

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

**Thursday, April 17, 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 acknowledged the ongoing uncertainty in higher education, calling it among the most significant challenges of his tenure. He emphasized the importance of preparing for financial impacts due to declining enrollment, federal and state policy shifts, and potential cuts to research funding.

He formally announced that Dr. Tom Gibson, currently at UW-Stevens Point, has been named UWM's next chancellor, starting July 14. Onboarding is underway with several campus visits planned. Mone expressed a strong commitment to supporting Gibson's successful transition.

Chancellor Mone discussed national headlines affecting higher education, including international student visa restrictions, state audits (DEI, telework), and funding threats from agencies like NIH and the Department of Energy. He cited actions at peer institutions (e.g., budget cuts, scenario planning) as further evidence of these pressures.

The Chancellor confirmed ongoing hiring and spending freezes, anticipated budget constraints, and upcoming decisions to address revenue losses. These include workload and program reviews, especially targeting low-enrollment and doctoral programs, as well as efforts to maintain and strengthen R1 status.

He assured that planning will be consultative, with input from deans, governance, and key committees, with updates to be shared later in April or early May.

2. Provost's Report

Provost Daire shared that UWM is experiencing a notable increase in undergraduate applications and admissions for Fall 2025. First-year applications are up 23 percent, and admissions have risen by 21 percent. Transfer applications and admissions have also increased slightly. While more students are applying to seven or more UW campuses, the percentage of applicants applying exclusively to UWM has also grown, now at 41 percent. UWM continues to benefit from the Direct Admit Wisconsin program. Over 6,000 students have submitted forms to UWM, which represents about 26 percent of those eligible.

Provost Daire noted that graduate and international enrollment figures remain a concern. Efforts are being made to address these challenges, though some factors remain outside of the university's control.

He also reported on last week's System Provost meeting, where President Rothman emphasized the need for greater collaboration among UW campuses, particularly regarding degree offerings. There is a push to reduce program duplication across institutions, especially in areas related to AI. Rothman stressed that all students should receive baseline AI training and that more advanced opportunities should be made available across disciplines.

Provost Daire discussed his plans to visit all colleges to provide updates on the university's budget, answer questions, and hear faculty concerns. He also introduced two incoming academic leaders: Dr. Abetti, Vice Provost for Research, and Dr. Porter, Dean of the Graduate School.

3. University Committee Report: Kathleen Dolan, Chair

The report is attached.

Senator Erika Young asked about the format for President Rothman's upcoming visit and whether faculty

would be able to submit questions in advance. UC Chair Dolan explained that the focus will be on UWM's R1 status and that while the format is still being finalized, the goal is to foster a respectful and meaningful conversation. She noted that both President Rothman and Regent President Bogost had expressed strong support for UWM's R1 mission. Faculty were encouraged to attend the meeting to show engagement and help amplify that message.

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
The report is attached.
7. Research Policy & Advisory Committee Report: Victoria McCoy, Chair
The report is attached.
8. Student Association (SA) Report: Levi Valentine, Diversity & Inclusion Director
Student Association elections are underway, with current interim President Jeremy Lukos (formerly VP of Academic Affairs) running for a full term. Jeremy assumed the presidency following the resignation of former President Tanner Cronce. At the first Senate meeting under Jeremy's leadership, the group discussed collaborating on the Green Bandana program and is also working with students focused on increasing political representation among minority populations.

II. MEMORIAL RESOLUTION

1. Professor Ann Swartz presented the resolution for Associate Professor Emerita Erika Sander. The Faculty Senate rose for a moment of silence in memory of Professor Sander. [Click here to view the memorial resolution.](#)

III. SENATE ROLL CALL

Secretary of the University John Reisel conducted the roll call for the Senate. There were 41 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 March 13, 2025 Faculty Senate meeting were approved as distributed.

V. CHANCELLOR'S REPORT

1. [Document 3557](#), 3/13/25: Recommendation of the International Committee (IC) to Create a Policy on Center of International Education Oversight and Decision-Making Authority for Study Abroad Programs. Sent to UWM Administration, 3/14/25. Approved by UWM Administration, 3/19/25.
2. [Document 3558](#), 3/13/25: Recommendation of the Information Technology Policy Committee (ITPC) to Amend *UWM Policies & Procedures* Chapter A3.2: ITPC Charter. Sent to UWM Administration, 3/14/25. Approved by UWM Administration, 3/19/25.
3. [Document 3559](#), 3/13/25: Recommendation of the University Committee to Revise *UWM Policies & Procedures* Chapter 5.20: Procedures for Promotion to the Rank of Professor. Sent to UWM Administration, 3/14/25. Approved by UWM Administration, 3/19/25.

4. Document 3560, 3/13/25: Recommendation of the College of Letters & Science and the Department of to rename itself the Department of Psychological and Brain Sciences. Sent to UWM Administration, 3/14/25. Approved by UWM Administration, 3/19/25.

