rights staff have been actively providing training and investigative services. Multicultural student centers and STEM diversity programs continue enhancing student success.
- Hispanic-Serving Institution (HSI) Initiative: Efforts are underway to reach 15% Latino student enrollment, a growing demographic.
- Mosaic Leadership Academy: Now in its third year, this program supports leadership development for diverse employees, with 30 participants completing it by May.
- Faculty Hiring & Retention: In collaboration with the Provost's Office, seven faculty members were hired through a past strategic faculty hiring fund.
- Conflict Resolution & Civil Dialogue: Training sessions for employees have been well received, and a grant was secured for a campus dialogue project in partnership with Student Affairs.
- Campus & Community Engagement: The division supported events such as "Front Lines of Democracy", featuring international speakers, and the "55 Years of Black Reality" with the Department of African & African Diaspora Studies.

6. Report on Student Affairs. Vice Chancellor Kelly Haag presented the report. [Click here to view the presentation.](#)

Senator Mark Schwartz inquired about changes to campus buses, noting a shift from white buses with Panther logos to larger black buses. Vice Chancellor Haag explained that the university switched to new, more energy-efficient buses due to noise complaints from the community. Some concerns have been raised about the new color scheme. Chancellor Mone acknowledged discussions about potential modifications, suggesting that adding Panther branding or gold accents could enhance visibility and school spirit.

VII. UNFINISHED BUSINESS – None.

VIII. GENERAL GOOD AND WELFARE

Chancellor Mone conveyed best wishes to the Senate for Spring Break.

IX. ADJOURNMENT -The meeting was adjourned at 3:55 p.m.

Report to the Faculty Senate
Thursday, March 13, 2025

University Committee (UC) – Kathleen Dolan, Chair

1. The UC has met three times since the February Faculty Senate meeting and have had our monthly meeting with the Chancellor.
2. As the Chancellor indicated, we should know more about finalists for the Chancellor search tomorrow. Campus visits will be the week of March 24 and there will be a faculty forum with each candidate at 1:30 on their visit days. This is in addition to an open forum for each candidate. UC thanks our member Gillian Rodger who served as the Vice Chair of the SS committee.
3. We have continued to talk with Dave Clark about the new teaching evaluation instrument. Dave has received a lot of feedback on the items and there have been substantial changes. We will see all of this at a future Senate meeting when Dave comes seeking approval of the new policy language and items, which will be a revision of the existing campus policy, SAAP 1-14.
4. At the February meeting of campus governance reps with UWs leaders, we learned that President Rothman is thinking about conducting a survey of faculty and AS around free speech issues. If this happens, it will likely take place next fall.
5. Campus will be conducting campus interviews for a new Chief of Police during the weeks of March 31 and April 7. For those who might be interested, there will be an open session with each candidate during their interviews, so keep an eye out for those schedules once finalists are announced.
6. UC's work on the issue of faculty promotion continues. On the agenda later today is a revisio to P+P on one aspect of the EC's activities around promotion. I'll be presenting that later. Another action was a meeting convened by the Chancellor with Legal Affairs, HR, the provost, the SecU, and myself to discuss some of these personnel issues. One thing that was identified was the reality that faculty don't always think of the important supervisory role we have in tenure and promotion and the responsibilities we have in that regard. One way to address some of the problems that exist in some departments might be training for EC members in these supervisory responsibilities. UC will continue to work with the provost's office on these issues and I will keep you updated as we do so.
7. Finally, as you know, the primary ballot for spring faculty elections to governance committees has some holes in it. We will be taking nominations for additional candidates for some committees from the floor, so feel free to nominate yourself. Or madly email colleagues to see if they will stand for election.

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

Since our last Senate meeting, APBC twice in a hybrid format on February 27th and this morning (March 13th).

We did not have any business items but heard updates from the Provost and had an opportunity for questions and discussion with him. We also discussed APBC's role in the new SAAP focusing on Program Array Review. Finally, we received an update from D. Clark on the course evaluation system and the new GER program.

Academic Staff Committee (ASC) – Susan Stalewki, Chair

Academic Staff Committee

Since the last faculty senate meeting the ASC met on 3/3/2025 and the Academic Saff Senate met on 3/11/2025. Guests were Chancellor Mone, Provost Daire, AVC Fessahaye, Student Assoc. Vice chair Jeremi Lukos, UC chair Kathy Dolan and Director of the LGBTQ+ Resource Center Ariana Myers.

The 3/11 AS senate meeting was the General Meeting for the Academic Staff where the draft ballot for 2025-26 was presented. The ballot for the academic staff committees and faculty committees with elected AS are full except for the Non-Instructional Academic Staff Review Committee. This committee requires staff with indefinite appointments and although nominations were received, those individuals did not qualify due to their division distribution.

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 and will be forwarding this to the AS codification committee for review. Of interest, there is a statement about retaining access to resources (for laid off staff), however, neither the ASC or UWM HR have detail about what these resources entail.

Instructional and non-instructional AS have questions related to use of the probationary appointment type. The Non-Instructional Review Committee is currently circulating a survey among the academic staff related to probationary and indefinite appointments. AS policy 104 details when these appointments are to be made.

Academic staff members continue participation in the Program Array Review policy committee, SEMS leadership and the course evaluation implementation committee. ASC and AS members are engaged in active searches for the UWM Chief of Police and the UWM Chancellor.

System shared governance

The shared governance council met on 2/29/2025

A workgroup to review comments and detail for policy 1310 (Intellectual property) will meet in April. AS shared governance will participate in the annual UWSA policy review process.

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

Graduate Faculty Committee – Jeb Willenbring, Chair

Since the last report from the graduate faculty committee there have been four meetings. Most recently the committee has been addressing policy language. Examples include, in part, policy for nondegree candidate's taking graduate level courses, and the related topic of credit transfer. The discussions have addressed the difference between undergraduate and graduate level course work, which is especially important for U/G courses in higher education. A large proportion of the changes in policy involves removing obsolete language.
