

*University of Wisconsin-Milwaukee*  
**Academic Staff Committee**  
Monday, August 17, 2020  
9:30 am  
Teams Meeting  
**MINUTES**

Present: Cashin, Daly, Esguerra, Kunkel, Oswald, Wallace  
Guests: Johannes Britz, Carl Bogner, Gina Lukaszewicz, Mike Priem, Joely Urdan

I. *Call to Order.* The meeting was called to order by Chair Wallace at 9:32 am.

II. *Automatic Consent.*

- A. Agenda: Approved as presented.
- B. Minutes of August 3, 2020: Approved as presented.

III. *Guests*<sup>a</sup>:

- A. Joely Urdan, Chief Legal Counsel, provided an overview of the new Title IX regulations issued by the Department of Education on May 6, 2020. The University was required to come into compliance with the new rules by August 14<sup>th</sup> which require changes to the way universities respond to Title IX allegations. To comply, UWM implemented interim policies on sexual violence and sexual harassment and investigation and resolution of formal Title IX complaints.

The major changes include the requirement of a live hearing for every Title IX case and the removing the ability to rely on hearsay which greatly impacts evidence gathering. Since the period to implement the new federal rules was three months, interim policies were implemented. After UW System begins its permanent rulemaking process, UWM will engage in a robust policy revision process, during which UWS and UWM will seek broad community feedback before finalizing the policies.

- B. Provost Johannes Britz thanked L. Wallace for her steady and firm leadership during 2019-20 and said he looks forward to working with K. Esguerra in 2020-21. He reported on the following: 1. A meeting will occur this week with deans and shared governance leaders to gain input on notifying students and staff if a positive case of COVID appears in a class. 2. Overall preparations for fall semester are going well. Dean K. Litwack and S. Schmidt are leading a “monitoring action group” to explore how to address incidents of COVID cases on campus. 3. Enrollments are better than originally thought with higher rate of returning students and new freshman slightly down. 4. Provost asked to meet with ASC and S. Gronert to discuss academic staff contract changes. An emergency meeting will be scheduled within the next week. 5. Board of Regents (BOR) is meeting this week and the BS in Freshwater Sciences is on the agenda for approval.

IV. *Chair’s Report.* Wallace reported on the financial impact of COVID-19 on UWM’s operating budget is crippling and partner institutions are facing similar challenges. Chancellor Mone is supportive of continuing the Priority Referral Program (PRP) for employees who are laid off. She will follow up with Tim Danielson and Karen Massetti-Moran to make sure it is in effect. She will also request data for the 2019-20 AS Report and work with S. Cashin on drafting. Another meeting with Interim UWSA President Thompson will take place this week. She reported no

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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)

new requests for indefinite status extensions have been submitted. She welcomed the newly elected ASC members and thanked those going off the committee for their service. L. Wallace stated she enjoyed working as Chair and advocating for her AS colleagues.

V. *Unfinished Business.*

- A. Academic Staff Subcommittees. L. Wallace noted that the ASC may determine if this item will be a priority in 2020-21.
- B. Senate Agenda Items. It was proposed to invite the following guests to Senate meetings: September-Diane Reddy (CETL), Melissa Spadanuda (Building safety), Chia Vang/Jamie Cimpl-Wiemer (DEI) and Emma Mae Weber (Student Association President) October or November- Robin Van Harpen to discuss budget, Dave Clark and Kay Eilers to discuss enrollments.

VI. *New Business.*

- A. AS Appointment to Title IX Hearing Committee. L. Wallace and N. Oswald volunteered.

VII. *Reports.*

- A. Campus Committee Reports by Members. N. Oswald reported the Crisis Management Team met to discuss mandatory training for all students and employees who are returning to campus. The safety walk-throughs of buildings are in progress.
- B. T. Howard thanked L. Wallace for her leadership as ASC Chair and Senate and other members agreed.

VIII. *Closed session.* None.

IX. The meeting was adjourned at 11:04 am.