

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

**Tuesday, May 6, 2025; 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 delivered his final regular Faculty Senate report ahead of his retirement as Chancellor and the May 8th meeting with President Rothman. He reflected on the challenges UWM has faced during his tenure, including the historic UW System budget cuts in 2015, and emphasized the university's resilience.

He acknowledged ongoing headwinds, including state budget uncertainty (both operating and capital), federal cuts to student-focused programs, and international student visa concerns. Despite these challenges, he noted strong indicators: high freshman enrollment and housing demand; strong state support for the Health Sciences renovation, and planning underway for the new engineering and neuroscience building.

The Chancellor shared four takeaways: 1. UWM has steady, experienced leadership; 2. Agility is essential, as past approaches may not meet future needs; 3. UWM's mission remains student-centered; 4. Continued progress depends on faculty and staff engagement.

He closed by thanking the Senate and campus community for their dedication and expressed appreciation for the upcoming celebrations, including the May 18 commencement ceremony and his May 8th sendoff event.

2. Provost's Report

Provost Daire shared updates from recent school and college visits focused on FY26 budget challenges and long-term planning. These meetings aim to clarify the April 24th budget announcement and encourage units to look ahead to FY28.

He urged schools and colleges to envision a thriving future aligned with UWM's 2030 Action Plan, rather than focusing solely on immediate cuts. He posed two key questions: Will units plan only for FY26 reductions, or will they proactively shape a successful FY28? Will they resist change, or work collaboratively toward a stronger UWM?

3. University Committee Report: Kathleen Dolan, Chair

The report is attached.

4. Academic Planning and Budget Committee Report: Hobart Davies, Co-Chair

The report is attached.

5. Academic Staff Committee Report: Susan Stalewski, Chair

The report is attached.

6. Student Association (SA) Report: Levi Valentine, Diversity & Inclusion Director

The Student Association is conducting an internal review as the academic year ends, focusing on accountability and improvement for the year ahead. Recent discussions have included recruitment strategies and evaluating how expectations were met. The SA is also connecting with other UW campuses to learn from their student government practices.

II. 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.

III. AUTOMATIC CONSENT

1. The minutes of the April 17, 2025 Faculty Senate meeting were approved as distributed.

IV. CHANCELLOR'S REPORT

1. Document 3562, 4/17/25: Recommendation of the University Committee (UC) to Dissolve the Division of General Studies. Sent to UWM Administration, 4/22/25. Approved by UWM Administration, 4/24/25.
2. Document 3562, 4/17/25: Recommendation of the Faculty Senate Rules Committee to Revise *UWM Policies & Procedures* Chapter A3.0: Faculty Senate Rules Committee Charter. Sent to UWM Administration, 4/22/25. Approved by UWM Administration, 4/24/25.
3. Document 3562, 4/17/25: Recommendation of the College of Letters & Science and the Department of Physics to rename itself the Department of Physics and Astronomy. Sent to UWM Administration, 4/22/25. Approved by UWM Administration, 4/24/25.

V. PROPOSED FACULTY SENATE RULES COMMITTEE AND FACULTY SENATE MEETINGS FOR ACADEMIC YEAR 2025-2026

Rules Committee (tentative)

Semester I

September 4, 2025
October 2, 2025
November 6, 2025
November 25, 2025 (Tuesday)

Semester II

January 15, 2026
February 5, 2026
March 6, 2026
April 2, 2026
April 30, 2026

Faculty/Senate (tentative)

Semester I

September 18, 2025 (Faculty)
October 16, 2025
November 20, 2025
December 11, 2025

Semester II

January 29, 2026 (Faculty)
February 19, 2026
March 19, 2026
April 16, 2026
May 12, 2026 (Tuesday if needed)
May 14, 2026

VI. SPECIAL ORDERS OF BUSINESS

1. Election to fill two vacancies for three-year terms on the Faculty Senate Subcommittee on the Evaluation of Administrators (SSEA). The newly elected members will join continuing members Deyang Qu and Kay Wells on the SSEA for 2025-26. Nominations were taken from the floor and one name was received. Miren Boehm was elected for a three-year term to the SSEA. The University Committee will appoint an additional eligible senator to serve on the SSEA for a three-year term.
2. Election of the 2025-26 Faculty Senate Rules Committee. Nominations were taken from the floor and five names were received. Alexa Anderson, John Boyland, Veena Brown, Erin Parcell, and Gillian Rodger were elected to the Faculty Senate Rules Committee.

