

University of Wisconsin-Milwaukee

General Meeting of the Academic Staff
and
Academic Staff Senate
Tuesday, 10 March 2015
Engelmann 105
Minutes

Present: Aguilar, Azarian Borders, Cook, Daniel, Daynuah, Dobbs, Duce, Eilers, Freer, Josifovsko, Kunkel, Merritt, Morgan, Osborne, Palen, Reindl, Rice, Schadewald, Schaefer, Scherer, Schoenecker, Scholz, Simms, Stark, Thomas, Walz-Chojnacki, Weigert, Wilkinson, Wolf, Zahrt

Absent: Houston, Warren

- I. Call to order. The meeting was called to order at 2.30p.m.
- II. Approval of Agenda and Minutes
 - A. Approval of Agenda. Agenda approved as submitted.
 - B. Approval of Minutes of 10 February 2015. Minutes approved as submitted.
- III. Guests:
 - **Chancellor Mone** spoke about the proposed budget and provided some updates to the process: the Joint Finance Committee will be meeting on 20 March at Alverno for a public hearing on the proposed budget, attendance would be on your own time; and UW System President Cross will be at the next Budget Forum on 25 March. He also addressed a *Wisconsin State Journal* article in which he was cited as saying that the proposed budget cut would mean the elimination of 200-300 positions. In clarifying his statement he said that the size of the Budget cut would represent that number of positions *if* we were to use a mean salary; there are no plans to eliminate that many positions as the campus is carefully considering its options. All questions were welcome and everyone was encouraged to use the budget task force question site at: <http://uwm.edu/budget/> and to view and consider the state site for budget comments/questions: Budgetcomments@legis.wisconsin.gov.
 - The Board of Regents at the March meeting passed two resolutions:
 - 1) *in the event that the Wisconsin State legislature adopts the Governor's proposal to remove shared governance and tenure from the statutes, it includes specific authority to the BOR to establish policies of share governance and* 2) *in the event that the Wisconsin State Legislature adopts the Governor's proposal to remove shared governance and tenure from the statutes with an effective date of earlier than 1 July 2016, that the BOR will, prior to the effective date of the legislation, adopt policies on shared governance and tenure that reflect the exact language of current statutory law. If this occurs, these policies will be replaced once the task forces complete their work and the BOR adopts the resulting policies.*

The full text of this resolution is available at:

https://www.wisconsin.edu/news/download/news_documents/2015/SharedGovernanceandTenureContinuationResolution-Adopted3-5-2015.pdf

The second resolution addresses the proposed base funding reduction:

- 1) *the BOR requests that the Wisconsin State Legislature substantially reduce the base funding cuts recommended in the Governor's budget and that*
- 2) *the BOR requests that the Wisconsin State Legislature grant the flexibilities sought by the System either through an agreed-upon public authority or appropriate amendments to state statutes, including a dedicated funding stream for state supported UW operations and appropriate technical changes to the proposed budget to allow the System to more effectively and efficiently implement these flexibilities, manage operations, and serve the students and taxpayers of Wisconsin.*

The full text of the resolutions is available at:

https://www.wisconsin.edu/news/download/news_documents/2015/BudgetResolution-adopted3-5-2015.pdf

The BOR also will create two committees: one on shared governance and one on tenure to address policy development for the above resolutions. The campus will provide names of individuals for both committees.

Q&A. The Chancellor answered several questions regarding employment and the possible elimination of positions. In particular there was concern/request that non-renewal not be substituted for layoff. Layoff provides for different benefits to the employee including recall rights. Mone assured the body that the policies would be followed. The formation of a Budget Task Force should help form the approach and actions that the campus will take to address the budget reduction. He was also asked about the value of telling the UWM story from an individual perspective and answered that he believed, from experience with donors and the public, that individual experiences have had a positive impact in presenting UWM's story.

- ***Vice Chancellor Britz*** similarly addressed the concerns about reductions in the budget. Questions included: as reports are heard from around the state about what other campuses are doing, what is UWM doing or considering so far? He responded that cost containment measures have gone into effect that include restrictions on travel, recruitment, and salary increases. In addition, all units on campus were asked in February to show what a 5 and 10% cut in their budgets would look like. Because of the unknowns in the action of the legislature, these figures, by asking for the worst-case possible, will help identify the needs of the units against a cut in budget. It is not the expectation that everyone will have a flat percent reduction in their budgets. The strategy for managing the unmanageable is to identify short term savings, incorporate anticipated increases in revenue, and use the cash gathered from these sources to allow for long(er) term planning of cuts. A request was made for guidance on what to say by those who choose to attend the JFC meeting at Alverno (see Chancellor's comments above). The Provost encouraged an emphasis on the value and need to support *all* education. A question about separation agreements and the impact of retirements was addressed by pointing that we are still waiting for guidance from UW system regarding the details of such a plan. A comment/question was made regarding the public discussions about shared governance and tenure and how they do

not include references to academic staff and their appointments. Because they are specifically part of Chapter 36, a request was made that the administration include the academic staff as part of any public forum discussing Chapter 36. The Provost agreed. The final question concerned the current IAS study being concluded and whether we could hope for any action based on the study considering the serious budget cut we are facing. The study concerns the work environment of the fixed term instructional academic staff whose contracts are either single semesters or single year and their job security. The Provost said that he would wait to see the report and then respond. He suggested that individual situations would need to be looked at and case by case actions taken. Concluding, he stated that was not against it, but that he would wait for the report to see what can be done.

