

University of Wisconsin-Milwaukee

Academic Staff Committee

April 1, 2019

10:00 am, Lubar N456

Minutes

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

Absent: Bott, Kunkel

- I. Call to Order - The meeting was called to order at 10:02 am.
- II. Automatic Consent
 - A. Agenda – Approved as submitted.
 - B. Minutes – 11/19/18 minutes approved as submitted.
- III. Guests¹: Chancellor Mone– Chancellor Mone reported the following:
 - A. The Governor released his budget proposal last week. VC Tom Luljak visited Republican Legislators as well. They believe the budget will be completed by the Legislature in June. Mone expressed concerns, including the need for long lead time to commit to staffing and the longer the budget process is protracted, the less favorable it is likely to be to us.
 - B. Based on the Governor’s proposed pay plan, the UWM Pay Plan Working Group recommendations look good and make sense. It will be based largely on a solid performance component. Roosevelt pointed out the Chancellor’s discretionary funds were used largely for faculty for salary compression in the last pay plan; she asked if this could be done for AS this time as well.
 - C. Due to legal issue and ongoing investigation, Mone reported he was limited on what he could report. He indicated he feels the situation was handled very well but it raises questions about how to protect campus to a greater degree. He will put together a group, including experts, to explore if more can be done. Discussion ensued regarding homeless or unauthorized people in campus buildings, oversight of cases, and disclosure requirements.
- IV. Chair’s Report – Roosevelt reported the following:
 - A. New Dean of Students, Adam Jussel, wants to form an advisory council and include academic staff members. K. Kimpel will pull together and send out student related preference sheets for ASC member review. Roosevelt asked members to respond only to her with their recommendations for potential members of the advisory council. Jussel would like to meet with ASC and will attend the next meeting.
 - B. The Pay Plan Working Group met with Tim Danielson and recommends the plan be based on strong performer across the board rather than merit-based compensation. Salary compression was also discussed; several members of the group wanted AS eligible for compensation for this as well.
 - C. Tim Danielson has asked whether the Priority Referral Program (PRP) should be extended beyond July 2019, when it is currently scheduled to sunset. There was consensus to extend to 2021.
 - D. She has received names of ASC members interested in serving as Chair and Vice Chair. There was consensus to discuss at the next meeting next steps for interested parties.

¹Committee may go into closed session to discuss personnel matters per Wisc. Stats. 19.85(1)(c) or 19.85(1)(f)

- V. Unfinished Business
 - A. Instructional Academic Staff Workload Policy – Roosevelt will be meeting with the Provost this week to discuss how he wants to achieve submission of this information and a timeline.
- VI. New Business
 - A. Appoint Distinguished Prefix Instructional/Research Member – A member is needed to replace someone who had to step down. K. Kimpel suggested Kate Scholz; there was consensus to appoint her.
- VII. Reports/Other
 - A. Senate Agenda Items
 - 1. Automatic Consent – No discussion.
 - 2. Other Business – Esguerra suggested adding items/issues for discussion for Senators as an item under Committee Reports.
 - B. Campus Committee Reports –
 - 1. Foran reported the Library Director has addressed the Faculty Senate regarding the budget and subscription cancellations. She asked if there was interest in providing this information to AS as well. There was consensus that this was a good idea.
 - 2. Roosevelt reported phone interviews were completed for the Library Director. The Search Committee will meet on Monday to discuss candidates to bring to campus; recommendations will be made to the Provost.
- VIII. Closed session for Personnel Matters per *Wisc. Stats. 19.85 (1)(c) and/or (f)* – At 9:56 am, a motion was made, seconded and unanimously approved to move into closed session to discuss personnel matters per *Wisc. Stats. 19.95(1)(c)*. The committee rose from closed session at 10:30 am.
- IX. Adjournment 10:33 am.