

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, October 19, 2020

9:30 am, Teams Meeting

MINUTES

Present: Cashin, Daly, Esguerra, Kohlmetz, Kunkel, Lukaszewicz, Oswald, Priem

Guests: Provost Johannes Britz, Jamie Cimpl-Wiemer

- I. *Call to Order.* The meeting was called to order by Chair Esguerra at 9:31 am.
- II. *Automatic Consent.*
 - A. Agenda: Approved as presented.
 - B. Minutes of October 5, 2020 were approved as corrected.
- III. Guests^a:
 - A. Jamie Cimpl-Wiemer, Director, Office of Equity/Diversity Services, discussed the annual UWM Affirmative Action Plan which focuses on two areas: diversifying applicant pools and the current workforce. Cimpl-Wiemer shares ASC's concerns about instructional academic staff and is analyzing how UWM's workforce is evolving and the impact of recent budget reductions, particularly on instructional academic staff. He presented ideas on modifying the recruiting and hiring processes that could potentially enhance diversity, equity, and inclusion at the university. The ASC agreed that continued conversations with EDS are critical to supporting AS colleagues.
 - B. Provost Johannes Britz gave a reminder of the virtual town hall next Tuesday (October 27) at 3:30 p.m. The focus will be campus budget, 2030 planning, and DEI practices. He acknowledged the concern about membership of the 2030 implementation groups (instructional academic staff) and suggested an ad hoc approach to allowing additional participation where appropriate. Britz reported new freshmen enrollment is down 14.9%. He is hosting a recruitment summit with all deans next week. Spring Break dates will remain the same and the majority of courses will be online in spring. N. Oswald asked when information about continuing furloughs will be available and Britz expects an announcement to be made in January 2021.
- IV. Chair's Report. K. Esguerra reported on the following: 1. She received an email concerning lack of instructional academic staff representation on the 2030 Implementation Groups and spoke to Provost Britz who asked for names. She forwarded Vicki Bott and Kelly Kohlmetz. 2. Reminder the Secretary of the University's Office will present Governance Training for all committee members on October 21st at 11 am. 3. She reported at Faculty Senate last week. 4. Scenario Planning Workgroup met and reviewed data from survey sent to all instructors on challenges on teaching online. 83% of all respondents reported they spent more time on instruction than last fall. 5. She received an email from B. Freer about reminding staff about leave provisions for voting and serving as election officials. She will include in her email update to all academic staff.

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

- V. Unfinished Business. None.
- VI. New Business.
 - A. IRASRC's recommendation to reduce one of the three upcoming AS members term length. S. Cashin moved and K. Kohlmetz seconded to approve a one-time change to reduce one of the upcoming vacancies to a 2-year term to balance the number of continuing academic staff on the committee. Motion passed with unanimous vote.
 - B. Recommendation of three nominees to serve on the newly created Police Community Advisory Committee. The ASC agreed to recommend Pachoua Lor, Michael Rogers, and Mai Yer Yang after K. Esguerra confirms their willingness to serve if appointed.
 - C. AS General November Meeting agenda items. K. Esguerra will invite Tim Danielson and Robin Van Harpen to attend.
- VII. Reports.
 - A. Campus Committee Reports – ASC member service updates
 - 1. K. Kunkel reported that UW System is planning to convert to one biweekly pay cycle and implement on January 17, 2021. There are concerns about the impact on grant payments and the amount of reprogramming that will be required
- VIII. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. None.
- IX. The meeting was adjourned at 10:59 am.