VII. BUSINESS

1. Faculty Document 1817R4: Recommendation of the Academic Policy Committee to Revise the Academic Warning and Separation Policy. A senator moved adoption of Faculty Document 1817R4. Vice Provost for Academic Affairs Dave Clark presented the document.

Senator Bill Watson asked whether programs can maintain higher standards for continuing in a degree track, such as those requiring auditions. Associate Vice Chancellor Clark clarified that the proposed changes do not affect a program's ability to set additional standards.

MOTION: To approve Faculty Document 1817R4. The motion was seconded and approved with a vote of 35-yes; 0-no; and 2-abstention.

2. Faculty Document 2137R8: Recommendation of the Faculty Senate Subcommittee on the Evaluation of Administrators (SSEA) to Revise the Policy for Faculty Evaluation of Administrators. A senator moved adoption of Faculty Document 2137R8. SSEA Chair John Boyland presented the document.

MOTION: To approve Faculty Document 2137R8. The motion was seconded and approved with a vote of 35-yes; 0-no; and 0-abstention.

3. Faculty Document 3565: Recommendation to Amend UWM Policies & Procedures Chapter A3.1: Honorary Degrees Committee Charter. A senator moved adoption of Faculty Document 3565. Honorary Degrees Committee Member Mark D. Schwartz presented the document.

MOTION: To approve Faculty Document 3565. The motion was seconded and approved with a vote of 37-yes; 0-no; and 1-abstention.

4. Faculty Document 3566: Recommendation of the College of Letters & Science and the Department-like Body of Translation & Interpreting Studies to dissolve the Department-like Body of Translation & Interpreting Studies. A senator moved adoption of Faculty Document 3566. The motion was seconded. Chair of the Department-like Body of Translation & Interpreting Studies Viktorija Bilić presented the document.

MOTION: To approve Faculty Document 3566. The motion was seconded and approved with a vote of 36-yes; 0-no; and 1-abstention.

5. Faculty Document 3567: Recommendation of the College of Letters & Science and the Department of Spanish & Portuguese to dissolve the Department of Spanish & Portuguese. A senator moved adoption of Faculty Document 3567. The motion was seconded. Chair of the Department of Spanish & Portuguese Kathleen Wheatley presented the document.

MOTION: To approve Faculty Document 3567. The motion was seconded and approved with a vote of 33-yes; 1-no; and 2-abstention.

6. Faculty Document 3568: Memorandum of Understanding Between UW-Parkside's Bachelor of Science in Allied Health Sciences and UWM's Master of Science in Athletic Training. A senator moved adoption of Faculty Document 3568. The motion was seconded. Chair of the Athletic Training & Sports Psychology Program Jennifer Earl-Boehm presented the document.

MOTION: To approve Faculty Document 3568. The motion was seconded and approved with a vote of 33-yes; 1-no; and 0-abstention.

7. Faculty Document 3569: Recommendation of the Master of Science in Data Science Program to Change the Name of the Program to Master of Science in Data Science & Applied Artificial Intelligence. A senator moved adoption of Faculty Document 3569. The motion was seconded. Director of the Northwestern Mutual Data Science Institute presented the document.

MOTION: To approve Faculty Document 3569. The motion was seconded and approved with a vote of 34-yes; 1-no; and 2-abstention.

8. Faculty Document 3570: Endorsement of the letter from the International Committee to the Provost regarding the process by which the Institute for World Affairs was marked for elimination in December 2025. A senator moved adoption of Faculty Document 3570. Chair of the International Committee Lawrence Kuiper presented the document.

MOTION: To approve Faculty Document 3570. The motion was seconded and approved with a vote of 26-yes; 11-no; and 6-abstention.

9. SAAP 1-14: Recommendation of the Division of Academic Affairs and the Policy Advisory Committee (PAC) to Revise the Teaching Evaluation Policy. A senator moved adoption of SAAP 1-14. The motion was seconded. Vice Provost for Academic Affairs Dave Clark presented the document.

