

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, October 4, 2021

Lubar N440 and Teams Meeting

9:00 am

MINUTES

Present: C. Bogner, S. Cashin, C. Daly, K. Jahnke, K. Koch, M. Murphy-Lee, N. Oswald, M. Priem
Guests: Mark Mone, Nigel Rothfels

- I. *Call to Order.* N. Oswald called the meeting to order at 9:01 am.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of September 20, 2021, Meeting were approved as presented.
- III. *Persons Who Wish to be Heard.* None.
- IV. *Chair's Report.* 1. N. Oswald and M. Murphy-Lee attended a September 24th Honor's College meeting about TTC. Academic staff and university staff in Honor's College are frustrated and potentially considering legal action against the TTC decisions. 2. T. Danielson reached out about holding a mini-info session about TTC. ASC suggested T. Danielson explain the appeal process, clarify titles vs. full job description, and consider AS workload issues. 3. No update on the AS Voting Rights document. N. Oswald will ask Dev Venugopalan for revised version. 4. A meeting has been scheduled for October 14th meeting with the Chancellor (his request), N. Rothfels, S. Yasaitis, T. Danielson and other campus leadership to discuss TTC. 5. The UC asked N. Oswald if ASC will issue a statement about TTC when she attended their September 28th meeting.
- V. *Guests^a:*
 - A. Chancellor Mark Mone reported: 1. The Board of Regents meeting is this week. 2. Two searches are underway (VC for Development and Alumni Relations, VC for Diversity, Equity, and Inclusion) and a study of the Division of University Relations and Communications is being conducted by an external consultant to study the numerous roles held by former VC Tom Luljak. Mone anticipates the search will launch in early November. 3. Mone acknowledged academic staff for their part in bringing students and staff back to campus and voiced his gratitude for their efforts. 4. Provided health and safety update. Vaccination rates for students 80% and staff 77%. Recent data indicates only 2% students and 1% employees have recently tested positive for COVID. 5. Enrollment update included overall enrollment decline for UWS is 3%.

Murphy-Lee asked about testing compliance and whether unvaccinated students and staff are getting tested. Mone believes based on the rigorous tests being done that many are complying with the testing requirement.

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

N. Oswald raised concerns about lack of communication to staff about recent hate-crime incidents. Mone will follow up with Michelle Johnson and Keri Duce to ensure employees are kept informed of situations.

N. Oswald explained academic staff frustrations about TTC and low morale. Mone shared his perspective on the intent of TTC and wage comparability outside of UWS. He believes the results will be a positive for wage range and career progression overall. He suggested the AS work with T. Danielson about concerns and try to resolve. He stated he is well aware of the concerns raised. M. Priem raised concern about comparing UW Madison and UWM. Mone noted that UW Madison has resources for pay progression and hopes UWM will eventually have the resources to enable staff moving up within salary ranges.

- B. Nigel Rothfels, University Committee Chair, reported: 1. The UC's statement on TTC passed through the September Faculty Senate. Its purpose is to show support to academic staff and university staff. 2. Of the two new titles- teaching professor and research professor, Rothfels believes the teaching professor title may be controversial. 3. One of UC's priority is conversations surrounding hiring individuals in the DEI area.

Rothfels asked ASC how the UC can support academic staff. S. Cashin sees top three areas/policies critical to AS include titling, voting rights and academic staff being involved with graduate students. She asked that the UC be a voice of collegiality. Discussion about misconceptions about the teaching professor title and how to educate campus about the new titles (at the campus-level, school/college level and department level). N. Rothfels has a personal commitment to implementing the new titles. N. Rothfels suggested the ASC and UC meet to discuss these issues and ASC agreed to come together to talk about campus culture and equity.

VI. *Unfinished Business.*

- A. Pay Progression within Range – Discussed and will continue to discuss.
- B. Process and policy for change in prefix – No update.
- C. ASPPP – Notice Period for Change in FTE – Deferred until after TTC implementation.

VII. *New Business.*

- A. Statement on TTC- M. Murphy-Lee and S. Cashin recommend adding a call to action. Job description library needs to be reassessed, moral issues, progression within current job is lacking. In developing titles, there was a lack of effort to understand what academic staff jobs involve. The way the titles were developed was condescending and leadership is failing to listen to the AS concerns. TTC will negatively impact the student-centric initiative. The titles were rolled out without a plan for progression. N. Oswald will draft a statement and share with ASC via email for feedback. Special meeting was scheduled for October 11th to vote on statement.
- B. Recommendations to Chancellor for AS rep on Research Policy and Advisory Committee (three-year term) – Based on the 2020-21 Preference form data, M. Priem moved and C. Bogner seconded recommending A. Hanlon, J. Herriges, and L. Meng to the Chancellor. Motion passed unanimously.

- C. Appointment to Student Association Independent Election Committee (one-year term) – S. Cashin moved and C. Daly seconded approving Liz Baumgarten as the ASC appointment to the SA IEC for September 1, 2021-July 31, 2022 term. Motion passed unanimously. N. Oswald will notify Sarah Edmondson.
- D. October Senate Agenda – Items were reviewed and approved for the October 12th AS Senate meeting.
- E. AS Senate Subcommittee- Instructional AS - M. Murphy-Lee asked about reinvigorating the subcommittee to allow instructional academic staff opportunities for service and engagement. She will call a meeting and invite all IAS.

VIII. *Reports.*

A. Campus Committee Reports –

- 1. M. Priem attended the UWS Reps meeting, and concerns were raised about TTC, similar to ASC's concerns. Other items presented: COVID-19 leave and engaging HR to discuss further, extended vacation carryover policy, and single pay transition. Met with budgeting reps. Talked about applying the Badger Promise to four-year universities. Update on UWS President search (AS are not being invited to participate).
- 2. S. Cashin reported that APBC met and talked about GER and budget meetings are happening in October and early November.
- 3. C. Bogner reported that Change in Modality Committee met and considered one request.

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

X. General Good and Welfare. C. Daly asked to add review of staff evaluation forms at the October 18th ASC.

XI. The meeting was adjourned at 10:58 am.