

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, July 19, 2021

Teams Meeting

MINUTES

Present: Bogner, Cashin, Daly, Esguerra, Kohlmetz, Kunkel, Lukaszewicz, Oswald, Priem

- 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 amended. N. Oswald moved and K. Kohlmetz seconded adding August Senate to agenda.
 - B. Minutes of July 1, 2021, were approved as presented.
- III. *Guests^a:*
 - A. K. Dolan reported on the University Committee's recent work including requests from deans for executive committee augmentations, and filling faculty committee vacancies. The UC is encouraging the Chancellor to keep the Aurora vaccination clinics open until students return to campus in Fall. The UC is looking at how faculty and instructional academic staff can address classes about masks and social distancing and how faculty committees will hold meetings in the Fall. They are also discussing the school/college mergers.
 - B. T. Danielson and R. Van Harpen provided an update on TTC and single payroll. Although the pay plan was approved, UWM will be required to cover 30%. Discussion occurred about pay progression within range and creating a policy and procedures for pay progression. T. Danielson agreed that a three-year cycle to review progression makes sense. R. Van Harpen said she plans to meet regularly with ASC to discuss this topic.
 - C. Provost Britz reported his priority is to assess what we learned during the pandemic and how we can benefit from what we have learned. He said the school/college realignment is still in process and feedback is due on July 30th. He provided a Fall planning update and discussed telecommuting, emphasizing flexibility, maximizing productivity and trusting in a new system.
- IV. *Chair's Report.* K. Esguerra reported the following: 1. T. Danielson asked her if acceptable to continue the Priority Referral Program (PRP) through 2023 and she agreed. She noted that employees must opt in to the PRP. 2. Campus is planning a separate in person December ceremony for virtual graduates from Fall 2020 and Spring 2021. 3. A newly elected AS Senator contacted Esguerra about participating virtually since she is working fully remotely. ASC agreed to poll the new and continuing Senators before the August meeting. 4. N. Oswald and M. Priem will facilitate the August 10th Senate meeting in Esguerra's absence. 5. The August 16th ASC meeting will be held in person with Provost Britz attending

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

in person.

V. *Unfinished Business.*

- A. Pay Progression within Range- ASC agreed that progression should be reviewed in a three-year cycle.
- B. Process and policy for change in prefix- Item deferred until group meets.
- C. ASPPP – Notice Period for Change in FTE – G. Lukaszewicz provided update.

VI. *New Business.*

- A. ASC Appointment to AS Codification Committee- ASC appointed Josh Ebert. T. Howard will confirm interest before sending appointment letter.
- B. Guidelines on Title Reviews and Appeals- K. Esguerra received draft from E. Belchy-Schubert, HR, for ASC's consideration. ASC had no comments.
- C. August AS Senate agenda items- ASC agreed to gauge interest of continuing and newly elected Senators for meeting modality prior to the August meeting. C. Daly will present update on Fall Welcome.

VII. *Reports.*

- A. Campus Committee Reports –
 - 1. K. Kunkel reported the APBC may meet in August to discuss School of Architecture and Urban Planning merger.
 - 2. C. Bogner reported the Change in Modality Committee has considered two cases.

VIII. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. None.

IX. *General Good and Welfare.* M. Priem will take minutes at the August 2nd ASC meeting in T. Howard's absence.

X. The meeting adjourned at 11:09 am.