

University of Wisconsin-Milwaukee

**Academic Staff Committee**

Monday, December 7, 2020

9:00 am, Teams Meeting

**MINUTES**

Present: Cashin, Daly, Esguerra, Kohlmetz, Kunkel, Lukaszewicz, Oswald, Priem  
Guests: Mark Mone, Jason Puskar

- I. *Call to Order.* The meeting was called to order by Chair Esguerra at 9:00 am.
- II. *Automatic Consent.*
  - A. Agenda: Approved as presented.
  - B. Minutes of November 16, 2020 were approved as presented.
- III. *Guests<sup>a</sup>*
  - A. Chancellor M. Mone reported on the planning for spring and fall 2021 semesters. Communication about Spring 2021 will be sent to campus later in the week. Mone presented data on COVID-19 test results and noted the low percentage of positive tests on campus. The 2030 Implementation subgroups are continuing work. Mone stressed that although the pandemic has accelerated changes, the challenges were present pre-COVID-19. Mone will hold a Town Hall in late January 2021. Discussion took place about furloughs, UWS continuing to support COVID-19 testing, and UWS participation in the distribution of a vaccine.
  - B. K. Dolan, University Committee Chair, was unable to attend.
  - C. J. Puskar, Associate Dean of Graduate School, reported the Graduate Faculty Committee (GFC) is contemplating changes to GFC Doc. 1173, which determines who can and cannot teach and advise graduate students. Currently extremely limited provisions exist for some academic staff with the specific title of Scientist. Many programs have other academic staff, including clinical professors and visiting professors, who would like to advise master's students and serve on doctoral committees, with the approval of the student's executive committee. S. Cashin agreed the current policy is very restrictive, and noted she championed for a decade to modify for increased flexibility and to reward academic staff who work closely with students. The ASC agreed by consensus with the suggested changes from GFC. Puskar said the proposed revisions will be presented to the Faculty Senate.
- IV. *Chair's Report.* K. Esguerra reported on the following: 1. Technology Readiness committee met and will distribute a survey to instructional staff to ensure technology needs are met in Spring 2021. A message will be sent about ways to optimize technology (wi-fi). 2. Teaching and Research titles group met and are looking at how titles are used at UW Madison. 3. Scenario planning workgroup is reviewing Spring 2021 possibilities (four scenarios) which will depend on the virus status and UWS requirements. Instructors are expressing

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<sup>a</sup>Committee may go into closed session to discuss personnel matters per Wisc. Stats. 19.85(1)(c) or 19.85(1)(f)

frustration about the uncertainty. 4. Anti-bias and anti-racism training was tested by the Chancellor's cabinet and it is expected to be rolled out to campus soon. 5. K.Dolan mentioned that most faculty are not engaged in the 2030 Implementation and hopes that communication with the deans will encourage increased faculty participation. Esguerra asked ASC to encourage AS colleagues to participate. 6. Title IX update includes UWM's request for an additional 120-day extension before implementing new rules which require a live hearing. 7. Dietmar Wolfram presented a preliminary structural campus change report to the deans on behalf of the 2030 Implementation group.

V. Unfinished Business. None.

VI. New Business.

A. AS Document 127 Revisions to Academic Staff Codification Committee Bylaws- The ASC agreed to place on the December Senate agenda.

B. Approved Leave of Absence and Committee Membership/Absence Policy- The ASC agreed to review current policies and discuss in detail at the December 21<sup>st</sup> meeting.

VII. Reports.

A. Campus Committee Reports – ASC member service updates

1. K. Kunkel reported topics discussed at the last UWS reps meeting: automation of services impact on TTC; online teaching at campuses; banking leave into ALRA even if don't qualify for ALRA (expand benefit for this year only); and availability of groups giving feedback for topics of joint sessions. The AS reps are trying to schedule a meeting with Interim President/Governor T. Thompson.

VIII. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and (f)*. None.

IX. The meeting was adjourned at 10:46 am