

University of Wisconsin-Milwaukee

Academic Staff Senate Meeting

AS General Meeting

Tuesday, November 10, 2020

2:30 pm

Teams Meeting

MINUTES

Present: Barth, Bogner, Brown, Cashin, Claas, Cordas, Daly, Esguerra, Gaulke, Haas, Herriges, Hinshaw, Knasinski, Kohlmetz, Korinek, Kunkel, Loomis, Lukaszewicz, Meddaugh, Moore-Geissler, Olson, Oswald, Pinnow, Priem, Roberson, Schmidt, Steigerwald, Steinbring, Steinheiser, Thiel, Trumbull-Holper, Wrench

Absent: None

Guests: Lori Bokowy, Johannes Britz, Tim Danielson, Carrie Fleider, Robin Van Harpen

- I. *Call to Order.* Chair K. Esguerra called the meeting to order at 2:31 pm.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes – October 13, 2020 were approved as presented.
- III. *Chair's Report.* K. Esguerra thanked everyone for their hard work during these challenging times and said she appreciates the transparency and understanding of campus leadership. She also reported on the COVID testing on campus and that the ASC reviewed comments from the Scenario Planning workgroup survey. She will be serving on a subgroup who will be looking at addressing the technology needs of faculty and staff. K. Esguerra noted all employees will move to a biweekly pay schedule starting in February 2021. She noted that Chancellor Mone was unable to attend today's meeting due to a scheduling conflict with another committee.
- IV. *Guests.*
 - A. Provost Johannes Britz reported briefly that the 2030 Think Tank Implementation group continues to meet and the plan for the Spring 2021 semester will be similar to Fall 2020 semester.
 - B. Vice Chancellor Robin Van Harpen for Finance and Administrative Affairs reported on the current budget situation including that UWM will be reimbursed for COVID-19 related expenses. Van Harpen said the campus is on-track with budget expense reductions and the biggest losses have been in the auxiliary's area (dining, housing, etc.). The 2022 budgets have not been determined and it has not been decided if furloughs will continue into the next fiscal year.
 - C. Associate Vice Chancellor Tim Danielson for Human Resources reported on the following items: 1. Deadline for employees to apply for the Voluntary Separation Incentive Program (VSIP) is December 8th. Separation agreements will be issued by December 23rd. 2. The Title and Total Compensation (TTC) project is continuing with job mapping being revisited for those employees whose jobs may have changed since the initial mapping occurred. Prefixed and suffixes will be available for use in business titles. The workgroup that will be exploring how to implement the research and teaching titles has been established and will be meeting next week. 3. All UW System employees will move

to a biweekly pay schedule beginning February 1, 2021 with a partial paycheck (full benefit deductions will be taken). 4. HR is preparing for Phase 2 of the 2020-21 pay plan set to be implemented on January 1, 2021 and HR is preparing to issue to all employees hired by October 1, 2019 who are deemed solid performers and completed all mandatory trainings.

- D. Carrie Fleider and Lori Bokowy from the Chancellor's Advisory Committee on Mental Health presented on current student mental health needs and campus resources available to support students' mental health. Resources for students as well as faculty and staff are available at: <https://uwm.edu/mentalhealth/campus-and-community/> The digital resources Silver Cloud and You@UWM are open to all within the UWM community.

V. *Unfinished Business.* None.

VI. *New Business.*

- A. AS Document 125 Non-Teaching Academic Staff Review Committee Bylaws revisions- K. Ganski, Chair of NTASRC presented the proposed revisions. S. Pinnow moved and K. Kunkel seconded approval of the revised document as presented. Motion passed with a unanimous vote.
- B. AS Document 126 Non-Teaching Academic Staff Review Committee Operating Policies and Procedures revisions- K. Ganski presented the proposed revisions. S. Pinnow moved and C. Daly seconded approval of the revised document as presented. Motion passed with a unanimous vote.
- C. K. Esguerra noted that the ASC approved the AS Codification recommendation to encourage all AS Committees to make bylaws gender inclusive.
- D. Automatic Consent:
 - 1. SAAP 10-6 Firearms and Dangerous Weapons Policy. No objections were raised so SAAP 10-6 stands approved as presented.

VII. *Committee Reports.*

- A. Standing Committees
 - 1. Nicole Beier, Chair, AS Hearing & Appeals (ASHAC), presented details on the committee's revamped webpages and role of ASHAC.
 - 2. Kathleen Koch, Chair, AS Codification Committee, reported that the Committee will reach out to all AS committees about modifying bylaws and published operating policies and procedures to include gender inclusive language.
- B. Subcommittees.
 - 1. J. Herriges reported there is no update from the Non-Instructional AS Subcommittee.

VIII. *General Good and Welfare.* K. Esguerra reported that the Academic Staff Preference Form will be emailed to all staff on Friday, November 13th and reminded all who are interested in serving on committees to submit the form. The AS Nominations Committee uses the preference form information to populate the ballot and also referenced by the Academic Staff Committee (ASC) to fulfill requests received for other administrative committees throughout the year.

IX. The meeting was adjourned at 3:44 pm.