

University of Wisconsin-Milwaukee

**Academic Staff Senate**

Tuesday, August 10, 2021

2:30 pm

Virtual Meeting via Teams

**MINUTES**

Present: Barth, Bogner, Brown, Buss, Cashin, Claas, Cordas, Daly, Haas, Herriges, Hinshaw, Gaulke, Kohlmetz, Korinek, Kunkel, Loomis, Lukaszewicz, Meddaugh, Moore-Geissler, Olson, Oswald, Priem, Schmidt, Steigerwald, Steinheiser, Trumbull-Holper, Wrench

Absent: Esguerra, Pinnow, Roberson, Thiel

I. *Call to Order.* Chair-elect N. Oswald called the meeting to order at 2:31 pm.

II. *Automatic Consent.*

- A. Agenda - approved as presented.
- B. Minutes – May 11, 2021 - approved as presented.
- C. 2020-21 AS Committees Annual Reports (Awards, Instructional & Research Review and Nominations) approved as presented.

III. *Chair's Report.* N. Oswald read a report from K. Esguerra. Greetings, Senators! Many thanks to Nicole for facilitating Senate today in my absence! As you know, things are changing quickly once again in regards to Covid Safety and we are doing our best to stay involved and updated. If you have questions or concerns about the recent changes communicated at the Town Hall, including the mask mandate for indoor spaces or required testing for unvaccinated individuals, you can communicate those to ASC so we can share them in our meetings with campus leaders.

The Scenario Planning Working Group did reconvene on Friday and discussed the possibility of reshuffling classroom spaces to maximize the ability to social distance. This is going to be run as an exercise first through the registrar's office to look at the implications for classes, but at this time there are some classes that have no enrollment that could free up additional space for use.

Other big changes are underway, including the move to a single payroll system, which you would have noticed, where all employees will now be paid bimonthly rather than monthly. Questions or concerns about this can be communicated directly to HR.

The Title and Total Compensation project has an anticipated implementation date of November 7, which means most of us will be hearing if we will have a title change and what that title will be under the new system. Some concerns have been shared so far about new titles feeling like a demotion, and we would be interested to hear if you or your constituents have similar concerns. Concerns about this process can be communicated to ASC, and we also encourage employees to utilize the appeal process if that makes sense.

ASC has continued to meet throughout the summer and has been considering and discussing the process for salary progression for academic staff. Robin Van Harpen and Tim Danielson were guests at our last meeting and they agreed that additional campus guidance on this issue was warranted, and we will be following up with them in September to discuss a possible timeline. This has been a long-term goal of the group and we are excited to have been making some progress in this area.

N. Oswald reported that she attended a meeting with Regent Rai who is very supportive of UWM.

IV. *Guests.*

A. Provost Britz reported 1. he met with Regent Rai yesterday who is very supportive of UWM and met with other Regents today about UWS funding. 2. Planning for fall semester continues. As new CDC guidelines are released, campus is adjusting to and embracing changing work environments. Britz is optimistic UWM will adapt and be successful. 3. Provided update on enrollments and noted he is monitoring daily with Deans. 4. Presented 2030 update. 5. He serves on the UWS President Search and Screen Committee which has an aggressive timeline.

B. Hinshaw raised concerns about TTC and salary reductions and its impact on academic staff morale. Britz responded that salaries will not be reduced as a result of new titles.

B. C. Daly presented information on Fall Welcome and thanked individuals for volunteering for events. Asked Senators to encourage colleagues and graduate students to sign up for volunteer opportunities.

V. *Unfinished Business.* None.

VI. *New Business.*

A. AS Doc 128- Revisions to Chapter 104.03 and 104.04. D. Cordas moved and M. Priem seconded approving AS Doc 128 as presented. Motion passed unanimously.

B. Modality preferences for fall Senate meetings. Senators noted an option for remote participation is preferred and helpful to allow greater access to meetings. ASC will make final decision at its August 16<sup>th</sup> meeting.

VII. *Committee Reports.*

A. Standing Committees- None.

B. Subcommittees- None.

VIII. *General Good and Welfare.* N. Oswald recognized the Senators and ASC members that are rotating off this year and thanked for their service.

IX. The meeting was adjourned at 3:08 pm.