

University of Wisconsin Milwaukee
Academic Staff Senate
Tuesday, August 13, 2019
2:30 pm
Curtin Hall 175
Minutes

Present: Balogh, Chapman, Driscoll, Esguerra, Haas, Herriges, Hinshaw, Humann, Kaul, Knasinski, Koch, Korinek, Kunkel, Olena, Olson, Osborne, Rufer, Van Kerkvoorde, Wallace, Williams, Willis

Absent: Bott, Dookeran, Dorantes, Foran, Frey, Goodman, Jens, Kaczmarek, Krueger, Loomis, Roosevelt

I. Call to Order – Acting Chair L. Wallace called the meeting to order at 2:31 pm.

II. Automatic Consent

A. Agenda – Approved as distributed.

B. Minutes – May 14, 2019 approved as distributed.

III. Chair's Report – None.

IV. Guests –

A. Joan Prince, Vice Chancellor for Global Inclusion & Engagement and Kelly Haag, Chief Student Affairs Officer - Care, Respect and Expression at UWM Task Force Update.

Prince and Haag, co-leaders of the Care, Respect and Expression at UWM Task Force, explained that the task force was formed by Chancellor Mone in response to the May 2019 incident of a student holding a swastika sign at a Students Supporting Israel event and other associated incidents on our campus.

The group's goals include consideration of a multidisciplinary response team for hate/bias incidents, organization of available resources, a communication plan, offerings for campus speakers and other content, an assessment plan to review incidents and a review of existing responder protocol. There hope is to enhance and align UWM's resources, response plans, education, and support that yields improvements and progress, and make UW-Milwaukee a better university.

The group had its first meeting on July 17, 2019 and are scheduling meetings for the end of August (inclusion of faculty and others who will return to campus). The task force consists of the following work teams: Communication, Response, Educational Resources, Reporting Process Review and Support Resources.

The Chancellor will give an update at the 2019 Plenary. A partial written report from the Task Force with recommendations will be completed by October 2019 with a final report by December 2019.

V. Unfinished Business

A. Senate Subcommittee Survey Update.

Orientation Subcommittee - meeting has been scheduled.

Economic Benefit - meeting has been scheduled.

Communications Subcommittee – None.

Instructional and Research Academic Staff Subcommittee (IRAS) Wallace said that this is the least represented senate subcommittee. She requested more participation and asked for referral of incoming/new Academic Staff members, and more feedback from senate members to help to develop an agenda to move us all forward.

Non-Instructional Academic Staff Subcommittee (NIAS) – None.

Legislative Subcommittee – Kunkel said this committee has been dormant for a number of years. He said that when the subcommittee met it found that though there are some things that the committee can do, it did not find that there is justification for meeting on its own. This subcommittee possibly could merge with Econ Benefits and work with them as legislative issues arise.

Esguerra explained that the subcommittees are meeting to discuss the need or lack thereof for each existing subcommittee. She said that after all of the groups have met, the ASC will review and discuss their findings to determine how best to meet needs without having too many committees that lie dormant and also discuss the feasibility of merging some of the subcommittees. She welcomed ideas and comments saying she will share them with the ASC. Wallace said the subcommittees will give an update at next month's meeting.

VI. New Business

A. AS Doc 120 Revisions to ASPPP Chapter 111.

K. Kunkel moved and K. Esguerra seconded to approve the revisions to ASPPP Chapter 111. Katherine Koch, chair of the Academic Staff Hearing and Appeals Committee, gave an overview of ASHAC's participation in rewriting the language of this policy. She said that in ASHAC's process of creating customized intakes forms specific to the language of the ASPPP chapters, they found that in Chapter 111 the process was incomplete, and it implied that ASHAC was obligated to hear situations better served by a different unit on campus. ASHAC's goal in rewriting this policy is to align the complaint policy more closely with actual practice and outline clearer and more complete procedures. In reframing the policy, ASHAC also conferred with HR and Legal Affairs. The motion was unanimously approved.

VII. Committee Reports

A. Standing Committees –

1. ASHAC (See VI.A.)

B. Subcommittees –

1. Non-Instructional Academic Staff Subcommittee (NIAS)

The *Taking Care of Business: Resources for Everyday Campus Questions* presentation will be held September 27, 11:30 a.m.

C. New items/issues to consider from Senators – Esguerra said the ASC is thinking of a theme for the year and encouraged everyone to think about and bring to any AS Senate meeting or the Academic Staff Committee issues or concerns that should get some substantial attention regarding the things that are affecting our academic staff. Wallace added that if there are informative speakers they would like to invite to meetings, senators should bring forward any items they think would be helpful like two-factor authentication.

VIII. Adjournment – The meeting adjourned at 3:06 pm.