VI. BUSINESS

1. SAAP 14-10: Recommendation of the Office of Research and the Policy Advisory Committee (PAC) to Create the UWM Disclosure of Other Support Policy. A senator moved adoption of SAAP 14-10. The motion was seconded. Interim Vice Provost for Research Kristian O'Connor and Compliance Manager Jeffrey Nytes presented the document.

Senator Young asked about changes to disclosure requirements. Interim Vice Provost O'Connor and Compliance Manager Nytes clarified that while federal disclosure requirements have not changed, the new campus policy formalizes expectations. It outlines what must be disclosed, including other support, affiliations, and participation in projects, and introduces the possibility of campus-level sanctions for false or incomplete information. Researchers remain individually responsible for ensuring disclosures are accurate and complete.

MOTION: To approve SAAP 14-10. The motion was seconded and approved with a vote of 33-yes; 2-no; and 3-abstention.

2. SAAP 14-11: Recommendation of the Office of Research and the PAC to Create the UWM Malign Foreign Talent Recruitment Program Policy. A senator moved adoption of SAAP 14-11. The motion was seconded. Interim Vice Provost for Research Kristian O'Connor and Compliance Manager Jeffrey Nytes presented the document.

Senator John Boyland asked how faculty can determine whether a program is considered malign. Nytes explained that federal lists and definitions provided by legislation such as the John McCain Defense Act and the CHIPS Act guide these determinations. A program may be considered malign if it involves intellectual property theft or is funded by a "country of concern"—currently China, Russia, North Korea, or Iran. Faculty collaborating with entities in those countries must closely evaluate those relationships.

MOTION: To approve SAAP 14-11. The motion was seconded and approved with a vote of 34-yes; 1-no; and 4-abstention.

3. SAAP 6-8: Recommendation of the Division of Finance & Administrative Affairs and the PAC to Create the Expressive Activity On Campus Policy. A senator moved adoption of SAAP 6-8. The motion was seconded. Chief Legal Counsel Joely Urdan presented the document.

MOTION: To approve SAAP 6-8. The motion was seconded and approved with a vote of 37-yes; 2-no; and 0-abstention.

4. Faculty Document 3562: Recommendation of the University Committee (UC) to Dissolve the Division of General Studies. A senator moved adoption of Faculty Document 3562. UC Chair Kathleen Dolan presented the document.

MOTION: To approve Faculty Document 3562. The motion was seconded and approved with a vote of 33-yes; 3-no; and 2-abstention.

5. Faculty Document 3563: Recommendation of the Faculty Senate Rules Committee to Revise *UWM Policies & Procedures* Chapter A3.0: Faculty Senate Rules Committee Charter. A senator moved adoption of Faculty Document 3563. Faculty Senate Rules Committee Chair Melinda Kavanaugh presented the document.

MOTION: To approve Faculty Document 3563. The motion was seconded and approved with a vote of 34-yes; 3-no; and 1-abstention.

6. Faculty Document 3564: Recommendation of the College of Letters & Science and the Department of Physics to rename itself the Department of Physics and Astronomy. A senator moved adoption of Faculty Document 3564. The motion was seconded. Professor David Kaplan of the Department of Physics presented the document.

MOTION: To approve Faculty Document 3564. The motion was seconded and approved with a vote of 39-yes; 0-no; and 0-abstention.

7. Discussion of Reduced-Credit Degrees. Provost & Vice Chancellor of Academic Affairs Andrew Daire and Vice Provost for Academic Affairs Dave Clark presented.

Provost Daire and Vice Provost Clark discussed UWM's potential development of a reduced-credit bachelor's degree, which would lower the total required credits (rather than compressing 120 credits into three years). This model, currently being considered by the HLC for limited pilot programs, is intended for applied, industry-focused fields such as artificial intelligence and information technology. UWs is also preparing policy changes to allow campuses to propose such degrees, and UWM has been exploring the option in collaboration with WCTC and campus programs like IST and NMDSI.

Senator Dolan raised concerns about long-term academic planning, staffing, and the rapid evolution of AI, questioning how durable a three-year AI degree would be by 2030. In response, Clark and Daire emphasized that UWM has existing course offerings (including 8 AI courses and 57 in data analytics), and is planning a cluster hire in applied AI to further build capacity.

Dolan also asked about the status of that cluster hire. Provost Daire explained it had been approved and initiated, but due to timing and the current hiring freeze, the search was paused and will restart in August.

Senator Miren Boehm expressed concern about whether a reduced-credit degree might be perceived as less rigorous or disadvantage graduates in the job market. Clark acknowledged the concern, noting that while there is limited data, peer institutions like BYU-Idaho have not reported negative perceptions. He emphasized that this model would only move forward with approval from HLC, UWs, and UWM, and that market research and industry input will be key in shaping any program.

