

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, June 7, 2021

Teams Meeting

MINUTES

Present: Bogner, Cashin, Daly, Esguerra, Kohlmetz, Kunkel, Lukaszewicz, Oswald, Priem
Guests: Tim Danielson, Kathy Dolan, Kate Ganski, Mark Mone

- I. *Call to Order.* The meeting was called to order by Chair Esguerra at 9:00 am.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of June 2, 2021, were approved as presented.
- III. *Guests^a:*
 - A. Chancellor Mone reported on last week's Board of Regents meetings and the Regents' support for a new funding model. New BOR leadership was announced (Ed Manydeeds, President and Karen Walsh, Vice President). Capital budget will be considered by the Joint Finance Committee (JFC) on June 8th. Fall planning continues and Mone thanked the ASC for its input on the interim telecommuting and COVID health and safety policies. These will be reviewed again around August 1st. Mone acknowledged the excellent work of UWM's tour guides and their importance as a deciding factor for many potential students. ASC raised continuing concerns about the approval process for AS voting rights. Mone replied that D. Venugopalan is still looking into the accreditation issue.
 - B. K. Dolan, Chair, University Committee, reported that the UC has shifted to its summer schedule and that Nigel Rothfels will take over as chair on August 18th. The UC met with Vice Chancellor R. Van Harpen and Interim Chief of Police B. Switala to discuss the state of the UWM PD. Governance leaders met with search committee chair to discuss campus safety and role of the PD. Although the UC approved the interim policies, concerns of policies being overly legal and overly controlling were raised. The UC discussed lecture capture and validity of survey data.
 - C. T. Danielson, HR, reported he did not believe there would be any negative implications to approving the College of Nursing's request to extend the timeline in Chapter 105 for supervisors to hold conferences with employee from 20 working days to 30 working days after January 15th and supports the request. He agreed with ASC that the request from CON indicates performance reviews are taken seriously and are viewed as a meaningful process. Danielson reported that M. Harris requested the Teaching and Research Professor Titles work be rolled into his 2030 initiative and the goal is to have final report available by end of calendar year. N. Oswald inquired about the TTC and the impact of the new titles. ASC agreed that another meeting of the full Teaching and Research Professor Titles group would be useful. Danielson will follow up with the

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

group. Discussion about TTC appeal process took place and it was agreed that Danielson will give presentation to all AS in fall, hosted by the ASC.

- D. K. Ganski, Chair, Non-Teaching AS Review Committee, presented a recommendation to add clarifying language to Chapter 104.03 and 104.04 about prior service not being probationary service. M. Priem moved and K. Kunkel seconded to approve the recommendation and forward to AS Codification for review. Motion passed unanimously.
- IV. *Chair's Report.* K. Esguerra reported she will be out of the office June 8-15 and N. Oswald will respond to any academic staff governance matters, attend the one-on-one meeting with Provost and a virtual reception with Sheldon Lubar during her absence. She submitted ASC's feedback and questions on the two interim policies (Telecommuting and COVID health related) and Joely Urdan addressed question about hosting visitors. B. Lobner was selected to serve on the search committee for police chief. Governance leadership met with consulting firm to share thoughts on the role of UWM Police Chief. A discussion about lecture capture occurred.
- V. *Unfinished Business.*
- A. Pay Progression within Range- Defer discussion to next meeting.
 - B. Process and policy for change in prefix- ASC is frustrated with delay in moving to next steps and concerned that the process is not lining up with TTC process. Item will remain on agenda for next meeting.
 - C. ASPPP – Notice Period for Change in FTE – S. Cashin and G. Lukaszewicz reported that S. Voight and K. Hennemann in HR are reviewing the language and they expect to bring to the ASC at its June 21st meeting for consideration.
- VI. *New Business.*
- A. Review 2021-22 AS Professional Development Award recommendations – After review, S. Cashin moved, and C. Daly seconded approving awards as presented by the AS Awards Committee. Motion passed unanimously. K. Esguerra will notify L. Stoiber, Chair, AS Awards Committee.
 - B. Review editorial revisions to AS Awards Bylaws – After review, C. Daly moved and C. Bogner seconded approving the revisions as submitted by the AS Awards Committee. Motion passed unanimously. The bylaws will be updated and posted on the webpage by T. Howard.
 - C. Request for nominees – K. Esguerra presented a request by Dean S. Gronert for nominees to serve on a campus Change in Modality committee. S. Cashin moved and M. Priem seconded forwarding Sue Stalewski, CHS, and Carl Bogner, PSOA, to Gronert. Motion passed unanimously.
- VII. *Reports.*
- A. Campus Committee Reports –
 - 1. M. Priem reported on the work of the Carbon Resiliency group that finished in May. The group brainstormed ideas on buildings, infrastructure, and housing, and a final report is expected to be shared in summer.
 - 2. S. Cashin reported on the charge to College of Health Sciences, College of Nursing and Zilber School of Public Health for realignment. They were given

four options to consider: CHS + CON, CON + ZSPH, cut CHS in half, or develop new option. The group is reviewing programs and bearing on accreditation. ASC voiced concerns about how realignment plans are going to impact students.

- VIII. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. N. Oswald moved and C. Daly seconded moving into closed session for personnel matters. Motion approved unanimously and closed session began at 10:30 am. The committee reconvened in open session at 10:36 am. K. Esguerra will report the ASC's support of rationale for layoff to the Provost and Chancellor.
- IX. *General Good and Welfare*. None.
- X. The meeting adjourned at 11:30 am.