

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, April 19, 2021

9:00 am, Teams Meeting

MINUTES

Present: Bogner, Cashin, Daly, Esguerra, Kohlmetz, Kunkel, Lukaszewicz, Oswald, Priem
Guests: Johannes Britz, Marija Gajdardziska-Josifovska, Mark Harris

- I. *Call to Order.* The meeting was called to order by Chair Esguerra at 9:01 am.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of April 5, 2021 were approved as presented.
- III. *Guests^a*
 - A. Provost Britz reported the 2030 group will meet today to plan for the meetings with schools and colleges. Planning for Fall semester and social distancing per the City of Milwaukee's Health Department and CDC's requirements is taking place.
M. Gajdardziska-Josifovska and M. Harris joined the meeting to discuss a personnel issue. C. Daly moved and N. Oswald seconded to go into closed session per Wis. Stats. 19.85 (1) (c) and (f). Motion passed unanimously and closed session began at 10:39 am.
K. Kohlmetz moved and C. Bogner seconded to move out of closed session at 11:04 am.
- IV. *Chair's Report.* K. Esguerra reported: 1. Attended faculty senate last week to provide update on ASC's business. At the meeting, Professor Liz Drame brought forward 6 AS for granting voting rights. The motion passed giving voting privileges but was a divisive discussion. 2. Attending a 2030 meeting with a school. 3. Initial meeting with HR (Elise Belchy-Shubert) to review TTC Appeal Process. 4. Tim Danielson recommended that ASC meet with Mario Babicic to discuss compensation and salary compression. 5. Micro-credentialing was discussed at the recent Academic Leadership Council presented by Phyllis King. 6. Amanda Braun, UWM Athletics, asked to attend the May AS Senate meeting to provide an update on Athletics activities. 5. Reviewed the results of the AS Senate Qualtrics survey surrounding pay progression and compensation policies and practices.
- V. *Unfinished Business.*
 - A. Pay progression within range – ASC raised concerns about ensuring progression within range is addressed annually (at time of annual evaluation) and requiring supervisors provide justification for solid performers who do not progress. Discussion about who is responsible for addressing progression issues (supervisors and HR partners) and creating well-defined process for progression that is not open to interpretation. K. Esguerra will share questions and concerns with Mario Babicic, HR, so that he can address at the May 3 ASC meeting.
 - B. Process and policy for change in prefix - Agreed that this should be discussed as part of

^aCommittee may go into closed session to discuss personnel matters per Wisc. Stats. 19.85(1)(c) or 19.85(1)(f)

the broader discussion of teaching and research professor titles. S. Cashin suggested the Provost's memo on salary increases be updated. It is critical the criteria and process be fair and consistent and that all campus units comply with the policy.

VI. *New Business.*

- A. ASC Chair Election - N. Oswald was nominated to serve as chair for 2021-2022. K. Kunkel moved and S. Cashin seconded to elect N. Oswald as chair. Motion passed unanimously. The AS Senate will be asked to endorse at its May meeting.
 - B. ASC Vice Chair Election – M. Priem was nominated to serve as vice chair for 2021-2022. S. Chain moved and C. Bogner seconded to elect M. Priem as vice chair. Motion passed unanimously.
 - C. ASPPP- Notice Period for Change in FTE- T. Howard received a question from HR about required notice period for reduction in appointment. ASPPP Chapter 104.06 states, "If a significant change in the existing conditions of the appointment occurs during the appointment period these conditions should be specified in writing at least 10 working days prior to the change," however S. Cashin raised serious concerns about an employee's FTE being reduced to below 50% which will impact benefits. ASC agreed to form a working group to draft language to address this issue. S. Cashin and G. Lukaszewicz volunteered and will ask T. Danielson to appoint a rep from HR to work with them.
 - D. TTC Appeals Process- Draft- The ASC reviewed the document and raised the following questions:
 1. Will the Joint Governance Appeal Panel be a standing panel or exist only during the period when employees receive new titles as a result of TTC?
 2. Will Central Human Resources provide a script for the hearing to the panel?
 3. Should "14 working days" be changed to "15 working days" in #6?
- VII. *Reports.* M. Priem reported the Emergency Operations and Campus Preparedness Committee continues to meet to plan for bringing employees and students back to campus safely.
- VIII. *General Good and Welfare.* K. Esguerra invited members to view the annual undergraduate research symposium at uwm.edu/OUR.
- IX. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and (f)*. See item III. A.
- X. The meeting adjourned at 11:20 am.