

University of Wisconsin-Milwaukee
General Meeting of the Academic Staff and AS Senate

Tuesday, March 9, 2021

2:30 pm

Virtual Meeting via Teams

MINUTES

Present: Barth, Bogner, Brown, Cashin, Claas, Cordas, Daly, Esguerra, 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: Gaulke, Thiel

Guests: Johannes Britz, Scott Gronert, Stan Yasaitis, Robin Van Harpen, Emma Mae Weber

- I. *Call to Order.* Chair K. Esguerra called the meeting to order at 2:31 pm.
- II. *Automatic Consent.*
 - A. Agenda - approved as presented.
 - B. Minutes – February 9, 2021 - approved as presented.
- III. *Chair's Report.* K. Esguerra reported that T. Danielson was unable to attend today's meeting but asked that his remarks be shared. Danielson's update included: 1. TTC project is moving forward with manager/employee conversations expected to occur in fall as the title appeal process continues to be developed. Danielson continues to discuss pay progression within range with the ASC. 2. Resources for the UW System single payroll project are available on UWM's HR website. Bi-weekly payroll will begin in summer 2021 for 12-month employees and in September 2021 for 9-month employees. 3. UWM's vaccination clinic is a partnership with Advocate Aurora Health. 4. Mandatory employee online trainings must be completed by May 30th. 5. UWM employees must comply with Outside Activity Reporting (OAR) requirements in order to be eligible for any future salary adjustments, including adjustments from the proposed 2021-2023 State of Wisconsin Pay Plan.
- IV. *Guests.*
 - A. Provost Johannes Britz reported: 1. he is serving on a UWS committee that is reviewing the process for hiring executive search firms. 2. Deans Scott Emmons (PSOA) and Val Klump (SFS) are retiring. 3. 2030 Implementation Report will be available tomorrow. Britz is considering the pros and cons of each proposal for the realignment of schools and colleges and will visit all schools and colleges in April and May to discuss. He emphasized changes must support students and curriculum.
 - B. Dean S. Gronert reported on the planning occurring for fall semester and said courses will primarily be face-to-face with protocols to pivot online if necessary.
 - C. Vice Chancellor R. Van Harpen provided an update on the current budget and the anticipated budget in next fiscal year. She noted that UWM lost \$12M in tuition revenue and \$45M in dining, housing, and other auxiliaries due to the pandemic. Additional furloughs are not planned unless the revenue picture turns out worse than expected. The number of position-specific furloughs has dramatically reduced since last year. 89 employees took advantage of the VSIP. Concerns about number of employees

of color that retired or are retiring were raised. R. Van Harpen gave an update on the capital projects and funding.

- D. S. Yasaitis, University Staff Committee Chair, reported that many university staff are troubled about amount of personal funds used for remote work supplies and internet. He said many are concerned about returning to campus safely. A new university staff layoff committee has been formed and will be meeting soon.
- E. E. Weber, Student Association (SA) President, said a new SA position has been created for Diversity, Equity, and Inclusion. The SA is struggling to recruit candidates for the positions of President and Vice President for the Spring 2021 election. They are working to increase engagement with students but noted the difficulty with not being in person and on campus.

V. *New Business.*

- A. Nominations from the floor for AS Nominations Committee – R. Stelzer, Chair of AS Nominations, read the committee’s report. Nominations were taken from the floor (Lynne Jones and Marcia Silvas). K. Kunkel moved and S. Pinnow seconded to close nominations and accept the two nominees received. Motion passed unanimously.

VI. *Committee Reports.*

- A. Standing Committees-
 - 1. N. Beier, Chair of the Academic Staff Hearing & Appeals Committee (ASHAC), reported that the ASHAC webpages and forms were revised with gender inclusive language. T. Howard, Assistant Secretary of the University, has completed posting revised documents on the webpage.
 - 2. S. Cashin reported that the Research Professor and Teaching Professor title groups are assessing how the title series can be used at UWM and reviewing criteria used at UW Madison.
- B. Subcommittees- None.

VII. *General Good and Welfare.* K. Esguerra encouraged individuals to read the 2030 Think Tank Implementation report to learn and be engaged in the conversations about how UWM will be changing. She also noted the primary election ballot will be distributed in April.

VIII. The meeting adjourned at 4:00 pm.