

University of Wisconsin-Milwaukee
Academic Staff Committee
Monday, September 20, 2021
Lubar Hall N440 and Teams Meeting
9:00 am
Minutes

Present: Bogner, Cashin, Daly, Jahnke, Koch, Lukaszewicz, Murphy-Lee, Oswald, Priem
Guests: Johannes Britz, Scott Gronert, Matt Knachel, John Reisel, Dev Venugopalan

- I. *Call to Order.* The meeting was called to order by Chair N. Oswald at 9:03 am
- II. *Automatic Consent.*
 - A. Agenda was approved as amended to include review the SAAP 10-12. C. Daly moved and M. Priem seconded approving the agenda as amended.
 - B. Minutes of August 30, 2021, were approved as presented.
- III. *Persons Who Wish to be Heard.* None.
- IV. *Chair's Report.* N. Rothfels wrote to N. Oswald about UC's statement about TTC and supporting academic staff and university staff. She will share ASC's feedback with N. Rothfels. N. Oswald met with Provost last week and shared concerns about indefinite status. Britz indicated the budget for professional development will continue.
- V. *Guests^a:*
 - A. Dean Scott Gronert, College of Letters & Science – N. Oswald invited Dean Gronert to the meeting to provide clarification around multi-year contracts in L&S. Gronert said L&S is not backing away from multi-year contracts but took a break last year. Decisions about who gets multi-year and who gets annual or semester contracts are driven by seniority and the steadiness of instructor's load/anticipated existing load. He recognizes that academic staff are most vulnerable employment group and is happy to work toward creating a sense of belonging and appreciation. M. Murphy-Lee talked about equity and remedying the inequities between instructional academic staff and faculty. C. Bogner asked about utility of Chapter 104 in the College and why it appears some deans don't adhere to the policy. The ASC raised concerns about academic staff not feeling comfortable asking questions about contracts and inequities to their supervisors. Gronert expressed he is troubled by the level of morale of academic staff and is committed to creating an improved work climate and transparency. N. Oswald suggested making sure academic staff receive written communication when do not receive a multi-year contract. She further recommended Gronert conduct a review of eligible academic staff in L&S that do not have multi-year contracts. Gronert noted that 1/3 of L&S academic staff are on probationary or have indefinite status.
 - B. John Reisel, Secretary of the University – Reisel Introduced himself and looks forward to working with the ASC to address concerns. ASC presented the anxieties surrounding

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

TTC and concerns about the AS Voting Rights. ASC wants to work with J. Reisel to mitigate inequities.

- C. Dev Venugopalan, Vice Provost, Academic Affairs – Venugopalan provided status update on AS Voting Rights policy. He, Kelly Kirshner, and Trudy Turner were charged by the Chancellor to draft AS Voting Rights at the School/College level policy. Feedback from deans and ASC has been received. N. Oswald asked if academic staff are required to meet all three criteria: training, experience, and responsibilities. Venugopalan noted they are not making changes to the faculty policy but offering guidance and procedures for granting voting rights to academic staff. Recommendation to the faculty Codification Committee will come from the school/college or department. A designated executive committee member will be expected to present to the Codification Committee. Venugopalan and Kirshner are still gathering feedback before making recommendations to Chancellor.
 - D. Provost Britz reported on the following: search and screen committee for UWS President listening session is today; budgets are being finalized; Town Hall this week will include an update on 2030 Implementation; Board of Regents meeting in early October will involve presentations on a collaborative approach to online courses and Freshwater Collaborative. N. Oswald reported that ASC discussed with Dean how academic staff are offered multi-year contracts or not and that written reasons would be appreciated by many academic staff with Gronert. Britz asked N. Oswald to present concerns about contracts at a dean's meeting. He emphasized that he supports indefinite status and that he will continue to support AS professional development.
- VI. *Unfinished Business.*
- A. Pay Progression within Range – The committee reviewed the presentation by T. Danielson at last week's Senate meeting. Discussed the appeal process. ASC will follow up with T. Danielson and R. Van Harpen to make sure they will meet with ASC in November.
 - B. Process and policy for change in prefix – deferred until Teaching and Research Professors working group meets in October.
 - C. ASPPP – Notice Period for Change in FTE – Deferred until after TTC launches.
- VII. *New Business.*
- A. ASPPP Chapter 105 Proposed change from College of Nursing (CON) – In May 2021, CON proposed revising 20 working days to 30 working days for a supervisor to respond in writing to the employee's evaluation. This will enable supervisors to provide meaningful feedback. S. Cashin moved and C. Bogner seconded approving to move the proposed revision to AS Codification for review. Motion passed unanimously.
 - B. AS Senator replacement - Graduate School for term ending 2022 (replacing J. Steinbring) – Due to no eligible candidates from the election, ASC must appoint a replacement. K. Koch noted there are only five AS working in the Graduate School. T. Howard will reach out to Steve Strehlow to ask if he is interested.

- C. ASC representative – Campus Space Planning Committee 2021-22 (to K. Surerus) – M. Murphy-Lee volunteered and was elected by consensus.
 - D. Academic Staff representative - Senate Finance Committee of the Student Association – C. Bogner moved and M. Priem seconded to submit Tima Gulad as the AS Rep. Motion passed unanimously.
 - E. Economic Benefits Committee (replacing A. Amisah-Arthur for term ending 2022) – M. Murphy-Lee and K. Jahnke seconded forwarding Joseph Retzer with Michelle Oberg as backup. Motion passed unanimously.
 - F. SAAP 10-12 – Revised with extended mask and testing mandate to November 26th. S. Cashin moved and C. Daly seconded approving as revised. Motion passed unanimously. M. Murphy-Lee raised questions about tracking vaccinated and testing. N. Oswald will follow up with Dean of Students Jussel on compliance matters.
- VIII. Reports – S. Cashin said APBC has met once to discuss the budget process.
- IX. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. None.
- X. *General Good and Welfare*. C. Bogner noted S. Cashin and G. Lukaszewicz provided an excellent Senator Orientation at the September AS Senate meeting. ASC discussed how to share information about ASC/Senate to AS colleagues.
- XI. The meeting was adjourned at 11:18 am.