Senator Kathleen Wheatley raised concerns about limiting departments to a single set of added evaluation questions, especially in large or merged departments. Vice Provost Clark noted that the current policy does not allow course-level customization but he will follow up on feasibility.

Senator John Boyland proposed replacing a workload perception question with a numeric one asking how many hours students spent on the course. Vice Provost Clark and Senator Dolan acknowledged the concern but felt the proposed change may not yield better data.

MOTION: Senator Boyland moved to remove the question on course workload and replace it with a numeric question on weekly hours spent. The motion was seconded and failed.

Senator Lindsey McHenry suggested revising the third survey question to clarify that not all courses include discussions. Vice Provost Clark agreed to change the language to “discussions and/or activities.”

Senator Erika Young raised concerns about missing graduate student feedback in combined undergrad/grad courses due to enrollment caps. Vice Provost Clark explained that surveys for courses with five or fewer students are restricted to protect anonymity, but changes to PAWS setup could resolve this. He also noted similar fixes may be implemented for lab and discussion TAs.

Professor Sarah Riforgiate sought clarity on whether evaluations are prohibited for small graduate courses. Vice Provost Clark clarified that the restriction applies only to Explorance Blue, not to evaluations overall, and departments can use alternative methods.

Senator Popa proposed an amendment to allow departments to add course-specific questions. Vice Provost Clark was unsure if this was technically possible but will look into it further.

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

MOTION: to table discussion of SAAP 1-14. The motion was seconded and approved by voice vote.

10. SAAP 1-16: Recommendation of the Division of Academic Affairs and the PAC to Create the Program Monitoring Policy. A senator moved adoption of SAAP 1-16. The motion was seconded. Vice Provost for Academic Affairs Dave Clark presented the document.

Senator Boyland proposed an amendment to shift the middle evaluation category from “Meets with Concerns” to “Almost Meets,” lowering the threshold from 25 to 20 graduates over five years. He argued this would offer a more gradual, supportive approach for smaller programs.

Vice Provost Clark opposed the change, noting it would place UWM below UW System's standard and could raise concerns about optics and compliance. He emphasized that the current policy already includes a multi-year support structure for at-risk programs.

Senator Derek Counts, co-chair of the committee that developed the policy, also opposed the amendment, arguing that the existing policy balances compliance with support and accountability. He noted that “Meets with Concerns” is unique to UWM and intended to encourage proactive engagement from programs.

Senator Kay Wells questioned the burden placed on programs that meet the 25-graduate threshold but still fall under “Meets with Concerns.” Vice Provost Clark acknowledged this concern but emphasized the need to support programs that fluctuate near the threshold.

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

MOTION: Senator Boyland moved to amend the policy by renaming the “Meets with Concerns” category to “Almost Meets” and lowering the threshold from 25 to 20 graduates over five years. The motion was seconded and failed.

Senator Aragorn Quinn questioned the validity of using raw graduate numbers without considering program size or resources. He suggested that a ratio-based metric would be more meaningful. Vice Provost Clark acknowledged the arbitrariness of the threshold but said alternate models were too complex and that UWM must comply with UW System’s required metrics.

Senator Wheatley raised concerns about confusion around “program elimination,” noting that the public may assume it means courses in that area will no longer be offered. She and Senator Counts proposed adding clarifying language to the policy. Vice Provost Clark agreed and supported an amendment to state that program suspension of admission and program elimination do not necessarily mean that courses within that curricular area cease to be offered.

MOTION: To approve SAAP 1-16 as amended. The motion was seconded and approved with a vote of 24-yes; 5-no; and 1-abstention.

VIII. SPECIAL ORDER OF BUSINESS (cont.)

1. Election of the Chair of the Faculty Senate Rules Committee. Nominations were taken from the floor for Chair of the Faculty Senate Rules Committee. A ballot was circulated to all Senators. The balloting resulted in the election of Gillian Rodger as Faculty Senate Rules Committee Chair and President Pro Tem of the Faculty Senate.

