

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, May 3, 2021

9:00 am, Teams Meeting

MINUTES

Present: Bogner, Cashin, Daly, Esguerra, Kohlmetz, Lukaszewicz, Oswald, Priem
Guests: Mario Babicic, Kathy Dolan, Mark Mone

- I. *Call to Order.* The meeting was called to order by Chair Esguerra at 9:01 am.
- II. *Automatic Consent.*
 - A. N. Oswald moved and K. Kohlmetz seconded adding 'May Senate Agenda' under New Business. Motion passed to approve the agenda as amended.
 - B. Minutes of April 5, 2021 were approved as presented.
- III. *Guests^a*
 - A. Chancellor M. Mone reported on the following: 1. Planning for fall semester is continuing with a priority to have a fully operational semester. 2. Advocate Aurora noted that demand for vaccines has decreased. Testing and vaccination availability will be scaled back over summer months. 3. Reminder to join the May 20th Town Hall. 4. He is meeting with Chia Vang today to discuss the status of the anti-bias/anti-racial training. 70-75% of employees have completed the training to date.

N. Oswald asked about enrollment caps and raised concerns about confusing messages surrounding registration for courses. Mone said discussions are occurring about the challenging space issues with return to campus and will be making adjustments to meet social distancing requirements. S. Cashin raised concerns about AS voting rights and inclusion and promoting a climate of collegiality on campus.
 - B. K. Dolan reported on the latest University Committee initiatives. The UC continues to discuss the AS voting rights and recognize there are two facets of the discussion: substance of the issue and process. She emphasized that the process must be equitable.
 - C. M. Babicic presented on pay progression with range. He is an expert on compensation and job classifications and noted that best practices for pay progression are impacted by size of institution, the number of job classifications, and UW System budget and requirements. Each employee is unique, and their supervisor is in the best position to make recommendation on progression however HR wants to make sure compensation principles are applied consistently campus wide. Babicic believes HR's role should be to support supervisors in making the best decision. Discussion about annual reviews and performance management and the value to employees even though may be an administrative burden. Merit pay should be built into unit's annual budgets. Babicic presented various models that exist to recognize performance (standard % for

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

meritorious pay). He emphasized that HR's goal is to recruit, retain, and reward employees and ensure pay progression is applied consistently. He offered to continue the conversation about this topic as ASC drafts language about the process.

- IV. *Chair's Report.* K. Esguerra reported she has been attending meetings for 2030 process for realignment with schools and colleges.
- V. *Unfinished Business.*
 - A. Pay progression within range – K. Esguerra asked members to think about M. Babicic's presentation. She will draft language about recommendations and bring to the May 17th ASC meeting for consideration. G. Lukaszewicz supports tying the progression process to the annual performance evaluations and others agreed.
 - B. Process and policy for change in prefix – Waiting to address until the next Teaching and Research Professors Titles groups meet. K. Esguerra will follow up with T. Danielson on meeting date.
 - C. ASPPP- Notice Period for Change in FTE – S. Cashin and G. Lukaszewicz met with Susan Voight, Benefits Specialist and Kurt Hennemann, HR Specialist. Discussion about the number of days to change benefits and defining what constitutes a 'significant change' to existing contracts. Language will be drafted and shared at the May 17th meeting.
 - D. TTC Appeals Process - Deferred to future meeting after K. Esguerra shares ASC's feedback with E. Belchy-Shubert, HR.
- VI. *New Business.*
 - A. Annual Performance Evaluations Messaging – ASC noted the discrepancy in HR's messaging about annual evaluations and timeline which conflict with ASPPP Chapter 105. K. Esguerra will express the committee's frustration to T. Danielson and Provost Britz via email and emphasize HR's timeline for AS goes against policy.
 - B. Furloughs and Academic Staff Contracts – K. Esguerra shared links to UWS policies. Schools and colleges are using furloughs as a tool to meet budget goals. She will request the current number of position-specific furloughs from T. Danielson and report at the next ASC.
 - C. May AS Senate Agenda Items – Guests include Provost Britz, Amanda Braun, UWM Athletics, and C. Daly. K. Esguerra will recognize the newly elected ASC members.
- VII. *Reports.* M. Priem reported the Space Committee approved the permanent relocation of UWM Police Department to Norris. The expense to move the department twice and UWM Housing being able to reclaim two floors (200+beds) were primary reasons for a permanent relocation.
- VIII. *General Good and Welfare.* ASC will meet with Provost, Chancellor and VC Van Harpen on Wednesday for 2030 update. C. Bogner expressed great appreciation for S. Cashin's questions and comments to Chancellor Mone and K. Dolan about AS voting rights.
- IX. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and (f)*. None.
- X. The meeting adjourned at 11:57 am.