8. Report on University Advancement. Vice Chancellor Joan Nesbitt presented the report. [Click here to view the presentation.](#)

[Click here for more details on Panthers Connect.](#)

Senator Derek Counts asked whether there is concern about potential federal taxation of university endowments, especially for those below \$500 million. Vice Chancellor Nesbitt responded that no formal discussions have occurred at the board level and that it's too early to comment. Chancellor Mone added that current proposals target institutions with high endowment-per-student ratios, typically affecting small, wealthy private universities. With UWM's large student body and comparatively modest endowment, it is not currently at risk, though other institutions are closely monitoring the issue.

VII. UNFINISHED BUSINESS – None.

VIII. GENERAL GOOD AND WELFARE

Chancellor Mone shared a hopeful note that spring seems to be arriving.

IX. ADJOURNMENT -The meeting was adjourned at 4:10 p.m.

Report to the Faculty Senate
Thursday, April 17, 2025

University Committee (UC) – Kathleen Dolan, Chair

1. Because of Spring Break and meetings with the Chancellor candidates, the UC has met twice since the March Faculty Senate meeting and have had our monthly meetings with the Chancellor and Provost.
2. I also recently had a chance to talk with UWs President Jay Rothman and BOR President Amy Bogost. I invited them to come to a Faculty Senate meeting to talk with us about their commitment to UWM as an R1 institution. President Rothman will join us at the May 8 Senate meeting. I am waiting to hear if Board President Bogost can join him. I encourage Senators to attend this meeting in person since President Rothman will be here in person.
3. AVC and HR head Makda Fessahaye visited to talk with us about the new ability through Workday for nine-month employees to choose to be paid over 12 months. This will likely go into effect in Fall 2026.
4. One discussion the UC had with the Provost last week was motivated by the various changes to research funding and other aspects of university life coming from the federal government. The most obvious is the cancellation of grants that has already begun to take place, but enrollment issues abound as well. Much like during Covid, we discussed the need for a way for faculty and AS to document the disruptions they are experiencing and asked the Provost to have AA think about how we can take these disruptions into account as they affect tenure, promotion, and post-tenure review.
5. You may remember that last month I mentioned that UWs President Rothman is planning to conduct a survey of faculty and AS around free speech issues. The survey is being planned and conducted by the Wisconsin Institute for Citizenship and Civil Dialogue, which is a subunit of the Universities of Wisconsin administration. The survey research team will be holding two virtual public sessions to talk about the project and take feedback, one on April 30 and one on May 1. I will be sending Senators an email tomorrow with more information about the project and the public sessions. There will be additional opportunities for feedback over the summer and the plan is for implementation of the survey in November.
6. This week I met with VPFA Canan Bilen-Green to discuss a range of issues around promotion to full professor. AA is planning a panel discussion next month for interested faculty to hear from colleagues who were recently promoted.
7. Finally, the final ballot for the Spring faculty committee elections is out and voting is open until Sunday, so please vote, if you haven't done so already.

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

Our meetings have focused on staying informed about the latest campus budget updates. We remain concerned about how the budget may affect our ability to deliver high-quality education and conduct top-tier research.

We heard two business items over the past two meetings.

1. Proposals from the College of Letters and Science to dissolve the Department of Spanish and Portuguese and the Department-like Body of Translation and Interpreting into the Department of World Languages and Cultures. These proposals move forward the goal of a consolidation of all language units into one department to better serve students. This will help to share resources for the departments. The committee had no concerns.
2. MOU between UWM and UW Parkside for a BS- MSAT degree. APBC briefly discussed the proposal. We have no concerns and wish the UWM MSAT program success with this new partnership.

Provost Daire discussed the closure of the Institute of World Affairs with the committee.

Finally, Jarrett Wilcoxon and Derek Counts will be co-chairs for 2025-2026. The new chairs start at the end of

August when the new contractual period starts.

Academic Staff Committee (ASC) – Susan Stalewki, Chair

Academic Staff Committee

Since the last faculty senate meeting the ASC met on 3/17 and 4/7. Guests were Chancellor Mone, Provost Daire, AVC Fessahaye,, UC chair Kathy Dolan US chair Gail Dukes, and Secretary of the university John Reisel. Secretary Reisel informally discussed the environment for academic staff who have voting rights in departments, schools and colleges. The ASC, committee leaders and HR leadership have been discussing changes and implications for AS annual evaluations related to Workday implementation. The time frames and protocols for non-instructional and instructional academic staff will be separated for the upcoming academic and fiscal year.

The ASC and committee leaders are evaluating practices and perceptions regarding the use of probationary appointments which are specified by AS policy 104. We advocate that hiring decisions following this policy should be the rule and that exceptions be managed as exceptions.

