

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, May 18, 2020

Teams Meeting

MINUTES

Present: Cashin, Daly, Esguerra, Foran, Kohlmetz, Kunkel, Oswald, Rufer, Wallace
Guests: Johannes Britz, Kathy Dolan, Karen Massetti-Moran, Mark Mone

- 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 May 4, 2020: Approved as presented.
- III. *Guests:*
 - A. Chancellor Mone reported on the three phases UWM is facing: 1. Exploring summer plan including testing and tracing and the significant financial planning that is currently occurring. 2. Scenario planning workgroup will forward recommendations for Fall 2020 and Spring 2021 to Mone, Britz, and Van Harpen by May 29th. A decision is expected by early to mid June. 3. Examining how UWM and higher education overall will look in 2-3 years and how we can evolve as a result of COVID-19 and minimize risks. Mone stated the goal for 2021 is to open completely in the safest way possible.
 - B. Karen Massetti-Moran, Associate Director, HR, provided numbers of full and partial academic staff furloughs implemented in Group 1 (21.85 FTEs) and Group 2 (193.64 FTEs). 369 employees (includes all employee groups) have been furloughed full time and 226 have been partially furloughed. Open forums will be held about the intermittent furloughs in early June and August. Central HR is developing resources including a calculator tool for employees to determine the financial impact of furloughs. Employees are strongly encouraged to contact benefits@uwm.edu if considering making changes to benefits due to furlough status.

The Title and Total Compensation (TTC) project has been delayed; however, UW System reviewed all positions for FLSA status and UWM is currently reviewing all non-exempt positions. The employee-manager conversations about titles will occur online in summer and notices are expected to be sent in Fall 2020 with changes to titles tentatively scheduled for implementation in late Fall. All furloughed employees will receive mailed paper notices of titles. The appeal process will include a panel of academic staff volunteers who will make recommendations to Associate Vice Chancellor and Director, HR, Tim Danielson. Danielson will make the final decisions on appeals.

Massetti-Moran also reported that the plan to migrate all UW employees to a bi-weekly pay period has been withdrawn.
 - C. Kathy Dolan, University Committee Chair, reported that faculty reps have reached out to Board of Regents about UWS President Cross' *"Blueprint for the University of Wisconsin System Beyond COVID-19"* about his mandate to refine the missions of the

comprehensive universities to provide greater institutional distinctiveness and identity; consolidate and streamline common administrative operational functions; and create a unified strategic online education delivery model. Dolan reported that Cross stated at last week Friday's meeting that the timeline was overly ambitious. Faculty voiced concerns about the exclusion of faculty and staff in the development of the *Blueprint*. Cross will issue a decision about Fall 2020 by June 15th.

Dolan also reported on faculty reaction to returning to campus and noted opinions vary widely.

- D. Provost Johannes Britz reported that since last week's AS Senate meeting there are no updates on the scenario planning workgroup. Britz noted he is committed to ensuring the highest protection and safety for all employees upon returning to campus.

IV. *Chair's Report and Announcements.* Wallace reported on weekly meetings she attends. UWM deficit may be \$50-100M if classes are held fully online in Fall. Specific financial numbers are unknown at this time.

V. *Unfinished Business.*

- A. Academic Staff Subcommittees- No report.
- B. Title and Total Compensation (TTC) Appeals Panel. See item III.B.

VI. *New Business.* None.

VII. *Reports.*

- A. Senate Agenda Items. No update.
- B. Campus Committee Reports by ASC members.
 - 1. Esguerra provided an update on the Journalism and Media Studies advisory committee who was charged with presenting recommendations.
 - 2. Wallace provided update on the Scenario Planning workgroup subgroup she sits on that is assessing the faculty and staff experience.
 - 3. Kohlmetz reported that the AS Distinguished Prefix Committee recommended that Ray Scolavino, Senior Lecturer, receive distinguished prefix.

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

IX. *Adjournment.* The meeting was adjourned at 10:49 am