

University of Wisconsin-Milwaukee

Academic Staff Senate
Tuesday, 11 August 2015
2.30 p.m. (not later than 4.30 p.m.)
Lubar Hall S 195

Minutes

Present: Aguilar, Azarian, Borders, Daniel, Dobbs, Eilers, Freer, Houston, Kunkel, Merritt, Miyoshi, Osborne, Reindl, Rice, Schadewald, Schaefer, Scherer, Scholz, Simms, Stark, Thomas, Walz Chojnacki, Warren, Wolf

Absent: Daynuah, Duce, Josifovski, Palen, Schoenecker, Weigert, Zahrt

- I. Call to order. The meeting was called to order at 2.30 pm
- II. Automatic Consent
 - A. Approval of Agenda. The agenda was approved as submitted.
 - B. Approval of Minutes of 14 July 2015. The minutes were approved as submitted.
- III. Chair's Report. Andrea Azarian reported on the following.
 - A. *Changes to the ASC:* A special election will take place to fill two vacancies. Sarah Morgan resigned as Chair of the Academic Staff committee effective 22 July and Azarian is Acting Chair (see below IV. A); newly elected Linda Kennedy also resigned from the ASC leaving open a three year appointment. Sara Tully officially joined the committee three weeks earlier than originally scheduled due to Michelle Schoenecker leaving the group on 10 August. The ASC has also returned to summarizing meetings held with the Chancellor and Provost and memorializing them in correspondence.
Distribution of ASC workload. The ASC will operate differently this coming year with a broader distribution of the workload to committee members. To help shape the discussion within the ASC for 15-16, the committee held a strategic planning meeting on the 28th of July. The result was a commitment for greater inclusion of Senators in governance activity and in the dissemination of information. Senators were reminded that nominations or appointments to committees (both regular and ad hoc) made by the ASC are based on the annual preference sheets; senators were encouraged to remind their constituents to fill out the annual interest solicitation. Senators should also consider their own interest areas for upcoming working groups and/or subcommittees.
 - B. Information from the Extended Cabinet Meeting of 10 August. UW System is considering student application fee increases; the alumni association is sponsoring the Panther Prowl (with controversy over the availability of beer at the end of the race); the 2015-17 Budget did not include money for any capital projects other than the Welcome and Entrepreneurship Center. In addition, the campus is investigating using an integrated services (IS) model for operational departments: IT, HR, BFS. A presentation was made on 4 August to deans, unit business, and personnel staff; Azarian and Tully attended as AS representatives. The IS presentation will also be made to the AS Senate in early fall.
 - C. Budget Planning Task Force and Transformation Team. Azarian will attend the *Budget Planning Task Force* as the ASC representative and will continue to attend the

Chancellor's extended cabinet meetings; Robin Weigert will represent the ASC at the Budget Forum on the 19th. All academic staff are encouraged to attend. *Transformation Team*: At the last campus Budget Planning Task Force (BPTF) meeting, the Chancellor talked about the creation of a campus "transformation team" that would help guide the implementation of the Task Force's recommendations; he asked for three names from which he would choose two academic staff representatives, the ASC gave him five names. Looking forward, the campus is focusing on five areas or "thrusters" with associated committees: Campus and Climate currently lead by Joely Urdan and Robin Van Harpen, Research lead by Mark Harris, Community Engagement lead by Pat Borger and Joan Prince, Student Success lead by Michael Laliberte, and UWM Branding lead by Tom Luljak.

- D. At the Chancellor's request, Azarian, Weigert and Scherer met with him, Joely Urdan, and Tim Danielson. Discussion focused on layoff vs non-renewal and reassignment for non-renewed academic staff. A draft document was provided by Urdan; the ASC will work on developing a document of its own.
- E. Indefinite Status. After the threat to indefinite status during the budget process this year, the ASC remains alert to the future of indefinite appointments and has established contacts with the UW Madison academic staff for purposes of sharing information regarding appointment types. In vetoing the removal of indefinite status, the governor indicated the need for further study of the impact of its elimination, particularly as it affects Madison; the possibility of renewed interest in indefinite appointments by the BOR has also been suggested. On Thursday 13 August, Andrea Azarian, Kathy Miller-Dillon, Warren Scherer, and Sarina Schmidt will attend a teleconference with President Ray Cross at which indefinite appointments and tenure for faculty are expected to be discussed.
- F. The ASC met with the Chancellor on 10 August and discussed items of concern. Among them: reaffirmation of the campuses commitment to shared governance; understanding by the administration that the ASC is the author and interpreter of policies regarding AS; and confirmation of the mission of the university as it pertains to the community it serves. The use of layoff vs non-renewal was also discussed with the emphasis by the ASC on doing "the right thing" for employees whose employment may/will be affected by budget or program reductions; the Chancellor agreed that this was the goal and he reaffirmed his commitment to shared governance.

