

University of Wisconsin-Milwaukee

**Academic Staff Committee**

Monday, June 1, 2020

Teams Meeting

**MINUTES**

Present: Cashin, Daly, Esguerra, Foran, Kohlmetz, Kunkel, Oswald, Wallace  
Guests: Tim Danielson, 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 18, 2020: Approved as presented.
- III. *Guests:*
  - A. Chancellor Mone reported on the following:

The budget and financial implications including operating losses if remain online fully in Fall 2020 and Spring 2021 which are impacted by loss of revenue from food service, housing, parking, and summer programs. Mone hopes to make an announcement about campus direction by June 10<sup>th</sup>.

Ron Perez, Dean of Zilber School of Public Health (ZSPH), has been appointed as Special Assistant for Strategic Cultural Change and will report to Mone and Vice Chancellor J. Prince. This appointment is a result of the failed search for a Sr. Diversity, Inclusion and Equity Officer search. The needs continue and despite the budgetary challenges the position remains critically important. This position will be 25% FTE and Perez will continue to serve as Dean of ZSPH.

Think Tank 2030 has submitted its final report and some of the primary recommendations include strengthening the culture of student centricity, streamlining curriculum, centralizing efficiencies, and growing an endowment to \$500M.

The May Commencement ceremony was moved to October 10<sup>th</sup>; however, due to the continuing social distancing requirements, a small workgroup is exploring options for a virtual ceremony instead with a date to be determined.

Last week's notice about the UWS Presidential search reported the search and screen committee met on Friday and are reviewing finalists. Mone expects an announcement about the finalists will be shared soon.
  - L. Wallace formally thanked Chancellor Mone for his transparency and for including governance in decision making, especially during the COVID-19 crisis. Mone said he appreciates the involvement of governance leads and especially the willingness to participate in recent meetings on short notice.

Mone thanked the ASC for their involvement in changing the culture at UWM and for supporting and promoting inclusivity and a welcoming climate.

- B. Tim Danielson, Director, HR, reported on the AS Position Specific Furloughs (PSF). (213 employees affected-most are partial). June 19<sup>th</sup> is first intermittent furlough (IF) day. Information sessions were held for the first group of PSFs and were very well attended. Information session will be held this week about Ifs. Danielson was asked about payroll issues due to the position specific furloughs. He explained that all errors are expected to be corrected by end of the week. The Title and Toal Compensation (TTC) project timeline may include employee-manager conversations later in summer.

IV. *Chair's Report and Announcements.* Wallace reported that President Cross is meeting with governance reps this week. Cross announced that he will be stepping down in late June but will remain as advisor if asked. The Crisis Management Team (CMT) will meet June 8<sup>th</sup>. R. Van Harpen reported at last week's Chancellor's Expanded Cabinet meeting that NWQ design work is continuing with occupancy expected in December 2021. The Chemistry building planning is continuing. A 2% drop in enrollments was reported. The new Student Association President Emma May Weber outlined goals for 2020-21. P. Borger reported on donations with many that are directed to address student needs.

V. *Unfinished Business.*

- A. Academic Staff Subcommittees. No report.

VI. *New Business.*

- A. Scenario Planning Workgroup Update. Wallace reported that the group looked at three scenarios for Fall 2020-Spring 2021: Hybrid, Fully On-line, Fully Online Fall and Spring. The Student Experience subgroup distributed survey that identified challenges with working remotely full time and the unexpected benefits as well as needs for safely returning to campus. Final workgroup meeting will be held this week Friday to finalize recommendations for the Chancellor.
- B. Academic Staff Furlough/Layoffs. Non-instructional academic staff have been impacted the most. Layoffs of academic staff must follow seniority.
- C. ASC Summer Meetings. Discussion about cancelling June 15 or July 6. A decision will be made next week. The ASC agreed that due to lack of new information and no guests scheduled, the June 9<sup>th</sup> AS Senate meeting will be canceled.

VII. *Reports.*

- A. Senate Agenda Items. None.
- B. Campus Committee Reports by ASC members.
  - 1. S. Foran reported that the UWM Libraries is open for contactless pick-up service for books and DVDs at all library locations, beginning today.

VIII. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. K. Kolmetz moved and S. Cashin seconded to move into closed session to discuss a personnel matter. Upon roll call vote, closed session began at 10:30 am. The committee reconvened in open session at 10:45 am.

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