

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, September 21, 2020

9:00 am

Teams Meeting

MINUTES

Present: Cashin, Daly, Esguerra, Kohlmetz, Kunkel, Lukaszewicz, Oswald, Priem
Guests: Johannes Britz

- I. *Call to Order.* The meeting was called to order by Chair Esguerra at 9:00 am.
- II. *Automatic Consent.*
 - A. Agenda: Approved as amended to add discussion about term lengths on IRASRC.
 - B. Minutes of August 24, 2020 were approved as presented.
- III. *Guests^a:*
 - A. Provost Johannes Britz reported: 1. He will be meeting with deans, associate deans, department chairs and governance leads to discuss accreditation and spring planning; 2. Campus is currently engaging in a 9% budget reduction exercise for 2022 and final allocations will not be made until December. The budget process includes participation by the Academic Planning and Budget Committee, a review of metrics, and information provided by units. 3. Enrollment challenges continue although applications are up for Spring and Fall 2021; 3. 2030 Think Tank update; and 4. Managing the pandemic remains a priority.
S. Cashin commented on the impact of furloughs, layoffs, and budget cuts on different employee categories and how the ASC can champion for AS colleagues. Provost said the impact will become clearer when school and college budget meetings occur. He agreed that the ASC should monitor non-renewals. K. Esguerra shared the ASC's concerns about employee mental health and ensuring staff are aware of the available resources. ASC recommended expanding and reiterating communication about mental health services.
- IV. *Chair's Report.* Esguerra reported: 1. She attended a meeting about December 2020 commencement which will be held virtually. Feedback included emphasizing student speakers and finding a keynote speaker with pizzazz. Esguerra suggested a live component be included. 2. Esguerra invited T. Danielson to discuss recent impact of position specific furloughs, non-renewals, and layoffs on academic staff. 3. She provided a report to Faculty Senate last week and mentioned the ASC is monitoring furloughs and expected layoffs of AS. Esguerra also reaffirmed to the Faculty Senate that campus leadership has clarified that AS promotions are to go forward and are protected in policy. 4. Esguerra confirmed with Provost that \$17,500 will be available for 2021-22 AS Professional Development awards.
- V. *Unfinished Business.*
 - A. Academic Staff Subcommittees. K. Kunkel moved and C. Daly seconded to remove this

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

item from future agendas. Motion passed with unanimous voice vote.

VI. *New Business.*

- A. Appointments.
 - 1. Independent Election Committee of Student Association. N. Oswald moved and C. Daly seconded to appoint Jessica Schuld to the IEC of the SA for one year. Motion passed unanimously.
 - 2. Instructional and Research Academic Staff Review Committee. K. Kunkel moved and N. Oswald seconded to appoint Scott Corley, PSOA, to a three-year term to the IRASRC. Motion passed unanimously. S. Cashin explained the issue with term-lengths of AS on the committee and the ASC agreed to consider a one-time modification to term-lengths to ensure stable membership upon recommendation of the IRASRC. The IRASRC will submit to the ASC in October or November.
 - 3. Non-Teaching Academic Staff Review Committee. M. Priem moved and S. Cashin seconded to appoint Eric Dietenberger, CTS, to a three-year term to the NTASRC. Motion passed unanimously.
 - 4. Appointment to Space Planning Committee. M. Priem moved and C. Daly seconded appointing Nicole Oswald to serve a one-year term on the Space Planning Committee. Motion passed unanimously.
 - 5. Admissions and Records Policy Committee. C. Daly moved and K. Kunkel seconded to appoint Maggie Kaczmarek to the ARPC for a two-year term. Motion passed unanimously.
- B. Virtual Service Opportunities. G. Lukaszewicz suggested the AS Communications Subcommittee communicate available virtual service opportunities to academic staff.
- C. Indefinite Status File Extension. Discussion about extending the deadline and circumstances. M. Priem moved and K. Kohlmetz seconded to extend option for requesting an indefinite status file extension for files that are due through May 31, 2021. Motion passed unanimously. K. Esguerra will revise the current interim policy and share with the ASC prior to distributing to the academic staff. The ASC requested details of the updated extension policy be included in the Provost's Monday update email.

VII. *Reports.*

- A. Campus Committee Reports by Members. K. Kunkel and N. Oswald attended meeting with UW President T. Thompson. Discussion included concerns about COVID testing being restricted to students. T. Thompson acknowledged the concerns raised by staff but said existing funding is for student tests. K. Kunkel reported the following was discussed at the UW System Reps meeting: Title and Total Compensation (TTC) will resume with implementation anticipated for Spring 2022; emphasized inclusivity for UW System President search committee-participation; and concerns surrounding mental health of staff.
- B. Policy Advisory Committee- C. Daly reported the PAC will be sending policy changes for automatic consent.

VIII. *Closed session.* K. Kohlmetz moved and K. Kunkel seconded moving into closed session to review a request for extension to indefinite status. Motion passed unanimously and closed session began at 10:37 am. S. Cashin moved and N. Oswald seconded to approve the request and the motion unanimously passed. The committee reconvened in open session at 10:41 am when the Provost joined the meeting. After the Provost left the meeting, N. Oswald moved and M. Priem seconded moving into closed session to continue closed session business. Motion passed unanimously and closed session began at 11:08 am. Motion was made and seconded to approve the request and motion passed with unanimous vote. The committee reconvened in open session at 11:12 am.

IX. The meeting was adjourned at 11:13 am.