

University of Wisconsin-Milwaukee

Academic Staff Senate Meeting

Tuesday, July 14, 2020

2:30 pm

Teams Meeting

MINUTES

Present: Cashin, Chapman, Claas, Daly, Dorantes, Driscoll, Esguerra, Foran, Frey, Goodman, Haas, Herriges, Hinshaw, Knasinski, Korinek, Kunkel, Loomis, Mueller, Olena, Olson, Oswald, Rufer, Schmidt, Steinbring, Thiel, Trumbull-Holper, Wallace, Williams, Wrench
Absent: Camacho, Kohlmetz, Lorge
Guests: Provost Johannes Britz, Dave Clark, Tim Danielson, Kay Eilers, Scott Gronert, Donna McGee, Laura Stark, Trudy Turner

I. *Call to Order.* Chair L. Wallace called the meeting to order at 2:30 pm.

II. *Automatic Consent.*

- A. Agenda was approved as presented.
- B. Minutes – May 12, 2020 were approved as presented.

III. *Chair's Report.* L. Wallace thanked all Senators for their hard work, patience, and tenacity as we have been navigating complex and “unprecedented” circumstances over the past few months. While summer has been generally “quiet” in terms of ASC business – much has been happening on campus, behind the scenes, as we prepare for our return to campus in fall.

Since the last Senate meeting, the UW System Board of Regents named former Wisconsin Governor Tommy Thompson interim President of the UW System. Thompson has promised to be a staunch advocate of UW System and offer his full support to ensure the necessary resources, especially in these complicated times.

On Friday, the Provost met with the Deans and campus leadership to discuss the international students and UWM's plan for returning to campus and being able to attend at least one class in a F2F setting.

HR provided a “Guidance for Supervisors in the Consideration of Employees to Work on Site” document for the return to campus in the fall. All supervisors, chairs, and deans should have this information.

The Crisis Management Team met Monday with updates. Wisconsin cases are rising, especially in the 20-29 age group. Numbers are particularly concerning in Madison, Green Bay, and Milwaukee. On campus, building readiness continues to prepare classrooms and common areas, secure PPE for faculty and staff. While UW System is taking a position of “Mandatory Mask” wearing – UWM is trying to create a culture of mask wearing for the “greater good” using modeling, peer pressure, and positive messaging.

In numerous meetings over the past several weeks, Robin Van Harpen has shared a bleak picture of the budget moving forward. They are currently working on scenarios that plan for the enrollment decline for the fall and spring. This will could result in additional position specific furloughs, and will result in a compensation freeze, a hiring freeze, travel freeze through spring

2021 and limit existing S&E funds. Given the uncertainty of the fall and status of enrollments and COVID 19, UWM must be prepared for continued budget concerns and difficult decisions.

Wallace is serving on a new workgroup with Assistant Vice Chancellor, Chia Vang to begin the work around Racial Justice, Equity, Diversity, and Inclusion awareness on campus. This group is looking at how we, as a campus, might support professional learning for all faculty and staff in the areas of Diversity, Equity, and Inclusion. Clearly, we as a nation, community, and campus are at a crossroads as it relates to racial equity and social justice.

The Chancellor's Plenary will be held virtually on August 26 as a way to start the school year prior to classes actually starting and a virtual graduation for May 2020 graduates will be held in August.

Wallace encouraged Senators to stay abreast of events and messaging from the Chancellor's Office and University Relations

IV. *Guests.*

- A. Provost Johannes Britz acknowledged the current COVID-19 situation and the sobering budget impact. He expressed optimism that we will get through this crisis, but a reality check is important. Scenario planning is continuing and budget reductions across all units may include furloughs, salary reductions, layoffs, and retirements. Britz shared breaking news that the Trump Administration has rescinded the ICE ruling that international students must be enrolled in face-to-face courses in fall semester due to lawsuits across the country. He also reported there will be a meeting with deans, associate deans, advisors, department chairs, and governance leaders to discuss return to campus plans and guidelines for instructors. Britz noted that UWM will look different and that we cannot sustain 13 colleges/schools and the current number of GERs.
- B. Dean Scott Gronert, Lead of the Scenario Planning Workgroup, reported on the 22-member Scenario Planning Workgroup and its recommendations. Most of its work was completed in May 2020 and the group submitted scenario of majority of courses will be held online with some face-to-face courses due to reduced available classroom space that will adhere to social distancing requirements. Gronert said communications with students must come from individual units and the Registrar's Office.

Gronert noted his recent two-year anniversary at UWM and acknowledged his strong team, faculty and staff within the College of Letters & Science for helping him successfully manage these challenging times.
- C. Tim Danielson, Associate Vice Chancellor, Human Resources, reported on the guidance for supervisors document and responded to questions raised by ASC. He explained that department chairs and supervisors will be expected to submit fall plan for employees who will continue working remotely or on-site. HR is asking all supervisors to be flexible in preparing for the return to campus. A policy is being created to mandate face coverings. Danielson emphasized that the delay in employees receiving unemployment insurance is not the fault of UWM but instead a Department of Workforce Development issue. He provided update on the Title and Total Compensation project which is not moving forward at this time. Title changes are expected to be delayed until summer 2021.

- D. Dave Clark and Kay Eilers, Interim Co-Leaders, Division of Enrollment Management are monitoring enrollment data weekly. Total enrollments are down 7.5%. They talked about messaging to students that schedule of classes will be completely updated and ready by July 20th. A consistent message about schedule for advisors to share with students is being crafted.

V. *Unfinished Business.*

- A. Senate Subcommittee Update- No update.

VI. *New Business.*

- A. 2020 AS Appointments and Awards- L. Wallace recognized the 2020 ASC appointees to committees and thanked for their service: **Academic Planning & Budget Committee**, Keith Kunkel; **Academic Staff Codification Committee**, Eric Dietenberger; **Graduate Faculty Committee**, Josh Ebert and Nicole Ridgway; **Honorary Degrees Committee**, Jessica Schuld; and **Faculty Senate Subcommittee on the Evaluation of Administrators**, Susan Cashin.

The 2020 Recipients of the Professional Development award include: Alida Cardos Whaley, Jessie Grow, Melody Harries, Jennifer Herriges, Alejandra Lopez, Renee Mazurek, Aimee Orndorf, Joel Vojta and Dylan Barth.

The 2020 AS Outstanding Teaching awardees are Krista Grensavitch, Lisa Mihlbauer, and Kristin Smith.

The 2020 AS Outstanding Performance and Service awardees are Carl Bogner, Keith Kunkel, and Brooke Thomas.

VII. *Committee Reports.*

- A. Standing Committees- None.
- B. Subcommittees- None.

VIII. *General Good and Welfare.* None.

IX. The meeting was adjourned at 3:43 pm.