The AS senate met on 4/8. Guests were Chancellor Mone, Provost Daire, AVC HR Makda Fessahaye and AVC Kaye Eilers. AVC Fessahaye presented preliminary information to the senate about a protocol to allow A basis employees to allocate salary over 12 months. AVC Eilers presented information about the SEM division and data related to UWM's position relative to peers in areas of student success and retention. SAAP polices 6-8: Expressive Activity on Campus Policy, 14-10: UWM Disclosure of Other Support Policy, 14-11: UWM Malign Foreign Talent Recruitment Program Policy were approved.

AS professional development applications are due 4/25. These are group and individual awards. We thank the Provost and Academic Affairs for sustaining this funding for fiscal year 2026.

The AS 25-26 ballot closed on 4/6. The ASC elected 4 new members. Election results will be distributed soon. A new ASC/Senate chair and vice chair will be elected on Monday 4/21.

The re-established AS orientation committee held it's first session on 4/17. This orientation is specific to Academic Staff and supplements the UWM general orientation.

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.

System shared governance

The shared governance council meets on 5/2. This is the final shared governance meeting for academic year 24-25. A workgroup for policy 1310 has met twice and has one more scheduled meeting. This is a state-wide team who's charge is to review the comments made to the draft policy during the previous round of review and comment, and to provide recommended changes to the draft policy (particularly related to further definition as to the use of the Board's reserved copyright interests). Once complete, this policy will be recirculated through the policy review process. I represent AS shared governance and Joely Urdan participates for Universities of Wisconsin administration.

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 once monthly in March and April since our last report to the faculty senate. In March, we heard the

plans for the Old Chemistry building demolition estimated to begin in December of 2025. The plans for a southwest quad open space redevelopment include a thoughtful green space with outdoor seating, wi-fi and an outdoor classroom. It also allows for some important changes to Engelmann Field. Plans can be found attached to the PEC meeting minutes posted on the Secretary of the University's website. We also heard a report on the capital request priorities for the '25-'27 biennium, including twelve projects. Eight of the twelve projects have received both the Board of Regents' and the Governor's support. These projects are located on all quadrants of campus including Health Sciences renovation, Engineering & Neuroscience planning and design, Sandburg East restroom renovations, campuswide building automation system renovation, Maryland Avenue bridge repairs and renovation, Lapham Hall exterior envelope repair and roof replacement, Physics instructional laboratory relocation, and Lapham Hall active learning classroom renovation.

At our April meeting, which was the last meeting of the academic year, we heard a proposal for a temporary labyrinth located on the northeast side of campus among the Peck School of the Arts buildings. The PEC voted in support of this interesting project. The transportation sub-committee also presented options for bus route changes due to traffic patterns changing on Hartford Avenue starting this summer. No bus routes are finalized, and conversations continue. Milwaukee city transit favors a primary stop for campus at the Student Union on Kenwood Avenue to minimize confusion and allow for protection against inclement weather while waiting for buses. This proposal would eliminate bus stops on Hartford and Maryland Avenues for the red line and Line 30.

Research Policy and Advisory Committee – Victoria McCoy, Chair

This report details the activities of the RPAC thus far (September through March) during the 2024-2025 academic year. Each meeting is briefly summarized below. We have two additional meetings scheduled for the rest of the semester, in April and May.

September 2024:

- Scott Genung and Dan Siercks gave a presentation on a new IT strategic plan, which included a discussion of how research can be supported and what technologies UWM can invest in to create opportunities
- Kris O'Conner provided an overview of the Office of Research priorities, with an emphasis on improving hit rates on awards. The committee discussed strategies to improve proposal quality.

October 2024:

- Dan Siercks gave an update on the development of the research IT governance subcommittee and requested an RPAC member join the subcommittee
- Kris O'Conner and Jeff Nytes gave an overview of the draft Research Data Management Policy

November 2024:

- An RPAC member volunteered to join the research IT governance subcommittee
- Scott Genung and Dan Siercks had a Q&A session about research IT
- The Research Data Management policy was voted upon and unanimously approved
- There was a preliminary discussion of a potential authorship policy, to be developed, that would come before the RPAC in a future meeting

December 2024:

- No meeting

January 2025:

- Jeff Nytes outlined the UWM Malign Foreign Talent Recruitment Program Policy and the UWM Disclosure of Other Support Policy, and the committee discussed the policies
- There was a preliminary discussion of the Research Center Review Policy to prepare to give feedback on the Milwaukee Institute for Drug Discovery (MIDD) review report

February 2025:

- Discussed the MIDD (Milwaukee Institute for Drug Discovery) Report Response
- Approved the UWM Malign Foreign Talent Recruitment Program Policy
- Approved the UWM Disclosure of Other Support Policy
- Discussed the proposed authorship policy

March 2025:

- No meeting
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