

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, June 15, 2020

9:00 am

Teams Meeting

MINUTES

Present: Cashin, Daly, Esguerra, Foran, Kohlmetz, Kunkel, Oswald, Rufer
Guests: Johannes Britz

- I. *Call to Order.* The meeting was called to order by Vice Chair Esguerra at 9:01 am.
- II. *Automatic Consent.*
 - A. Agenda: Approved as presented.
 - B. Minutes of June 1, 2020: Approved as presented.
- III. Guest^a: Provost Johannes Britz reported on the four paradigms that require immediate addressing: 1. Planning for fall including health concerns and future of the campus. The Crisis Management Team (CMT) is meeting today and Britz expects an announcement will be shared on Wednesday about the plan for continuing operations in Fall 2020. ASC asked about priorities for face-to-face courses and Britz indicated there will be an attempt to provide first year students with at least some face-to-face classes in addition to clinical and experiential courses. 2. Enrollments and budget impact. The second half of the pay plan will not be funded by the State which means UWM will have to cover the costs. 3. Social and political issues about Black Lives Matter and racial justice. Britz will be hosting an action-oriented discussion with deans. 4. The 2030 workgroup report and the realignment of the campus and schools and colleges. Britz said UWM cannot sustain 13 schools and colleges.

The ASC and Britz discussed the UW System/R. Cross announcement that UW will reopen in fall 2020 and the guidelines issued. S. Cashin asked about workload issues if courses are divided into smaller groups as a result of social distancing requirements. Britz said he wasn't aware of any discussions about increased workload but emphasized the importance of preparing early for online instruction. The campus will be exploring other ways to address the budget crisis including extending furloughs and incentives to retire. UWM guidelines for employees returning to campus will be shared by the Emergency Operations Center (EOC) group.

- IV. Chair's Report. K. Esguerra read the Chair's report provided by L. Wallace.

Since we last met on June 1, much has been happening related to scenario planning and a variety of other campus matters.

In my meeting with Chancellor Mone on June 1 – he indicated that the goal for the campus was to return in the fall – taking in to account the safety and well-being of staff and students. Staff should be assured that reasonable accommodations will be made for those who would need to continue to work from home... and those academic staff with indefinite status would have the

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

“highest priority” in the event campus would have to make the difficult financial decisions that would require layoffs. While we are navigating a completely new and unknown environment, the goal is to maintain as much normalcy as we possibly can – even if it means approaching our work in a new way.

The scenario planning group did relay their report to the Chancellor and Provost and it is my understanding that they will be making a statement later this week regarding how we will proceed with our “return” in the fall. While the system did announce a return to instruction on campus in the fall – they included the caveat that individual campuses would be allowed to make their own local decisions. Much still needs to be defined and the “wheels set in motion” to make whatever the return will look like a reality.

Johannes shared that the Deans are engaging in their own planning and looking at budget savings/cuts of 5%-10%-15% for fiscal year (FY) 20-21. He confirmed that there will be no new Dean hires for those stepping down and existing deans would be put in charge of those schools/colleges with associate/assistant deans serving as the onsite/day-to-day administrators. While this is a way to save money, it is also a way to re-vision and think about the current structure of the university which is a part of the Think Tank 2030+ recommendations (although, specific configurations were not recommended by the group). I am hopeful that Kris or Jennifer will come and talk more with us once the Chancellor provides his feedback regarding the report.

In the Deans/leadership meeting last week, Robin Van Harpen shared a bleak picture of the budget moving forward. They are currently working on scenarios that plan for the enrollment decline for the fall and spring. This will likely result in additional position specific furloughs, a compensation freeze, a hiring freeze, travel freeze maybe through spring 2021 and could also limit existing S&E funds. The current pay plan has not been cancelled – however, Robin reported that the state will not be funding it – so, that money will come from campus. This news is not good and given the uncertainty of the fall and status of enrollments and COVID 19 – we need to be prepared for continued budget concerns.

Enrollment management did report that we are currently down 3/6% in enrollments, but up 8% in total applications... From what I understood, however, is that we are down 2.6% in confirmation deposits from this time last year.

Mark met with governance leads, Trudy Turner, Helaine Hickson, and Sue Weslow on Thursday to run by us the idea of holding the Plenary on August 26 as a way to start the school year prior to classes actually starting. Everyone was in favor of this and it appears that it is within the guidelines required by faculty governance.

As you know from campus announcements – it has been confirmed that we will hold a virtual graduation for May 2020 graduates in August.

You are aware that the sole candidate for UW System President, Jim Johnsen, chose to withdraw his name from consideration following his interview and what, I am sure, was an avalanche of feedback received by the system following the interview! I was disappointed that the video was up for less than 48 hours and the campus community had little time to respond. Kathy Dolan

(UC Chair), Emma Mae Weber (Student Association President), and I developed the statement you received last week and it was sent to all of the Regents. Thank you for your input and to those of you that did take time to provide feedback to system. AND, a big “Thank you” to Keith for representing Academic Staff on the panel asking questions of Dr. Johnsen.

I will be serving on a new workgroup with Assistant Vice Chancellor, Chia Vang to begin the work around Racial Justice, Equity, Diversity, and Inclusion awareness on campus. We have our first meeting on Wednesday to discuss the charge and what our group must do moving forward. Clearly, we as a nation, community, and campus are at a crossroads as it relates to racial equity and social justice. Please let me know if there is an interest in developing a statement as an Academic Staff Committee or if would you would like to engage in additional conversations or a book study this summer (we have so much free time, right?!) or moving forward.

And, finally, please be sure to stay abreast of events and messaging from the Chancellor’s Office and University Relations. While the administration may ask for input regarding different situations and decisions – very often I am receiving the same information – at the same time – as to the final disposition of such information via these announcements. Don’t hesitate to let me know if you have any questions about any of them.

V. Unfinished Business.

- A. Academic Staff Subcommittees. No update.
- B. AS Non-Renewals/Furloughs Update. T. Danielson provided a report on full and partial furloughs which indicates non-teaching academic staff were impacted most; however, the ASC is concerned how the instructional and research academic staff will be impacted in fall due to additional budget cuts. Discussion about Waukesha and Washington County low enrollments.

VI. New Business.

- A. ASC Appointment Request. The committee made appointments and recommended nominees as requested based on the preference forms. The names will be submitted to the Secretary of the University.

VII. Reports.

- A. Campus Committee Reports by Members.
 - 1. K. Kunkel reported the UWS reps commented about the influence of politics on candidates and the appearance that the BOR is searching for an individual with a business background rather than a strong academic background.
 - 2. N. Oswald reported the CMT meeting will be held later today. The group will discuss opening in Fall 2020 and parameters for returning to campus safely.
 - 3. The ASC raised concerns about the UWS President search process and how to provide a voice into the recruitment process moving forward.
 - 4. K. Esguerra and N. Oswald attended the virtual UWM’s Campus Dialogue on Racial Justice: Faculty Insights on Friday, June 12th. K. Esguerra reported a frustration about the lack of real efforts at UWM was voiced and discussed how action steps are critical to make a change.

VIII. Closed session. K. Esguerra moved and S. Cashin seconded entering closed session the purpose of discussing personnel matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. Upon voice vote, closed session began at 10:58 am. The committee reconvened in open session at 11:03 am.

IX. Adjournment. The meeting was adjourned at 11:03 am.