

University of Wisconsin-Milwaukee

**Academic Staff Committee**

February 3, 2020

9:00 am, Lubar N456

**MINUTES**

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

- 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 January 6, 2020 – Approved as corrected.
- III. *Guests<sup>a</sup>:* Chancellor Mone reported on three items: Freshwater Collaborative – 1. Assembly and Senate had hearings last week. Tom Luljak and Val Klump, Dean School of Freshwater Sciences, attended and reported a positive outlook. A Director for the Freshwater Collaborative will be hired soon. 2. UWS President R. Cross is forwarding elements for next budget including continued employee compensation plus teacher pipeline and the Freshwater Collaborative. Mone noted the position description is now posted for UW System President. 3. Building the coalition and increasing funding. UWM needs to continue to be innovative and control costs. Mone briefly spoke about the Chancellor’s retreat held last week. There was good conversation about sustaining the momentum of the need for change. Mone talked about using resources and people in the best possible way and how UWM can stay relevant and innovative.
- IV. *Chair’s Report.* L. Wallace reported Think Tank 2030 has deadline of April 15<sup>th</sup> to submit report. L. Wallace will share articles that are being read by the group. K. O’Connor and J. Doering will attend the February Senate meeting to present the Think Tank 2030 charge and progress. Discussion about how to involve employees across campus occurred and the ASC agrees that a change in the the process for gathering feedback will result in greater investment by faculty and staff to promote change. UWM First branding was also presented by Tom Luljak at the retreat. One attendee remarked on a potential marketing phrase, “We may not be your first choice but we will give you a first choice experience.”
- V. *Unfinished Business.*
  - A. Academic Staff Subcommittee Discussion- No update.
  - B. Workload Policies Update- L. Wallace will follow up with Provost Britz about the missing workload policies. Policies have been submitted by College of General Studies, College of Health Sciences, and School of Education.
  - C. Title and Total Compensation (TTC) Update – ASC reviewed the request from Suzanne Boyd, Professor of Mathematical Sciences, asking to endorse the use of Teaching and Research Professor Titles. Discussion about adhering to Chapter 105 and timeline for submitting self evaluations. S. Cashin had discussions with Chair of Department of English and their creating

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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)

a different deadline for submitting evaluations. Important to discuss why January 15<sup>th</sup> deadline is in policy and the impact if academic staff do not submit an evaluation by January 15<sup>th</sup>. T. Danielson will attend the March 2<sup>nd</sup> AS Senate to provide an update on TTC. President Cross noted at the January 23<sup>rd</sup> Faculty Senate that the senior prefixes were not being removed.

- D. AS Mentoring Program – S. Cashin and N Oswald met and determined that instead of revamping a mentoring program at this time when employees are already overworked, being proactive about AS issues by offering brown bag sessions and other opportunities to address questions and opportunities for AS to obtain information. It was suggested that a message be sent to all AS with list of resources (i.e. Chancellor’s Strategic Directions, ASC, Secretary of the University).
  
- E. Policy Review –The ASC reviewed Chapters 111 and 112. ASC reviewed the language in 111.02 and for clarity, if the review finds that no violation of university rules policies at the complaint will be rejected. S. Cashin moved K. Esguerra to revise the last sentence. (SAAPs numbers will be updated.) Motion passed with unanimous vote.

VI. *New Business.* None.

VII. *Reports.*

- A. Senate Agenda Items
  - 1. Automatic Consent-
  - 2. Other Business-
- B. Campus Committee Reports – K. Kunkel reported on last week’s UWS Reps meeting- no consistency across campuses on how TTC is being implemented and communication has not been uniform.

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

IX. The meeting was adjourned at 10:50 am.