

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, October 5, 2020

9:00 am

Teams Meeting

MINUTES

Present: Cashin, Daly, Esguerra, Kohlmetz, Kunkel, Lukaszewicz, Oswald, Priem
Guests: Chancellor Mark Mone, Kathy Dolan, Tim Danielson

- I. *Call to Order.* The meeting was called to order by Chair Esguerra at 9:01 am.
- II. *Automatic Consent.*
 - A. Agenda: Approved as presented.
 - B. Minutes of September 21, 2020 were approved as presented.
- III. *Guests^a:*
 - A. Chancellor Mark Mone reported on 1. UW System is providing support for antigen tests for students and testing will be expanded for front-line, highest at-risk employees. Mone spoke of a new, cheaper test expected in early 2021. 2. A Voluntary Separation Incentive Program (VSIP) is being offered to employees as part of campus budget management. Interest is higher than the last time VSIP was offered. Departments are working to determine who is eligible and deans/division heads will make decision by early November. 3. Planning for Spring 2021 is taking place and Mone anticipates spring semester will look same as fall 2020. 4. Mone solicited the ASC's thoughts on holding town halls. The ASC agreed that academic staff appreciate the communication and transparency. They suggested some topics for the town hall including success stories and details about next steps in budget reductions and intermittent furloughs. ASC shared concerns raised by AS colleagues about equity among units and furloughs/budget reductions and gender and race equity among furloughed/non-renewed employees.
 - B. Kathy Dolan, Chair, University Committee, reported the UC is discussing VSIP and how it will impact the faculty numbers on campus and whether there is a plan to address a significant reduction in faculty. Dolan is serving on the Scenario Planning workgroup to plan for Spring 2021. She reported that no official records exist on how many face-to-face and hybrid courses have moved completely to online this semester. The lack of good data of what is occurring in fall makes it difficult to plan for spring. ASC asked about Spring Break and Dolan indicated the calendar will remain as published.
 - C. Tim Danielson, Associate Vice Chancellor for Human Resources, reported on recent impact of position specific furloughs, non-renewals, and layoffs on academic staff. He indicated HR does not have data on current or prospective non-renewals but can provide data for 2019. Less than 50 employees are currently on partial or full furloughs. (HR doesn't publish list of furloughed individuals.) Racial identity is part of the

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

affirmative action plan released by Equity and Diversity Services (EDS). Danielson suggested the ASC invite EDS Director Jamie Cimpl -Wiemer to a meeting to discuss current data. ASC asked if payroll errors related to furloughs have been corrected and communicated to impacted employees and Danielson said errors that occurred in summer have been fixed. Danielson announced that two new title series have been created as part of the Title and Total Compensation (TTC) project: Teaching Professor and Research Professor title series and said he is forming a small work group to consider how to make these titles operational at UWM. He believes these title series would be a strong tool for recruitment and retention and hopes that all recognize the benefits on teaching and research if these titles are used at UWM. ASC noted concerns that some employees' responsibilities may have changed since the job mapping was completed therefore leading to changed titles per TTC.

IV. *Chair's Report.* Esguerra reported: 1. Some of the most vulnerable employees are now part of the COVID-19 testing regimen. Student Affairs colleagues are taking on additional duties to complete tracing of the virus. 2. She received positive feedback on the email sent to all AS. She will send email updates monthly. 3. Esguerra serves on the scenario work group and they are developing a survey for students, instructional academic staff and faculty to assess experiences with instruction. 4. Face-to-face courses did not reach space capacity in fall. 5. An email from Chancellor Mone about Presidential Order on Race and Sex Stereotyping bans workplace training was shared. 6. C. Bogner will miss ASC meetings through December 7th due to teaching obligations on Mondays.

V. *Unfinished Business.* None.

VI. *New Business.*

- A. October AS Senate Agenda Items. Guests include the Provost, Kathy Dolan and Mark Harris, who are leading the Think Tank 2030 Implementation Group.
- B. Non-Teaching Academic Staff Review Committee Bylaws and Operating Procedures. The ASC reviewed the revisions to the NTASRC's operating procedures. C. Daly moved and K. Kunkel seconded to send to the AS Codification Committee for review. Motion passed unanimously.
- C. Other. Upon request from T. Danielson for ASC members to serve on the working group to implement new titles (Research and Teaching Professors) at UWM, the ASC agreed to forward S. Cashin, K. Esguerra, and K. Kunkel as interested in serving.

VII. *Reports.*

- A. Campus Committee Reports by Members.
 - 1. N. Oswald reported she attended a Campus Space Planning meeting at which they discussed moving fiber optics on campus.
 - 2. K. Kunkel reported the Academic Planning & Budget Committee (APBC) has started holding budget planning meetings with individual schools and colleges.

VIII. *Closed Session.* None.

IX. The meeting was adjourned at 10:35 am