

University of Wisconsin-Milwaukee

Academic Staff Senate

Tuesday, April 13, 2021

2:30 pm

Virtual Meeting via Teams

MINUTES

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

Absent: Gaulke

- 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 – March 9, 2021 - approved as presented.
- III. *Chair's Report.* K. Esguerra reported: 1. The [2030 Implementation Team Final Report](#) is available and encouraged Senators to read it. She also suggested listening to the [Chancellor's April 6, 2021 Townhall](#) meeting that focused on the 2030 plan implementation. 2. ASC will be sending a survey asking for perspectives on pay progression at UWM. The feedback will help inform the ASC's discussions and ultimately its recommendations. 3. Met with Elise Belchy-Shubert in HR to discuss appeals process for the TTC and will be bringing the draft to the next ASC meeting for feedback regarding identifying more suitable titles and providing justification. 4. Met with Tim Danielson to discuss compensation and salary compression.
- IV. *Guests.*
 - A. Provost Johannes Britz (2:40 pm)

The Provost told the Senate that he and other members of the 2030 implementation team plan to visit all of the schools, colleges and other units on campus to give a more detailed update on some of the 2030 planning. He encouraged everyone to attend one of the 90-minute sessions where the team will give updates, take questions and allow input.
 - B. Chancellor Mark Mone (2:45 pm)

Chancellor Mone thanked the Academic Staff (AS) saying they are the backbone of the campus in many ways. He named many of the AS members and their contributions to UWM.

Cyber security, specifically Ramson Ware is a serious threat. He said that often the breach is because of internal user error such as opening phishing emails. UW System has experienced some cyber security issues. The threat and the risks are immense. Mone urged employees to report suspicious activity to IT.

Mone said it is critically important to get our school back on a normal operating basis. The Chancellor encouraged everyone to be vaccinated and spread the word.

The current plan is to be 75% open in the fall and have an In-person graduation ceremony in December 2021. It's has been two years since our last in-person graduation.

Mone presented a 2030 Implementation Plan slide presentation that supported the information shared at the [April 6, 2021 Townhall](#) meeting and gave time for questions from the Senate. The Chancellor recommended viewing the Townhall meeting.

- C. Tim Danielson, Associate Vice Chancellor & Director, Human Resources (3:15 pm)
Danielson spoke about the Title and Total Compensation (TTC) Project saying there is no new information since the email HR sent to campus in March 2021. The Single Payroll Policy timeline for implementation is July 1, 2021 for 12-month employees and September 1, 2021 for nine-months employees without a summer appointment. Standard benefit deduction will be split 50/50 between the A & B paychecks. Please contact an HR benefits specialist with any questions and plan to attend at least one of the three [Single Payroll Townhalls](#) being planned by System. More information can be found on the [HR site](#). Danielson reminded Senators to complete the Outside Activity Report (OAR) by the end of April.

- D. Brian Hinshaw, Pathway Advising (3:25 pm)
Hinshaw gave an update on Pathway Advising and EAB Moonshot. He said the program has held many names in the past and is a combining of the long tenure Academic Opportunity Center (AOC) and the Office of Central Advising (OCA). The program serves as a temporary home for new freshman students who are undecided about their college major or need additional support before transitioning into their chosen major.

The advising load for this program is 1-200 where other advising centers on the campus could be as high as 600-800 students per advisor. This program has been successful at helping smooth the process of getting students into majors and moving the Summer Bridge program to the College of General Studies which has been an economical move for many students lessening their tuition amount before transitioning to UWM's Milwaukee campus.

They are looking at identifying available funding/grants that are available and matching them with student needs, instead of students having to find and apply for funding.

Hinshaw said that EAB Moonshot is an Initiative to Close Equity Gaps in Higher Education that focus on eliminating the education gap for underrepresented students.

- E. Liz Drame, Racial Justice & Equity Training (3:35 pm)
Professor Drame said the Global Inclusion and Engagement office was charge by the Chancellor's office to identify a training that would address the objectives around anti-racism and anti-bias. The goal was to get everyone on campus to have a baseline of common language and understanding. The Racial Justice & Equity Training was rolled out to over 4,000 employees. People are completing the training in a variety of ways: self-paced, online, or in-person. Currently, there are 11 individuals facilitating weekly small-group meetings. There is a survey at the end of the training requesting feedback that will be used to improve the training. This is the beginning of a real commitment to creating a radically welcoming campus that is really inclusive for all people. Drame said they have had many requests from non-affiliated individuals and groups who in some way work with UWM, asking for access to this training.

The other piece is to look at ways to make this training available to the student body. They also will be launching a series of events tied to supporting UWM's Asian diasporic students, faculty and staff. The first event will be May 6, 2021.

V. *Unfinished Business.* None.

VI. *New Business.*

- A. Automatic Consent: SAAP 10-3 Children in the Workplace. No concerns.

- VII. *Committee Reports.*
 - A. Standing Committees- None.
 - B. Subcommittees- None.

VIII. *General Good and Welfare.*

Primary ballot for Academics Staff Committee Elections closed on Sunday, April 11, 2021. The final ballot opens Monday, April 19, and closes April 26. The results will be posted May 5, 2021.

New AS Senate members starting in September: Therese Crary-CEAS; Shaun Hayes-SOIS, Denise Lorge-CGS, Scott Silet- UWM-Libraries, and Waylon Smith-L&S.

- IX. The meeting was adjourned at 4:00 pm.