

University of Wisconsin Milwaukee

**Academic Staff General Meeting**

Tuesday, November 12, 2019

2:30 pm

Curtin Hall 175

**Minutes**

Present: Balogh, Cashin, Claas, Daly, Dookeran, Esguerra, Foran, Frey, Goodman, Hinshaw, Knasinski, Kohlmetz, Korinek, Kunkel, Loomis, Lorge, Olena, Olson, Oswald, Rufer, Schmidt, Steinbring, Thiel, Trumbull-Holper, Wallace, Williams, Wrench

Absent: Chapman, Dorantes, Driscoll, Haas, Herriges, Jackson, Krueger

Guests: Provost Johannes Britz, Tim Danielson, Chancellor Mark Mone, John Reisel, James Zarate

I. *Call to Order.* Chair L. Wallace called the meeting to order at 2:30 pm.

II. *Automatic Consent.*

A. Agenda – Approved as distributed.

B. Minutes – The October 8, 2019 minutes were approved as distributed.

III. *Chair's Report.*

L. Wallace welcomed the newly appointed Senator from the College of General Studies (CGS), Denise Lorge. L. Wallace reported the following:

ASC met with new dean of CGS, Simon Bronner, about current priorities and will meet with new dean of Lubar School of Business, Kaushal Chari on November 18<sup>th</sup>.

The ASC is exploring revitalizing an academic staff mentoring program with S. Cashin leading the effort.

An open forum on the Title and Total Compensation Project (TTC) will be held on December 3<sup>rd</sup>, 9:30-10:30 am in Chemistry Building 190.

All academic staff are invited to attend The Care, Respect and Expression free lecture presentation, ***The Gift of Our Wounds***, held in the Union Wisconsin Room. Recommendations from the Care, Respect and Expression group will be submitted to the Chancellor in December.

AS committee and subcommittee chairs will be invited to provide updates at the 2020 Spring General Meeting.

L. Wallace thanked the Provost for providing the refreshments for today's meeting.

IV. *Guests.*

A. Provost Johannes Britz reported on budget meetings with all schools and colleges and examining areas where can invest. Britz, Katie Miota and Tom Luljak continue to monitor enrollments weekly. A Student Transfer Retreat that will be attended by, among others, department chairs, deans, associate deans, assistant deans, Office of Enrollment Management, students and staff will be held on November 22<sup>nd</sup>. Being the largest transfer institution in the state, the focus will mainly be on how to increase and improve transfers from other institutions and how to streamline transfer agreements. Dave Clark is taking the lead in organizing this event.

B. Chancellor Mark Mone presented "Positioning UWM for Success". He reported on UWS President Ray Cross' retirement and budget priorities for UW System. R. Cross will remain

until a successor is named. Mone said the 2019-21 Operating Budget is overall positive and best biennial budget (receiving \$45M). Modest pay increases for employees in 2<sup>nd</sup> biennium are expected. UW System budget planning for 2021-23 will include three major areas- Freshwater Collaborative, underrepresented minority students and meeting talent needs of the region. Mone reported the following: A \$10M anonymous donation for new Great Lakes research vessel (Maggi Sue) was received; UWM raised \$251M in campaign; five Strategic directions include 1. Diversity, Equity and Inclusion; 2. Outstanding learning environment; 3. Research Excellence; 4. Community Engagement and Talent Pipeline; and 5. Sustainable Future for the Campus. Mone said the Think Tank 2030 will identify major trends, changes happening and how UWM can thrive and maintain an upward trajectory. The 2030 Group will finalize recommendations by April 15, 2020. He expressed his gratitude for the work of the academic staff and invited all to attend the Winter Carnival on December 4<sup>th</sup>.

- C. Tim Danielson, Vice Chancellor for HR, presented on the Title and Total Compensation (TTC) project. He reported the following: Titles are changing to map titles to meaningful compensation data. Training of HR network occurred last Friday on how to train supervisors and managers. The Standard Job Descriptions (SJD) Library is available online at the [TTC webpage](#). UWM is able to appeal to create new titles if none exist that map certain job descriptions and employees will have an opportunity to appeal if SJD doesn't match titles. CIO of HR (Danielson) will make final decision on appeals. The appointment to indefinite is not impacted by the new titles. He said to proceed with promotions that are in progress (until Spring 2020). 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. T. Danielson asked the ASC to assist with creating the process and criteria for progression and how to ensure consistent implementation. Discussion about prefixes and suffixes, business titles, senior status and concerns that employees working directly with students are in lowest pay ranges. There will be an open forum on TTC for academic staff on December 3, 9:30-10:30 am in Chemistry 190. Danielson also confirmed that all UWS employees are expected to move to bi-weekly payroll in Fall 2020. UWS will be sharing communication with campuses but the exact timeline is unknown. T. Danielson invited employees who have concerns about new titles to email him directly.
- D. John Reisel, Professor, explained that Big Brothers/Big Sisters approached Chancellor Mone about an UWM employee joining the BB/BS Board. They want to recruit more UWM staff and students to participate in their programs. Reisel introduced James Zarate, Director of Education, Big Brothers, Big Sisters. Zarate said they want to create more entry points at UWM and strengthen partnerships with UWM and increase number of volunteers. He provided an overview of three programs that offer volunteer opportunities: 1. Community-based program- three times per month in first year; 2. School-based mentoring program-college students meet one hour per week and provide role modeling; 3. Mentor 2.0 (technology- based) Program. The Milwaukee program is one of the best rated programs in the country and 99% of MPS students who are active participants graduate high school. AS senators may contact Zarate directly for more information or to volunteer.

V. *Unfinished Business.*

- A. Senate Subcommittee Survey Update. No report.

VI. *New Business.*

- A. Automatic Consent: SAAP .05-Academic Approval Matrix – no concerns or questions were raised.
- B. Chapter 104 Presentation- S. Cashin provided an overview of the revised policy, explaining the policy was revised in 2018 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. S. Cashin reminded that if an employee is not granted indefinite status, they may not be appointed into the same position with a fixed term contract.

VII. *Committee Reports.*

- A. Standing Committees – None.
- B. Subcommittees – None.

VIII. *General Good and Welfare.* None.

IX. *Adjournment.* The meeting adjourned at 4:03 p.m.