

University of Wisconsin Milwaukee
Academic Staff Senate
Tuesday, April 9, 2019
2:30 pm
Curtin Hall 175
Minutes

Present: Bott, Chapman, Dookeran, Driscoll, Esguerra, Foran, Frey, Haas, Herriges, Hinshaw, Humann, Jens, Kaczmarek, Knasinski, Koch, Krueger, Kunkel, Loomis, Olena, Olson, Osborne, Roosevelt (Chair), Van Kerkvoorde, Wallace, Williams, Willis

Absent: Balogh, Dorantes, Goodman, Kaul, Korinek, Rufer

- I. Call to Order – The meeting was called to order at 2:31 pm.
- II. Automatic Consent
 - A. Agenda – Approved as distributed.
 - B. Minutes – Approval of the Minutes of March 12, 2019 meeting was deferred until May meeting.
 - C. SAAP 0.5- Academic Approval Matrix- For information only.
- III. Chair’s Report – Roosevelt reported the following:
 - A. She is attending the Academic Leadership Council meeting to present the workload policy today and will leave the Senate meeting early. Deans will be asked to encourage the development of departmental workload policies. The ASC hopes to receive many of the policies by mid-summer.
 - B. The ASC received a request for individuals to serve on Dean of Students committees. They are considering individuals who indicated an interest in similar committees on last year’s preference sheet.
- IV. Guests -
 - A. Johannes Britz, Provost and Vice Chancellor, reported on recruitments:
 1. He is close to announcing the new College of Health Sciences;
 2. The search and screen committee for Libraries Director has completed its work and will be recommending finalists to him soon;
 3. Three finalists for the Northwestern Mutual Data Science Institute Co-Director position will be visiting campus in April;
 4. The finalists for the Director of Admissions will visit UWM within a few weeks;
 5. The finalists for the Office of Central Advising Director will visit in late April; and
 6. The search for the Connected Systems Institute Director will be launched at the end of this month.

Provost Britz noted that for the first time in history the State budget is a blank budget. The timeline is unknown. The Provost also reported that he is continuing the professional development with deans, associate deans, and chairs in August. He encouraged Academic Staff to seek professional development opportunities.

Provost Britz reminded the Senate to complete Outside Activity Report by end of April. He also reported that CEMAT will meet on Friday, April 12th to discuss student recruitment and retention efforts and that Vice Provost for Research Mark Harris is working with Deans on research plans.
 - B. Tim Danielson, HR Director- Title and Total Compensation Study Update- Danielson outlined what is happening with the redesign of the current classification and compensation structure. Mercer is the primary consultant but Huron Consulting has been added to provide support in certain activities. The consultants have established 24 job families, career paths and career path levels. Currently developing standard job descriptions to clarify and summarize the major

functions and main purpose of jobs. Draft position descriptions have been vetted by subject matter experts and the results are being reviewed by several teams of subject matter experts across the UW System. The timeline for review by employees has not been determined. Mercer is analyzing benefits survey results. Approximately 17,000 surveys were completed (42% completion rate).

(The presentation is available online.)

L. Wallace asked about eliminating the clinical professor titles and T. Danielson stated they will not be removed primarily due to concerns raised at UW Madison and UWM.

T. Danielson was asked when benefits will be changed and he explained they are reviewing how each benefit is controlled. Salaries will not change based on title changes. UWS has been clear that the title and structure changes will not result in increases in compensation.

- C. Seth Zlotocha, Registrar, SAAP 31, Incomplete Grades- The policy was reviewed by the AS Senate last year and did not pass due to concerns about one semester not being sufficient for completing the coursework. The Academic Policy Committee inserted Extended Incomplete (EI) language, *“The “EI” grade will lapse to “F” after one calendar year unless a final grade is awarded or another extension is requested by the instructor or department.”* Motion was made by K. Koch and seconded by K. Kunkel to approve the revised SAAP 31. The motion passed unanimously.

V. Unfinished Business

- A. SAAP 31- Incomplete Grades – See IV.C.

VI. New Business

- A AS Doc 118 Revisions to ASHAC Bylaws – K. Kunkel moved and C. Chapman seconded to accept the revisions as presented. There was no discussion and the motion passed unanimously.
- B AS Doc 119 Revisions to AS Standing Committee Bylaws- K. Esguerra moved J. Frey seconded to accept the revisions as presented. Motion passed unanimously.

VII. Committee Reports

- A. Standing Committees – No reports.
- B. Subcommittees – The NIAS Subcommittee will meet in May.
- C. New items/issues to consider from Senators – None.

VIII. Adjournment – The meeting adjourned at 3:08 pm.