

*University of Wisconsin-Milwaukee*

Academic Staff Senate  
Tuesday, 9 June 2015  
2.30 p.m. Lubar Hall S 150

Minutes

**Present:** Aguilar, Azarian, Borders, Daniel, Dobbs, Duce, Eilers, Freer, Josifovski, Kunkel, Merritt, Palen, Reindl, Rice, Schadewald, Schaefer, Scherer, Schoenecker, Scholz, Simms, Stark, Thomas, Walz Chojnacki, Warren, Weigert, Wolf, Zahrt

**Absent:** Daynuah, Houston, Morgan, Osborne, Wilkinson

- I. Call to order. The meeting was called to order at 2.35p.m.
- II. Automatic Consent
  - A. Approval of Agenda
  - B. Approval of Minutes of 12 May 2015.
- III. Guests: Chancellor Mone  
Provost and Vice Chancellor Britz  
Director of Human Resources Danielson  
Director of Legal Affairs Urdan  
Vice Chancellor Tom Luljak
- IV. Chair's Report. None.
- V. New Business
  - A. Update on academic staff appointments. Please note that the meeting was recorded and is posted at: [https://www4.uwm.edu/secu/acad\\_staff/acad\\_staff\\_com/ASCNews/index.cfm](https://www4.uwm.edu/secu/acad_staff/acad_staff_com/ASCNews/index.cfm)  
<http://lubar.mediasite.com/mediasite/Play/c3511c46924b48aeb3dca8d8e4d743a31d>  
Academic Staff Committee Vice-Chair Andrea Azarian introduced the guests to the meeting.
    - Chancellor Mone spoke first and assured the academic staff that he values and will continue to work with governance in its current structure; he has no plans to change it. The Omnibus motion of the JFC item #40 regarding probationary to indefinite status appointments was a surprise but it appears that it will not be changed. Mone also emphasized his appreciation of the work of the academic staff and his commitment to making the campus climate as positive and supportive as it can be; suggestions for climate improvements are welcome.
    - Tim Danielson and Joely Urdan presented the information on how the campus will address the appointments of those affected by the JFC action.  
Danielson specifically talked about current probationary staff:
      1. Those who had gone through the process for review and received letters indicating that they would attain indefinite status on or after 1 July. The agreement with campus administration is that these will be honored; effective dates will be revised as 30 June 2015.

2. Those who have files that are in the review process with completed files submitted to the Review Committee. The administration is willing to receive and act on all files that are submitted by Deans/Division Heads after review by the appropriate committee. An aggressive timeline will need to be followed to accomplish this and the Review Committees are prepared to conduct their reviews on an expedited schedule.
3. Those who may be ready to be forwarded for review pending approval by their supervisor/dean/division head.

Individuals in groups 2 and 3 were the focus of the rest of his presentation. Files must be received by the 11<sup>th</sup> of June for Non-Instructional academic staff and 10<sup>th</sup> of June for the teaching/research staff. Should appointments be approved for changes to status, the materials must be submitted by the Deans in time for the Chancellor's review and approval (24 June) and entry into HRS (29 June). The emphasis was that the review taking place during the weeks of 16 June would follow an expedited, not an abbreviated, process and that the integrity of the review would be maintained.

- Joely Urdan spoke about contracts for probationary staff who cannot be reviewed in the timeframe identified above. She stated that honoring the commitment to employees within the context of what has been handed to the campus by the JFC was important. Regarding the status of probationary employees' contracts, the simplest path would be to recommend one year fixed term contract, but there was concern that that would create additional anxiety. Instead, the recommendation of legal and HR is to grant two year renewable fixed term contracts which would provide a measure of certainty to employees. It would also provide time for both employees and supervisors to consider the future status of appointments and alleviate pressure. She confirmed, in response to questions, that the two year appointment is a *recommendation*, it does not preclude Deans/Division Heads from making other appointment decisions such as one year fixed term or single or multiple year rolling horizon appointments for current probationary staff.
- Q&A: Questions from the audience included whether existing probationary contracts with future dates could be changed (answer: contracts cannot be in violation of the law); whether supervisors could refuse to forward files for the expedited process (answer: yes, the supervisor and dean still need to support the forwarding of files); whether the two year fixed term recommendation would also apply to those who are currently on one year fixed term contracts (answer: no, the two year recommendation is only for those who are affected by #40); because probationary staff had an expectation to demonstrate participation in the life of the campus, is there a possibility that such an expectation could be added to the job descriptions of academic staff (answer: let's wait a while after the beginning of the fiscal year to address that good suggestion); what career progression will be made available to staff now that movement to indefinite status is no longer available (answer: title changes through prefix changes are available and a title and compensation analysis will be conducted with the implementation of UPS).
- Tom Luljak stated that effort was being made to remove item 40 from the Omnibus motion and while he is not giving up on our behalf, the odds of successfully removing it are small. Messages are being taken to the legislature with three strategies. First, remove #40 completely because indefinite status serves an important purpose to attract and retain staff. Second, in lieu of removing #40, allow "grandfathering" those who are currently in probationary appointments. Third, as a compromise, set a sunset date for the elimination of

probationary to indefinite status as the end of 2015-16. Some changes are expected to the bill before it goes through the final phases. Advocacy efforts are focused on tenure/shared governance and academic staff appointments, however, there are also some technical aspects of the budget bill that will also receive attention such as: housing and the option for refinancing the Kenilworth project; working with the Foundation to roll together the debt for Riverview and Cambridge Commons to save financing costs; pushing forward three building projects, the NWQ, Innovation Campus Phase I and the basketball facility.

- VI. Committee Reports. None
- VII. Announcements/Other. Azarian assured the Senate that sharing information with the all academic staff was the priority for the ASC and that it would continue to provide updates as they become available.
- VIII. Adjournment. The meeting was adjourned at 4pm.