

University of Wisconsin-Milwaukee

Academic Staff Committee

December 16, 2019

9:30 am, Lubar N456

MINUTES

Present: Cashin, Daly, Esguerra (phone), Foran, Kohlmetz, Kunkel, Oswald, Wallace
Guests: Johnnes Britz, Kathy Dolan, Jill Budny (Assistant Director of Honors College)

- I. *Call to Order.* The meeting was called to order at 9:00 am.
- II. *Automatic Consent.*
 - A. Agenda - Approved as amended. L. Wallace recommended delaying the review of Chapters 108, 109, and 110 until January. N. Oswald moved and K. Kohlmetz seconded amending the agenda. Motion passed unanimously.
 - B. Minutes of December 2, 2019 – Approved as submitted.
- III. *Guests^a:*
 - A. University Committee Chair Dolan reported the UC is discussing how to address overall campus safety with the Provost and will discuss with the Chancellor. The distribution of the preference sheets raised issues from CGS and the challenges with teaching schedules and standing meeting times. Dolan noted the significant support from faculty for teaching academic staff and the titling concerns. She reported there was a discussion about UW System President serach and what looking for in candidates at the last System reps meeting.
 - B. Provost and Vice Chancellor Britz reported the Academic Leadership Council will meet tomorrow and will focus on: enrollment management and how all can help with enrollment challenges; follow up on transfer students; and how schools and colleges can help and how faculty and staff can serve as ambassadors. T. Luljak will attend to present on the new marketing plan. Britz reported that the HBBSSW dean search is at preliminary interview stage and he anticipates campus visits will occur in February 2020.
- IV. *Chairs Report.* No report. (L. Wallace left meeting and K. Kunkel assumed chair duties.)
- V. *Unfinished Business.*
 - A. Academic Staff Subcommittee Discussion – No action has been taken. L. Wallace will schedule a meeting with stakeholders in January 2020.
 - B. Workload Policies Update – No update.
 - C. Chapter 105 and Chapter 109 Update– The committee reviewed the proposed revisions to Chapter 105 to include “*This policy is in accordance with UW System Policy 1254.*” Remove reference to UW System Administrative Policy 1233. T. Danielson

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

agreed it should be removed. The revised Chapters will be considered by the AS Senators at the January 14th Senate meeting.

- D. Title and Total Compensation (TTC) Project Update – K. Esguerra reported that the survey results were shared with Tim Danielson. See Item VI.B. for more information.
- E. University Service within Departments/Unit – S. Foran discussed service within the Libraries and whether AS participate in university service on work time or personal time. Discussion about balancing assigned work duties vs governance activities and the differences among units/supervisors. K. Kunkel described the variety of opportunities for service. The committee agreed that educating supervisors about probationary academic staff and what service entails is critical.
- F. AS Mentoring Program -Next Steps S. Cashin and N. Oswald plan to meet in January 2020.

VI. *New Business.*

- A. Policy Review- Postponed until January 2020.

VII. *Reports.*

- A. Senate Agenda Items
 - 1. Automatic Consent
 - 2. Other Business – Chapters 105 and 109 revisions.
- B. Campus Committee Reports – K. Kunkel reported on the UWS Reps meeting. TTC postponing the rollout of titles by job families to February or March. Areas of major concern included titles for IT, Libraries, Health and Wellness, Lecturers, and Power Plant/Waste Management. Discussion revolved about the appeal process. Overall agreement that the appeals committee should include some individuals from the development committee but must include additional individuals. TTC webpage includes latest updates. Job mapping will conclude in January 2020 and the official job title will be effective July 1, 2020. Under consideration are title prefixes.
- C. K. Kunkel reported that Provost Britz, K. Eilers and others from Enrollment Management attended APBC to discuss budget cuts.
- D. N. Oswald reported the Student Association passed segregated fees at last meeting.

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

IX. *Adjournment.* The meeting adjourned at 10:33 a.m.