IV. New Business

A. Chair Election.

Moved, seconded, and unanimously approved Andrea Azarian as Chair of the Academic Staff Committee for the remainder of the 14-15 committee year.

Moved, seconded, and unanimously approved Robin Weigert as Chair of the Academic Staff Committee for the 15-16 committee year.

Also announced that Warren Scherer will be Vice Chair of the Committee for 2015-16.

- B. Layoff vs Nonrenewal. Discussion took place regarding the use of non-renewal rather than layoff for those individuals losing their appointments due to budget or program changes. The benefit of layoff has a higher standard of expectation that the university will assist staff in finding positions on campus for which they are qualified or can be trained; it also provides recall rights which functions as a prohibition to hiring someone, other than the individual laid off, for three years. In addition, standard benefits such as indisputable claim for unemployment compensation and access to COBRA is provided by layoff. While there is a shorter notice period for staff when using layoff, the ASC

asks that the same notice as that for non-renewal be voluntarily observed. In addition, an important feature of layoff is for the impact on future employment: layoff is understood as termination that is out of the control of the employee whereas nonrenewal can be termination for a variety of reasons. Sara Tully offered to write a resolution for consideration by the Senate at its next meeting regarding the use of layoff over non-renewal.

- C. Update on Strategy Meeting (Kate Scholz, Rebecca Freer). Freer and Scholz reported on the strategy meeting held by the ASC and the plans for the coming year. Their PowerPoint is available on the Senate website at:

https://www4.uwm.edu/secu/acad_staff/as_senate/agendas/14-15/index.cfm

The message was that for the coming year and the future, the senate should become a proactive and strategic group “fueled by dialogue and driven by action.” Specific goals and recommendations for action will be discussed at the September meeting. Several topics were given as examples of concerns that could be addressed: shared governance and how it *should* it be working; AS policies and how to assure that they are known by both employees and supervisors and are consistently applied across campus? ; workload and how best to address its (re)distribution if positions are lost for both for instructional and non-instructional staff.). Senators were asked to be prepared to discuss their concerns at the September meeting.

- D. Campus Committees

- i. Campus Budget Task Force. Brad Houston presented information on the status and activities of the Budget Planning Task Force (BPTF) on which he sits as a representative of the Academic Planning and Budget Committee (APBC). His PowerPoint presentation is available at:

https://www4.uwm.edu/secu/acad_staff/as_senate/agendas/14-15/index.cfm. Houston

reported that he task force will look at applying permanent cuts now that the lapse has been determined. The five and ten percent exercises have resulted in organizing reductions into color coded groups: yellow, orange, or red. Example of yellow coded action would be keeping the position open/vacant but filling it, for the orange level the same position would be eliminated. Red coded changes would represent permanent losses that may have an impact on the ability of the unit to conduct business. To comprehensively address the budget cuts, the Task force formed into two subgroups, one dedicated to reviewing administrative units (Student Affairs, Administrative Affairs) and another reviewing the academic units (Schools and Colleges, GEA, Academic Affairs. The biennial cut is \$30 million, \$12 million in 2015-16 and \$18 million in 2016-17. Azarian spoke to the size of the cuts stating that the \$30 million cannot be met only by holding open positions, not attending conferences, and reducing S&E. Instead it will mean loss of positions because the budget is made up primarily of salaries/personnel. In response to the question of what can be done about the inevitable position losses and the impact of those losses, Azarian stated that the senate needs to be prepared to state its positions, to ask for layoffs rather than non-renewals, and to encourage everyone to talk to their administrators if they have questions or come to the ASC with their concerns.

- ii. Campus Budget Communication Task Force (BCTF). Warren Scherer reported that the Budget Communication Task Force continues to meet; however, there is a proposal that the BCTF be absorbed as part of the University Relations Committee and become a subcommittee of that faculty standing committee. AS on the group are encouraging increased internal communications rather than focusing exclusively on the external; Luljak believes that UWM will need to continue to make the case for itself as we move forward. Scherer sends the ASC

notes on each meeting of the BCTF. In response to concerns expressed after the last budget forum, the Budget Planning Task Force will provide information regarding its work and progress on the Budget Forum website.

- E. Standing Committees. None.
- F. Senate Subcommittees
 - i. PR Subcommittee. Alexander Foundos, Chair of the subcommittee, presented the plan to rename the group and to update its mission. Documentation regarding the change will be brought to the AS Senate for approval at the October meeting.
- V. Announcements/Other. None
- VI. Adjournment. The meeting was adjourned at 4.35pm.