

University of Wisconsin-Milwaukee

**Academic Staff Committee**

Monday, March 15, 2021

9:00 am, Teams Meeting

**MINUTES**

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

- 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 presented.
  - B. Minutes of March 1, 2021 were approved as presented.
- III. *Guests<sup>a</sup>*
  - A. Provost Britz reported on 2030 planning that includes major work around GER courses, advising and changes to policies and procedures required for the colleges and schools realignment. He noted there will be significant financial implications of 2030 and plans to form a small advisory group to work through the recommendations. G. Lukaszewicz and N. Oswald asked about timeline and plan for replacing retiring vice chancellors and deans and Britz said interim appointments will be made after consulting with the faculty and staff in each school, the same process he has utilized for years and due to the planned realignment. N. Oswald commented on being aware of equity and diversity in filling vacancies and Provost agreed and said will wait to conduct searches for permanent replacements until 2030 recommendations are figured out. C. Bogner and S. Cashin spoke about pooled resources and GER courses and C. Daly expressed support for the anticipated changes presented in the 2030 Implementation Report.
- IV. *Chair's Report.* K. Esguerra reported she discussed the TTC pay progression plan, but really wanted to refer to VC Van Harpen and T. Danielson. K. Esguerra and C. Daly met with the "Care, Respect, and Expression" group and believe work groups will come out of this committee and serve as a sounding board. There is also an implementation team for this group. The Research professor title subgroup met and M. Harris has provided really good leadership for the group and supports the use of these titles. One downside is likely positions will not be a probationary track appointment. Preference for annual or multi-year contract because some of the qualifications include getting external funding. S. Cashin voiced concerns about being on soft money should not affect academic staff since it does not for faculty. They are not all externally funded. Feels like they are making a large rule for such a small group and not supporting academic staff. ASC discussed overall concern on the class system of faculty and academic staff at UWM.
- V. *Unfinished Business.*
  - A. Pay progression within range – ASC reviewed the Non-merit guidelines and merit guidelines for compensation. S. Cashin spoke about title changes and creating reviews

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<sup>a</sup>Committee may go into closed session to discuss personnel matters per Wisc. Stats. 19.85(1)(c) or 19.85(1)(f)

like faculty tenure and having an external review committee to ensure consistency. Fixed term renewable positions have no review in place for progression currently. The ASC agreed that regular reviews and consideration for the progression are critical.

VI. *New Business.*

- A. 2030 Implementation Team Report - Discussion about the strong language used around leadership not taking action after reports are issued and how hiring practices can be improved. ASC agreed that the Radically Welcoming group did an excellent job and that leadership needs to take a stance and make decisions. Questions raised about how much money will be saved through realignment. The ASC noted there is a lack of enthusiasm and reluctance to combine school and colleges.
- B. Changes in position descriptions/duties and salary adjustments – Discussion about increased job duties without salary adjustments. ASC is aware that HR will consider new job description while conduct a compensation analysis but there is no guarantee of a salary increase. Does the employee have any recourse if a supervisor won't request a salary adjustment? ASC talked about how they can help with recognizing the extra work that many AS have taken on and reinforce/improve the rewards and recognition system at UWM.
- C. AS Senate term limits and vacant school/college/division elected seats – A current Senator who is rotating off in 2020 raised questions about the term limit on Senate and that the seat remains vacant if no nominations are received for the school/college/division elections. The ASC agreed that the bylaws should not be modified.
- D. UWS Administrative Policy 1200-Interim 08 Interim Extended Vacation Carryover – Concerns were raised that the extension to October 2021 is not sufficient for some academic staff who are not eligible for ALRA to use vacation hours by October.

VII. *Reports.*

- A. C. Bogner reported the Teaching Professor Title subgroup had first meeting and reviewed criteria for the different levels. Discussion on who these titles would benefit. Titles do not seem to be leading toward a fortification of academic staff. S. Cashin added that instructional academic staff are concerned about more than just teaching and believes the title may be constraining.

VIII. *General Good and Welfare.* None.

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

X. The meeting adjourned at 11:09 am.