

*University of Wisconsin-Milwaukee*

**Academic Staff Committee**

November 4, 2019

9:00 am, Lubar N456

***MINUTES***

Present: Cashin, Esguerra, Foran, Kohlmetz (via Teams), Kunkel, Oswald, Rufer, Wallace  
Guests: Mark Mone, Simon Bronner, Tim Danielson

- I. Call to Order. The meeting was called to order at 9:02 am.
- II. Automatic Consent.
  - A. Agenda: Approved as presented.
  - B. Minutes of October 21, 2019 – Approved as submitted.
- III. Guests<sup>a</sup>:
  - A. Chancellor Mone reported on three items:
    1. Think Tank 2030 was launched last week. The team is administratively light and includes representatives from the three governance groups, divisional representatives, and campus diversity is represented. The team is examining the five strategic directions and the sustainable future of campuses of higher education. They will offer recommendations that will help UWM operate in long term role and how to engage the campus in thinking strategically.
    2. Title and Total Compensation (TTC) Project. Mone provided the history on how the project was started. He said it will bring more consistency to all campuses in job titles and will provide clearer paths for career opportunities. The salary ranges will be greater.
    3. Ray Cross retirement and budget priorities for UW System. Three directions that will be built into the next budget request: Freshwater Collaborative (System initiative that UWM is leading); underrepresented student initiative; and how to best position UW System to meet the needs of the region. Cross will remain until a successor is named. The Search and Screen Committee has been named with UW Regent Michael Grebe chairing.
  - B. Dean of College of General Studies (CGS) Simon Bronner reported that enrollment management in CGS is priority as well as extending CGS' response to regional needs. Bronner discussed general education, developing a CGS presence at the Kenwood campus and the integration of CGS faculty and staff into UWM, including faculty and instructional academic staff (IAS) workload policy. Other current efforts include developing an award for teaching and service for CGS faculty and staff and creating CGS' identity. Bronner noted that university service is encouraged within CGS and that he hopes to expand service opportunities and experiential learning components. Increasing community outreach and raising the diversity profile are also priorities. The

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

CGS transportation needs and issues are being examined with UWM transportation services.

Bronner asked about long-term contracts and discussion about IAS and faculty and workload policy advice from the ASC. The ASC emphasized they are available to assist with questions and concerns involving contracts or other academic staff issues.

- C. Associate Vice Chancellor for HR, Tim Danielson, reported on the TTC and provided the PPT presented to the UWS reps. A town hall meeting will be held on November 15<sup>th</sup>. UWS said job titles will be shared in mid-November and are being decreased from approximately 1800 to 600-700. There will be two opportunities for salary increases. **Progression** will involve moving up in salary range within the same job. (The process for progression will need to be developed by campus.) **Promotion** means moving into a new job with a higher pay range. The ASC asked if individuals will retain prefixes in working (will become business) titles and T. Danielson said yes. Discussion about job security and concerns about new definitions of progression and promotion. Indefinite appointments will remain, but T. Danielson asked the ASC to assist with creating the process and criteria for progression and how to ensure consistent implementation. Salary ranges will not be available when employees are asked to pick job titles and standard job descriptions. UWS will provide training to HR and Personnel Reps on how to notify employees on Friday, November 8<sup>th</sup>. T. Danielson offered to hold an open forum for all academic staff (University Staff Committee will hold a forum on November 21<sup>st</sup>). L. Wallace will work to schedule during the week of December 2<sup>nd</sup>. T. Danielson has not received confirmation that UWS Policy 1254 was approved. He will notify L. Wallace when he does.

IV. Chair's Report. L. Wallace reported all is covered under other items in the agenda.

V. Unfinished Business.

- A. Academic Staff Subcommittee Discussion- Nothing to report.
- B. Workload Policies update- No new policies have been submitted. Will ask Provost to remind the deans to submit.
- C. Chapter 105 and Chapter 109 update- See item III.C. above. L. Wallace will draft language to add to Chapter 105.
- D. AS Mentoring Program update- S. Cashin reported she met with John Reisel to discuss the faculty mentoring program and how it currently functions. He reaches out to new hires and only about 25% of new hires request mentoring. J. Riesel does pairing on his own and fairly informally. He created seminars open to all faculty and developed some themes. The ASC agreed to create a survey to determine interest in who wants mentoring and who will provide mentoring. J. Reisel recommended creating an advisory board to share the work and to ask individuals who want mentoring exactly what they are looking for.
- E. [Procedures for Weather-Related Cancellations and Closures](#) L. Wallace talked to Robin Van Harpen who said they do their best to make timely announcements and parking will be free of cost on the days campus is closed.

VI. New Business.

- A. Policy Review – [Chapter 104](#). S. Cashin provided an overview. The policy was revised in 2018. Revisions were needed to ensure consistent implementation and to make the policy more useful. Changed from “must” to “can” move to indefinite and the onus is now on the supervisor to give reason why won’t appoint a fixed term to probationary/indefinite. Cashin reminded the ASC that if an employee is not granted indefinite status, they may not be appointed into the same position with a fixed term contract.
- B. University Service- Support from Departments and Units-No discussion.
- C. Academic Staff appointment- K. Kunkel moved and S. Foran seconded to appoint Laura Stevens, Office of Sustainability, to the Student Association Environmental Sustainability Mentorship Committee. Motion passed unanimously.

VII. Reports.

- A. Senate Agenda Items
  - 1. Automatic Consent- S.05 Academic Approval
  - 2. Other Business- None.
- B. Campus Committee Reports – ASC member service updates
  - 1. S. Foran updated on UWS reps meeting last Friday: Parking fees among campuses and TTC and the process for appeals. Nothing is finalized. Concern about search and screen committee composition for UWS President and about the payment schedule for AS changing to bi weekly in Fall 2020.
  - 2. N. Oswald met with the Student Association Senate Finance Committee and will attend a meeting on Friday, November 8<sup>th</sup>.

VIII. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. None.

IX. The meeting was adjourned at 11:50 a.m.