

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, August 16, 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 9:10 am.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of August 2, 2021, were approved as presented.
- III. *Guests^a*
 - A. Brian Hinshaw, AS Senator and Director, Pathway Advising, presented concerns about the Title and Total Compensation (TTC) project. These included: The August 31 deadline to hold supervisor-employee conversations about new titles is a particular hardship so close to start of fall semester and while staff are managing their own return to campus, amid more health and safety concerns. As several staff members are losing their official senior status which has proved to be tough on morale at a time when the institution needs employees engaged, focused, and energized on their primary responsibilities. Lack of information being shared with staff about new titling and job description changes might affect their job security or assurance to academic staff with indefinite status is very troubling. There's suspicion among staff that TTC will lead to a reduction in salary or benefits. Questions about why information is being shared by HR to employees through conversations with supervisors, rather than through written information provided by HR directly to employees that could more appropriately and consistently address concerns. Hinshaw reiterated the effect of TTC on staff morale which was reduced by both mandatory intermittent furloughs and position-specific furloughs in the last year. ASC agreed with the concerns raised and will urge T. Danielson to send communication to employees as soon as possible. They are troubled with the tight timeframe and lack of details about the appeal process.
 - B. Provost Britz reported newly mapped titles are going to be implemented on November 7th according to UW System. The ASC discussed the concerns they are hearing from employees who feel demoted and devalued by new titles. There is a concern about lack of communication about the project from campus/HR. Britz also reported on the search for the Vice Chancellor for Development and Alumni Relations, messaging about GER courses and revitalizing UWM's website to be more student-centric and fall planning. S. Cashin raised unease about the AS voting rights document and equity. The document makes voting rights in schools/colleges faculty meetings much more difficult to obtain. Provost Britz noted he had not seen the final document and suggested the ASC invite D. Venugopalan to a meeting to discuss and answer questions.

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

- IV. *Persons Who Wish to be Heard.* None.
- V. *Chair's Report.*
 - A. Diversity Equity Inclusion Framework was shared by the chancellor who is calling it a 'lived document'. He will discuss at the September plenary.
 - B. Vice Chancellor for Development and Alumni Relations search committee met for first time last week and a listening session with the expanded cabinet will be held today. The cabinet is asked to share thoughts on the important qualities and characteristics for the next VC.
 - C. Scenario planning workgroup met to discuss moving fall semester classes.
 - D. N. Oswald met with Regent Rai who is in the health field. Rai is very supportive of improving the funding to UWM. He is serving on the search committee for UWS President.
- VI. *Unfinished Business.*
 - A. Pay Progression within Range – ASC discussed draft response shared by K. Esguerra. It will be finalized and sent to R. Van Harpen and T. Danielson this week.
 - B. Process and policy for change in prefix - No update or response from T. Danielson.
 - C. ASPPP – Notice Period for Change in FTE – No update.
- VII. *New Business.*
 - A. AS Voting Rights at School/College Faculty Meetings – ASC raised concerns about the document shared by D. Venugopalan and that it makes it more difficult for AS to obtain voting rights and reinforces inequities. K. Esguerra will draft a response.
 - B. Title and Total Compensation Project- Questions and Concerns – See item III. A. K. Esguerra will draft email to T. Danielson outlining the serious concerns about lack of messaging and information available to supervisors and employees.
 - C. ASC rep for UW System AS Reps- M. Priem volunteered to serve in the role.
- VIII. *Reports.*
 - A. Campus Committee Reports-
 - 1. N. Oswald reported that AS Senators favored virtual meetings in fall. The ASC agreed by consensus to hold meetings via Teams.
 - 2. C. Bogner provided an update on the Change in Modality Committee, noting all requests had been approved thus far.
- IX. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. None.
- X. *General Good and Welfare.* K. Esguerra thanked the ASC for being so engaged this past year and wished N. Oswald and M. Priem well in 2021-22.
- XI. The meeting was adjourned at 11:27 am.