

*University of Wisconsin-Milwaukee*

**Academic Staff Committee**

October 7, 2019

9:00 am, Lubar N456

**Minutes**

Present: Cashin, Daly, Esguerra, Foran, Kohlmetz, Kunkel, Oswald, Rufer, Wallace

Guests: Mark Mone, Sue Weslow

- I. Call to Order. The meeting was called to order at 9:00 am.
- II. Automatic Consent.
  - A. Agenda: Approved as presented.
  - B. Minutes of September 16, 2019 – Approved as submitted.
- III. Guests:

Chancellor Mone reported:

  1. He is supportive of re establishing the AS Mentoring program and asked that the ASC survey AS for interest, determine who would be in charge of the program and if there be enough interest from individuals to provide mentoring. Mone is also interested in if mentoring is currently occurring with faculty and university staff. S. Cashin volunteered to work on re establishing the AS Mentoring program.
  2. The Joint Finance Committee has divided support to the University equally between the two years of the biennium. UWM is planning for the 2021-2023 funding cycle. UW System has been asked to support underrepresented students and the Freshwater Collaborative.
  3. The Chancellor is implementing a think tank to assess strategic direction for 2030. The goal is to have a thriving campus and engage students. A retreat will be held in January 2020. After the retreat, working groups will be established to provide action plans. The Chancellor asked the ASC to consider attributes of individuals who might serve on the think tank. He discussed a split screen concept with the five strategic directions. For details, see the [document](#) and [Chancellor's Strategic Directions page](#).
- IV. Chair's Report.
  - L. Wallace reported that most items for report are covered in the agenda items. She confirmed the dollar amount for the 2020 Professional Development award from Provost Britz is \$50,000.
- V. Unfinished Business.
  - A. AS Senate Subcommittees Discussion- The ASC agreed to invite chairs of standing committees and subcommittees to meet and discuss needs, expectations and future goals and to review the current bylaws and purpose of each. The chairs will also be asked to present at the November Senate meeting and provide an overview of their committee/subcommittee's functions.
  - B. Workload Policies Update- None. Wallace will ask Provost Britz to remind Deans at the next Academic Leadership Council meeting.
- VI. New Business.
  - A. Senator appointment College of General Studies- **Denise Lorge**, Academic Advisor,

UW-Milwaukee at Waukesha, was appointed as AS Senator for one-year term beginning immediately.

- B. Orientation Subcommittee Bylaws Revisions- Postponed until October 21<sup>st</sup> meeting.
  - C. Feedback on draft Weather Procedures and Communications- After discussion, in response to the procedures shared by R. Van Harpen, the ASC recommended that parking in all campus lots and garages be free to all employees in the event that campus is closed due to weather and that announcements be shared in a timely manner.
  - D. Questions for Deans – The ASC suggested discussions revolve around vision for school/college, retention, valuing and encouraging university service, and providing an overview of AS performance evaluations and appointment types. L. Wallace will draft potential questions for review at the October 21<sup>st</sup> meeting.
  - E. Big Brothers, Big Sisters – Service Opportunities – John Reisel, Professor and University Committee member, serves on the Big Brothers, Big Sisters Board. They are interested in increasing faculty and staff participation. Reisel will be invited to present at a Senate meeting.
  - F. Policy “assignments” – L. Wallace will develop a schedule for reviewing policies at ASC meetings and share at the October 21<sup>st</sup> meeting.
  - G. Chapter 109 Revisions (system policy language) – L. Wallace will draft language and submit to AS Codification for review. The ASC did not agree to the request to replace Chapter 105 with UW System Policy 1254. Instead language will be added to the current policy that states it is in accordance to the System policy.
- VII. Reports/Other.
- A. Senate Agenda Items –
    - 1. Automatic Consent –None
    - 2. Other Business –None.
  - B. Campus Committee Reports –
    - 1. K. Kunkel reported on UW System Reps Meeting and the Title and Total Compensation (TTC) presentation. He explained that all academic staff titles are being assessed based on job duties. New titles are expected to be shared with employees in November who will be asked to select an appropriate title. The ASC had questions about whether prefixes will remain and the process for appealing titles. Tim Danielson, HR, will be invited to present on the process at the November Senate meeting.
    - 2. K. Esguerra continues to meet with working group that is examining the future of the Department of Journalism, Advertising and Media Studies.
- VIII. Closed session for Personnel Matters per *Wisc. Stats. 19.85 (1) (c) and/or (f)*. – None.
- IX. Adjournment. The meeting adjourned at 11:27 am.