

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, November 16, 2020

9:30 am, Teams Meeting

MINUTES

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

- I. *Call to Order.* The meeting was called to order by Chair Esguerra at 9:33 am.
- II. *Automatic Consent.*
 - A. Agenda: Approved as amended to add item about communication to AS.
 - B. Minutes of November 2, 2020 were approved as presented.
- III. *Guests^a* Provost Britz reported on the following: 1. Campus will move all but a few courses to online after Thanksgiving. Clear guidelines for students who leave campus for the holiday and test requirements upon return will be shared soon. 2. A memo was sent to deans, associate deans and department chairs outlining information that was shared in Chancellor Mone's November 13th email about increase of COVID-19 cases in Wisconsin and the decision to shift to primarily remote instruction following the Thanksgiving recess. Most UW System campuses are doing the same. UWM employees will continue to work remotely whenever possible. 3. The campus plan for Spring will be the same as Fall semester. 4. Enrollment management reported a huge increase in new freshmen applications and admissions. 5. Final budget projections will be shared with the Academic Planning and Budget Committee this week and determinations will be made by Friday. The ASC raised concerns about AS who have received notice of non-renewal while on furlough. S. Cashin noted this is not a violation of policy but it appears to go against how we treat our colleagues. Britz said he will address the issue with deans.
- IV. *Chair's Report.* K. Esguerra reported on the following: 1. Talked with Provost Britz about information session with College of General Studies academic staff to clarify appointment types. Britz said he will follow up with T. Danielson and K. Massetti-Moran in HR. 2. Implementation of a biweekly pay schedule has been delayed until July 2021, partly due to the concerns raised by governance groups. 3. K. Koch, Chair of the AS Codification Committee reviewed the Academic Staff Personnel Policies and Procedures and has shared areas requiring inclusive language. The ASC will review the recommendations b at its next meeting. 4. A technology readiness team has been established to address the concerns of unmet technology needs in the instructor survey results. K. Esguerra is a member and sought feedback from ASC. 5. SAAP-7-4 Criminal Background Check Policy has been revised and will be presented to the Senate in December. T. Danielson will be asked to present. 6. S. Cashin and K. Esguerra will attend a meeting today on the new Research and Teaching Professors title series. 7. 103 Academic Staff were offered the Voluntary Separation Incentive. 8. Conversion to mostly online after Thanksgiving and students who leave will be required to test twice before returning to campus. ASC asked how will campus know if

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

students leave.

V. Unfinished Business. None.

VI. New Business.

A. Academic Staff Notice Periods and Furloughs- K. Esguerra was notified by two academic staff about AS who have received notice of non-renewal while on furlough. It was noted although this is not a violation of any policy, it goes against how we treat our colleagues and does not match UWM's stance on social justice. (This was brought to the Provost's attention later during this meeting. Item III)

B. Communication to Academic Staff- The ASC agreed that emails should be sent with pertinent information once per month.

VII. Reports.

A. Campus Committee Reports – ASC member service updates

1. N. Oswald and M. Priem reported on Space Planning Committee. M. Priem said the Alumni House sale is pending and expected to close in January 2021. The committee is working on relocating the building's occupants to other areas on campus.

VIII. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. K. Kohlmetz moved and C. Daly seconded moving into closed session for the purpose of considering a personnel matter related to indefinite status extension. Closed session began at 10:17 am C. Daly moved and K. Kunkel seconded moving out of closed session at 10:30 am.

IX. The meeting was adjourned at 10:58 am