

# Academic Staff Committee 2015-16 Annual Report

## Members

Susan Cashin  
Eric Dietenberger  
Beryl Forman  
Rebecca Freer  
Brad Houston  
Kathy Miller-Dillon  
Warren Scherer  
Kathryn Scholz  
Robin Weigert (Ruback)

## ASC Charter

The Academic Staff Committee (ASC) serves as the Executive Committee of the Senate of the Academic Staff (AS). As such, it represents the Senate between regular meetings and responds to those matters requiring immediate action on the part of the academic staff. The ASC advises chairs of committees of the academic staff on questions of policy and procedure. Further responsibilities of the ASC are to serve as liaison between the Senate and the administration, faculty, and other identifiable groups of UWM and the UW System; to advise the Senate on the development of policies and procedures relative to the academic staff under UWS Chapters 9 - 14, Wis. Adm. Code; to hold meetings of the academic staff of UWM; to nominate or appoint, in consultation with the Nominations Committee, individual academic staff members to serve on UWM and UWS committees; and to act as an ethics advisory body as established in s. UWS 8.035, Wis. Adm. Code and UWM Academic Staff Personnel Policies and Procedures (ASPPP) Chapter 113.06. Actions taken by the ASC are subject to the review of the Senate of the Academic Staff.

## Meetings

ASC held 26 meetings in fulfillment of its charge. In September 2015, in continued response to the need for consultation and communication with respect to the 2015-17 biennium budget, the ASC increased its meeting schedule from biweekly to weekly; bi-weekly meetings resumed in October, 2015 and were held on the following Mondays:

|                 |                   |
|-----------------|-------------------|
| August 15, 2016 | April 4, 2016     |
| August 1, 2016  | March 21, 2016    |
| July 18, 2016   | March 7, 2016     |
| June 20, 2016   | February 29, 2016 |
| June 6, 2016    | February 25, 2016 |
| May 16, 2016    | February 22, 2016 |
| May 2, 2016     | February 15, 2016 |
| April 18, 2016  | February 1, 2016  |

January 18, 2016-No Meeting due to Martin Luther King Holiday  
January 4, 2016  
December 21, 2015  
December 7, 2015  
November 16, 2015  
November 2, 2015

October 19, 2015  
October 5, 2015  
September 28, 2015  
September 21, 2015  
September 14, 2015  
September 7-No Meeting Labor Day

### **Major Accomplishments/Actions**

The ASC undertook the following activities in fulfillment of its charge:

- Made recommendations to the Chancellor and the Provost about actions taken to dismantle the Center for Urban Initiatives and Research and reorganize the Academic Opportunity Center.
- Approved Academic Staff Document 92, *Resolution on UWM's Use of Layoff vs. Non-renewal*.
- Collaborated with the Chancellor, Provost, and Legal Affairs to create the following documents:
  - Academic Staff Document 95, Priority Referral Program.
  - Academic Staff Document 96, Summary of Layoff and Non-Renewal *Requiring the following edits:*
    - Academic Staff Document 97, Revision to ASPPP Chapter 106, Non-Renewals.
    - Academic Staff Document 98 Revision to ASPPP Chapter 108, Notice Periods for Fixed-Term and Probationary Appointments
- Forwarded the following documents to the Codification Committee for approval
  - Academic Staff Document 99, Revision to Bylaws of Codification Committee
  - Academic Staff Document 100, Change in Orientation Committee Status
  - Academic Staff Document 101, Revision to ASPPP Chapter 111
- Wrote and Approved AS Document 102, Academic Staff Senate Resolution of No Confidence in UW System President and Board of Regents in conjunction with the University Committee.
- Created a working group to resume working on the Instructional Academic Staff (IAS) Study which had been on hold due to more pressing topics. The IAS study was commissioned to examine job security, workload, and salaries of instructional academic staff. The study was presented to the ASC and included recommendations for campus administration, deans and division heads, and the ASC.
- Disseminated information about the 2015-17 biennium budget to all AS via e-mail and drafted position statement about the budget for approval by AS Senate.
- Collaborated with Secretary of the University's office on the ASC News page on the Secretary of the University website devoted to updates and resources for AS.
- Requested the Codification Committee review ASPPP Chapters 101, 104, 111, and 112.
- Requested the ASC be allowed to attend the Department Chairs Retreat to review policies & procedures related to academic staff appointments.
- Consulted with both individual academic staff members affected by layoff and non-renewal, and campus administrators in an effort to support AS.

### **ASC Member Representation at Campus-wide Forums**

- Campus Budget Forum Series (7 events):  
2015: 7/16, 8/19, 11/9, 12/8  
2016: 1/29, 3/21, 4/18
- Chancellor's Campus Organization & Effectiveness Team (CCOET)  
2015: 10/7, 10/14, 10/21, 10/28, 11/4, 11/11, 11/18, 12/2, and 12/16  
2016: 1/6, 1/13, and 1/20

The ASC made appointments for academic staff representation on the following entities:

- Academic Leadership Council
- Academic Staff Titles and Compensation Committee
- Budget Communication Task Force
- Budget Planning Task Force
- Climate and Culture Committee
- Chancellor's Enrollment Management Action Team (CEMAT)
- Graduate Faculty Committee
- Non-Academic Misconduct Committee
- Policy Advisory Committee
- Restaurant Operations Advisory Committee (ROAC)
- Space Planning Committee
- Special Election Committee
- Student Association Finance Committee
- University Committee Representative
- UW System Academic Staff Representatives

### **ASC Nominated Representatives for Search & Screen Committees**

- Search and Screen for Dean of School of Public Health

### **The ASC Recommendations to the Senate**

- Academic Staff Document 95, Priority Referral Program.
- Academic Staff Document 96, Summary of Layoff and Non-Renewal requiring the following edits:
  - Academic Staff Document 97, Revision to Academic Staff Personnel
  - ASPPP Chapter 106, Non-Renewals.
  - Academic Staff Document 98 Revision to ASPPP Chapter 108-Notice Periods for Fixed-Term and Probationary Appointments
  - Academic Staff Document 99, Revision to Bylaws of Codification Committee

- Academic Staff Document 100, Change in Orientation Committee Status
- Academic Staff Document 101, Revision to ASPPP Chapter 111
- AS Document 102, Academic Staff Senate Resolution of No Confidence in UW System President and Board of Regents in conjunction with the UC