

University of Wisconsin-Milwaukee
Academic Staff Committee
February 4, 2019
9:00 am, Lubar N456
Minutes

Present: Bott, Esguerra, Foran, Jens, Kunkel, Roosevelt, Rufer, Wallace

- I. Call to Order - The meeting was called to order at 9:02 am.
- II. Automatic Consent
 - A. Agenda - Approved as submitted.
 - B. Minutes – Deferred.
- III. Guests: Chancellor – Chancellor Mone reported the following:
 - A. Regents approved the System budget in August, but President Cross is trying to get capacity building funding moved forward, to include \$25 million in base plus an additional \$50 million. Regents also requested 3+3 compensation funding, though Mone would prefer 2+2 fully funded rather than us having to pay part of it.
 - B. The Chancellor’s retreat has been rescheduled for early March and will include someone for EAB. He indicated there are trends/forces that must be considered to determine where campus is going so we don’t put ourselves at risk. Topics to include declining enrollments, effects of technology, and how to stay ahead of the curve. He will form groups to educate campus and recommend programs.

Tim Danielson – Danielson provided updates on the Title & Total Compensation Study as follows:

 - A. Subject matter groups are now looking at PDs. Most campuses have two groups, we have only one looking at Research functions.
 - B. We have a rep on three of the four System-wide committees. Eventually will move to joint governance group.
 - C. After subject matter experts/groups complete their review, standard job descriptions will be put out to employees and supervisors for review; they will provide input. Danielson is not sure who will decide what job description fits each employee.
 - D. System has authority and determines which titles fall into salary ranges. The Consultant will try to compare to market. System recognizes the cost of living depends on location and will be taken into consideration.

Jens reported that System has set a target for later summer/early fall. Danielson responded that that assumes employees and supervisors have had time to review, but it’s possible. When asked if there will be an appeal process for title placement, Danielson responded that is not likely at the System level, but perhaps at the campus level. It will take a partnership between governance and administration to put that process in place.
- IV. Chair’s Report – None.
- V. Unfinished Business
 - A. Instructional Academic Staff Workload Policy – Roosevelt previously provided an email to the Provost to send to Deans requesting workload policies; however, she has yet to receive any. She will follow up with the Provost and ask that he give Deans an end of February deadline.
 - B. Chapter 104 contract issuing in L&S - Roosevelt reported she continues to receive inquiries regarding contracting from L&S staff.

- VI. New Business
 - A. Chancellor's LGBT+ Advisory Committee appointment recommendations – Needs of the committee were reviewed and candidates from the preference sheet were discussed. K. Kimpel will contact individuals to determine if interested in serving.
 - B. Student Association Independent Elections Committee appointment recommendation – Candidates from the preference sheet were discussed. Kimpel will contact individuals to determine if interested in serving.
 - C. CEAS Academic Staff Concern – An email received regarding a concern was discussed. Roosevelt will respond to the individual to let them know the concern is not under academic staff purview.
- VII. Reports/Other
 - A. Senate Agenda Items – No discussion.
 - B. Campus Committee Reports –
 - 1. Esguerra attended the first CGS Dean Search & Screen meeting. They hope to have 3-4 finalists in April.
 - 2. Rufer reported the CHS Dean Search is now starting.
 - 3. Jens reported the next AS Reps meeting is March 8th. She suggested for next year, perhaps appoint a Rep for multiple years, and have a backup person as well. Kunkel and Bott both expressed interest in serving in this capacity.
- VIII. Closed session for Personnel Matters per *Wisc. Stats. 19.85 (1)(c) and/or (f)* – None.
- IX. Adjournment 11:08 am.