IX. UNFINISHED BUSINESS – None.

X. GENERAL GOOD AND WELFARE – None.

XI. ADJOURNMENT -The meeting was adjourned at 4:43 p.m.

**Report to the Faculty Senate
Tuesday, May 6, 2025**

University Committee (UC) – Kathleen Dolan, Chair

1. Since our last Senate meeting on April 17, the UC has met twice and had our monthly meetings with the Chancellor and Provost.
 2. I remind Senators that UW's President Rothman will be here at Thursday's Senate meeting. So please plan to attend in person.
 3. At last Friday's meeting of the System governance representatives, President Rothman said that he is slightly more optimistic about the possibility that the legislature will provide a funding increase to the campuses than he had been before last week, so we may hear more about that on Thursday.
 4. The Provost is visiting schools and colleges to discuss the budget situation anticipated for next academic year. If your S/C has not yet had that meeting, I strongly encourage you to attend.
 5. The UC's last regularly scheduled meeting for the semester will be on May ____.
 6. Finally, since my term on the UC ends this semester, I want to take a minute to thank the staff of the SecU's office for their continued support of governance and their general excellence. Thank you to John Reisel, Carrie Driscoll, Tammy Howard, and Louisa Eastman. I also want to thank my UC colleagues for their hard work and Faculty Senators for their work and participation this year. I wish everyone a productive, yet also restful, summer.
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Academic Planning and Budget Committee (APBC) – Hobart Davies, Co-Chair

The APBC met on April 24. We received comments from the Provost and from Drew Knab regarding the additional budget cuts planned for the upcoming fiscal year. The outlines of these cuts have now been shared with other groups, including schools and colleges, and with campus as a whole. In addition of cuts of 4-10% for schools and colleges, the timeline for eliminating subvention has been reduced from 5 years to 3 years. The size of these cuts combined with the current leanness of operations makes them virtually unprecedented. The expectation is that these cuts are virtually certain to require closing of programs and reducing the numbers of faculty and academic staff.

We also received a presentation from Kay Eilers and Jonathan Hanes regarding current enrollment and retention initiatives.

Derek Counts and Jarett Wilcoxon have been elected co-chairs of the APBC for next year.

Academic Staff Committee (ASC) – Susan Stalewski, Chair

Academic Staff Committee

Since the last faculty senate meeting the ASC met on 4/25 and 5/5. Guests were Chancellor Mone, , AVC Fessahaye,, UC chair Kathy Dolan and Kyla Esquerra, chair of the non instructional indefinite review committee.

Committee chair Esquerra presented findings from a survey conducted to evaluate staff feedback and perceptions regarding probationary/indefinite appointments. Although the inconsistent application of these appointments can lead to a caste hierarchy within academic staff, in general, AS value this position type and the belonging and commitment of the institution that they convey. This is also the only type of appointment that carries defined career and pay progression.

Representatives from the academic staff and UWM leadership created a comprehensive compensation guideline in 2023 with the goal of implementation FY 2025. A compensation specialist has been recently hired who will oversee this guideline with a goal of FY 2026 implementation. The guideline will become final when it is published and is currently in a final draft status.

For 2025-26 the ASC elected Jennifer Herriges, University Safety & Assurances to serve as the ASC/Senate chair, Jen Steinheiser, Graduate School as the vice chair and Becky Freer, Dean of Students, to serve as the Academic Staff Representative to the UWs Shared Governance Council.

The Academic Staff Committee elected four new members for 25-26, two instructional and two non-instructional and eight additional new senators to the academic staff senate.

The AS senate will meet next week on 5/13.

As departments and schools revise workload policies related to AS please be sure to forward these to the ASC via the SecU per UWM policy. Please remind chairs and executive committees to do this.

UWs shared governance

The shared governance council met on 5/2. This is the final shared governance meeting for academic year 24-25.

- President Rothman met with the Academic Staff representatives and discussed how to more intentionally involve staff in UWs discussions, planning and decision making.
- UWS VP HR Jason Bier introduced himself and presented an update for Workday implementation and the upcoming option to allocate academic year pay over twelve months. Beier reported that nine UWs institutions are moving forward with this implementation beginning in July. Policy precludes participation by appointments in fixed terminal status. This impacts ~ 150 academic staff who are at least 0.5 FTE and have been employed for 3 or more years. These individuals should be in a longer term contract per UWM policy.
- A workgroup for policy 1310 (copyright) has completed its work. The revised policy will circulate through the normal 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
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