

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, August 2, 2021

Teams Meeting

9:00 am

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 9:00 am.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of July 19, 2021, were approved as presented.
- III. *Guests^a:* Chancellor Mark Mone presented the following updates:
 - A. Discussions on COVID-19 preparedness on campus for Fall 2021 are a primary focus.
 - i. Interim UWS President T. Thompson is completely supportive of UWM's plan.
 - ii. UWM is unique in size/diversity/density/mission.
 - iii. Reaction to Delta variant – return to masks because we cannot require vaccination.
 - iv. Watching enrollment (down 6.5-7% drop overall) with Freshman numbers increasing, returning students numbers dropping but graduate students are up. Overall positive notes from students/parents regarding plan to return to full capacity in fall.
 - B. Working with Regents that are supportive of UWM's financial situation. Recent and upcoming meetings to examine support for students who are Pell grant- eligible. Lots of momentum, but not easy due to the fight for re-allocation of budget.
 - C. C. Daly reported that Admissions is taking steps to expedite applications/enrollment. Final two orientation programs will be held next week.
 - D. Discussed faculty and instructional academic staff that have concerns with Delta variant and non-vaccinated population. M. Mone said they are considering individual circumstances; but is comfortable with the plan to mandate masks for indoor, group conditions and noted that UWM remained below 7-10% of cases while surrounding Milwaukee area was over 15% last year. Vaccine access for students will remain easily accessible, but not with certainty. Relying on marketing to encourage vaccination among students but he is concerned about staff that are not getting vaccinated. ASC discussed utilizing community relationships related to internships/clinical placements and students must abide by rules/policy (in relation to vaccines).
- IV. *Persons Who Wish to be Heard.*
 - A. Motion was made and seconded to move into closed session to discuss a personnel issue pursuant to Wis. Stats. 19.85 (1) (c). Motion passed unanimously and closed session began at 9:32 am. Moved back to open session at 9:50 am.

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

- V. *Chair's Report.*
 - A. System Wide Caregiving Taskforce – K. Esguerra and other campus leaders were contacted and asked for flexibility in return-to-work for Fall 2021 in light of individuals with small children/family members who could not receive vaccination.
 - B. Employees have been in touch with K. Esguerra regarding concerns about mapped TTC titles and feeling demoted when reviewing new position descriptions.
 - C. R. Van Harpen shared telework request data. ASC will request additional details, including number of requests per total employee category and number of requests approved and denied.

- VI. *Unfinished Business.*
 - A. Pay Progression within Range - Report from R. Van Harpen and T. Danielson appeared ominous. ASC will schedule an additional report for September AS Senate. K. Esguerra will share draft response prior to August 16th ASC for review.
 - B. Process and policy for change in prefix - No update, despite repeated requests to T. Danielson.
 - C. ASPPP – Notice Period for Change in FTE – No update.

- VII. *New Business.*
 - A. None

- VIII. *Reports.*
 - A. Campus Committee Reports – ASC member service updates
 - i. ASPRO update – K. Kunkel reported mid-August committee report on priorities for next year.

- IX. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. See item IV.

- X. *General Good and Welfare.*
 - A. AS Senate – N. Oswald and M. Priem presiding at the August Senate meeting in K. Esguerra's absence.
 - B. August 16th ASC meeting will be held in-person in Lubar Hall Room N456.

- XI. The meeting was adjourned at 10:30 am.