- **Christine Wolf**, representing the Ombuds Council spoke about the development of the Council, its membership, and goals. She described it as a resource for informal conflict resolutions: a confidential, impartial, and neutral source designed to help individuals solve workplace problems in the initial stages of problem resolution. The expectation is that individuals will come to the council prior to the escalation of problems and will be provided with resources to help them solve these problems. Along with a history and mission statement, other members of the council can be found at: <http://uwm.edu/ombudsman/>.

IV. Chair's Report. The Budget Task Force and the Budget Communication Task Force has academic staff representation (Sarah Morgan on the former and Warren Scherer on the latter) and is meeting now to address concerns and plans for addressing the budget. The ASC has scheduled Budget meetings on those Mondays not already scheduled for regular ASC meetings. Updates are sent to the academic staff listserv after these meetings. As information is available it will be posted and sent out the academic staff population.

V. New Business

A. Nominations Committee. Nominations from the floor for standing committees, Academic Staff Senate, and faculty committees with academic staff representation.

Moved, seconded, and unanimously approved to open the floor for nominations.

Upon completion of the nominations process:

Moved, seconded, and unanimously approved to close nominations from the floor.

VI. Committee Reports

A. Standing Committees

- a. Libraries Committee. Laura Stark reported that a Library survey was recently done and the collected data compared responses with a survey previously done in 2008; the results show there is greater satisfaction with needs being met now than in 2008. This is being attributed to items such as acquiring new online journals and creation of the Learning Commons. There is no word yet on UW System Library Budget being cut and the committee is trying to find out if System Reserves would fund the difference for Elsevier to be purchased for all UW Schools (Elsevier

houses large collection of online journals). In addition the Golda Meir Scholars program is on hold right now due to the concerns over budget cuts; the library is switching search functions from Primo to Voyager, the transition has been smooth; all UW System libraries will be transitioning to new software for the behind the scenes work which should not be disruptive for library users; and new YouTube videos on Data Services offered by the library are available at the:

<http://uwm.edu/libraries/dataservices/>

- b. Codification Committee. Dorrie Van Kerkvoorde reported that the Codification committee completed revisions to NTASRC Policies and Procedures and two chapters of the Academic Staff Personnel Policies and Procedures (106, 109) during the past year all of which have been approved by the Senate and the administration. In addition, the committee continued to work on documents for use by ASHAC; these have been given to that committee for its review.
- c. Non-Teaching Academic Staff Review Committee held a very well attended file preparation workshop in February; reviewed seven files to date; and revised its operating policies and procedures which were approved by both Senate and the administration.
- d. CBASRC reviewed 2 files to date and has 2 more scheduled for later in March; held a file preparation workshop on 21 January and is developing an electronic presentation of the Indefinite Status workshop that could be posted online; and is reviewing its bylaws.
- e. The Awards Committee has made recommendations for professional development awards that were applied for in December. Recipients of this year's professional development awards and their topics will be posted at the Awards committee site:
https://www4.uwm.edu/secu/acad_staff/standing_com/as_awards_com/index.cfm
Awards using 15-16 funding will be solicited this spring; the Provost has made available \$40,000 for these applicants. Outstanding Performance and Service and Teaching Awards are also being solicited. Two names were submitted for the Regents Excellence Awards.
- f. Orientation Committee has held several events this past year, the most recent was the "New and Not so New Academic Staff" orientation held on 11 February with a large turnout and one is planned for 21 April 11.30-1. The committee is also planning a "meet and greet: event in early May, an exact date to be determined.

B. Senate Subcommittees

- a. The Nonteaching Academic Staff Subcommittee sponsored two programs this year. One was "How Can I be of Service" exploring opportunities for service for Academic staff. An earlier one titled "Taking Care of Business: Resources for Everyday Campus Questions" was held in September; both events had large turnouts.
- b. The Legislative Subcommittee has been working on its meeting schedule so as to accommodate membership and attendance; continues to have regular visits with Tom Luljak to discuss legislative activity from his

perspective and to share the groups concerns; and is working on campus visits with legislators and a possible trip to Madison for Legislative Day.

- c. Public Relations Subcommittee has been exploring new and improved ways of sharing information on the activities on the academic staff and is considering amending its charter to more accurately reflect the work and goals of the group.

VII. Announcements/Other.

- A. Question was asked about the Mentoring program and its current status. The response was that there was an effort several years ago to reenergize the program but that as the effort moved forward it was met with funding and resource limitations. The ASC will investigate opportunities for the program.
- B. A letter writing meeting will be held on 10 March at 5p.m. in the Wisconsin Room Lounge with materials provided by the Alumni Association.

VIII. Adjournment. The meeting was adjourned at 4.20 p.m.