

University of Wisconsin-Milwaukee

Academic Staff Senate Meeting

Tuesday, December 8, 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:

Guests: Johannes Britz, Dave Clark, Tim Danielson, Kay Eilers, Patrick Fay

- I. *Call to Order.* Chair K. Esguerra called the meeting to order at 2:30 pm.
- II. *Automatic Consent.*
 - A. Agenda was approved as amended to move Item VI. A. SAAP 07-04 to Item IV.B Tim Danielson, Guest. K. Kohlmetz moved and S. Pinnow seconded approving the agenda as amended. Motion passed.
 - B. Minutes – November 10, 2020 were approved as presented.
- III. *Chair's Report.* K. Esguerra noted 153 academic staff had submitted the preference forms and reminded of the December 11th deadline. She reported the following: 1. The Technology Needs subgroup will be distributing a survey to instructional staff about technology needs. Non-instructional staff are encouraged to talk to their unit heads or supervisors about technology needs and working remotely. 2. The working group on the use of research and teaching titles has met and are reviewing how these titles are used at Madison. 3. The Scenario Planning group is preparing proposals for spring, summer and fall semesters and developing responses based on virus data and UWS requirements. 4. Anti-racism and anti-bias training, developed by VC Joan Prince, was recently tested by the Chancellor's Cabinet. The training will be mandatory for all employees. 5. 2030 Think Tank groups continue to meet with schools and colleges. The ASC will invite co-leads to a meeting and provide feedback.
- IV. *Guests.*
 - A. Provost Johannes Britz reported: 1. Spring semester will be same as Fall 2020 and campus will operate as did pre-Thanksgiving. 2. 2030 meetings are being held to engage campus. Although COVID accelerated the changes, these were being considered pre-pandemic. There is a significant reduction in faculty and UWM must realign its business model and how campus operates. Employees must understand why changing and think about future generations of UWM. 3. School and college budgets are final and administrative units are near completion. Budgets will first be shared with APBC and then with schools, colleges and divisions. 4. Britz expressed well wishes for the rest of the semester and appreciation for the work of academic staff. A Senator asked about mandating vaccines for students and Britz responded that UWS will make the decision.
 - B. Tim Danielson, Associate Vice Chancellor for Human Resources, presented revisions to SAAP 07-04 Criminal Background Check Policy. He explained a system-wide audit of programs with minors led to a review of each institution's criminal background check

policy. The revisions presented included removing duplicative language and clarifying the process for the review panel. The modified policy reflects what occurs in practice. UWS would like to see changes to the policy implemented in early 2021. Kunkel moved, Cordas seconded approval of the revised policy. Motion passed unanimously.

- C. Dave Clark and Kay Eilers, Enrollment Management, reported on the enrollment goals and application/admits for Spring 2021. The increase in both may be a result of the funded application campaign which allows students to apply to multiple UW campuses. Meetings are taking place with schools and colleges to set enrollment targets collaboratively which has never been done. They are considering how to engage faculty and potential students with minimal costs, including events and packaging scholarships for freshmen so can prepare for career at UWM. These efforts impact yield.
- D. Patrick Fay, Director, Office of Undergraduate Admissions, presented information on what has changed in the office of UG Admissions and how staff can get involved with yield efforts. He reported the key impacts that contributed to increase Fall 2021 applications and admits include funded application campaign, Common App, chancellor's merit scholarship, and EAB partnership. Application requirements and review changes include suspended ACT/SAT requirement, self-reported test scores, unofficial transcripts for application review, adjusted review rubric, streamlined residency review, and internal administrative changes. Fay explained that the Common App resulted in increased applications from Illinois and Minnesota and the redesigned E-app made it easier to apply to multiple UW institutions. He discussed engagement and awareness and building faculty and current student connections through events for admitted students.

V. *Unfinished Business.* None.

VI. *New Business.*

- A. SAAP 07-04 - Criminal Background Check Policy- Revised - See Item IV.B.
- B. AS Doc 127 Revisions to AS Codification Bylaws- K. Koch, chair of AS Codification Committee presented revisions including amending charge so that the committee can fulfill its duties and replacing pronouns with inclusive language. J. Herriges moved and K. Kunkel seconded approving AS Doc 127 as presented. Motion passed unanimously.
- C. Automatic Consent:
 - 1. SAAP 13-04: Public Records Access- Revised- K. Esguerra outlined the changes. There were no concerns or comments.
 - 2. AS Committee 2019-20 Annual Reports are posted on the Secretary of the University webpage.
 - a. Awards Committee
 - b. Codification Committee
 - c. Hearing and Appeals Committee
 - d. Instructional and Research AS Review Committee
 - e. Non-Teaching AS Review Committee
 - f. Nominations Committee

VII. *Committee Reports.*

- A. Standing Committees- No reports.

B. Subcommittees.

1. J. Herriges reported the Non-Instructional AS Subcommittee is preparing to send a survey to all academic staff to determine needs and interests.

VIII. *General Good and Welfare.* K. Esguerra thanked Senators for their time, patience and attention during the meeting and wished all a happy holiday. She invited Senators to submit ideas for guests and topics for future Senate meetings.

IX. The meeting was adjourned at 3:43 pm.