

University of Wisconsin-Milwaukee

Academic Staff Senate Meeting

Tuesday, October 12, 2021

2:30 pm

Virtual Meeting via Teams

MINUTES

Present: D. Barth, C. Bogner, M. Brown, S. Cashin, N. Chin, D. Cordas, T. Crary, K. Faust, L. Fleck, J. Herriges, K. Jahnke, K. Koch, D. Lorge, G. Lukaszewicz, A. Meddaugh, M. Moore-Geissler, M. Murphy-Lee, N. Oswald, M. Priem, C. Roberson, J. Schmidt, S. Silet, J. Steinheiser, S. Strehlow, A. Thiel, V. Volante, A. Wrench
Guests: Johannes Britz, Adam Jussel, Dimitri Topitzes, Stan Yasaitis

I. *Call to Order.* Chair N. Oswald called the meeting to order at 2:30 pm.

II. *Automatic Consent.*

- A. Agenda was approved as presented.
- B. Minutes – September 14, 2021 were approved as presented.
- C. Annual Reports: Academic Staff Codification Committee and Academic Staff Committee 2020-21 annual reports were approved as presented.

III. *Chair's Report.*

1. The Academic Staff Committee (ASC) has focused on issues surrounding TTC and working closely with T. Danielson, HR, to organize an information session for academic staff. Requesting to concentrate on the appeals process and the teaching and research titles. 2. N. Oswald is meeting with S. Yasaitis (University Staff Committee chair), Nigel Rothfels (University Committee chair), chancellor and T. Danielson, HR, tomorrow to discuss TTC. 3. Other UW campuses are working on TTC statements including UW Madison and UW La Crosse. UWM's faculty senate approved a statement issued by the University Committee (UC) on TTC concerns. 4. ASC is planning to hold joint meetings with the UC to address mutual concerns.

IV. *Guests.*

- A. Provost Britz reported: 1. Budget meetings with schools/colleges/divisions are being held using the generic exercise of a 3.5% cut. 2. Discussions continue about the school/college realignment and decisions are expected to be made by the end of October. 3. Meeting on enrollments will be held soon with focus on yields. 4. Mask mandate continues and COVID cases remain low. Planning for Spring is occurring now. 5. Diversity hiring is a priority. 7. Meeting with WCTC about collaboration on technical degree and dual enrollments. 8. Listening sessions for the UWS President search were held.
- B. S. Yasaitis, University Staff Committee Chair, reported University staff share concerns about TTC and considered drafting a statement but instead asked T. Danielson to hold a forum to address concerns and questions. The forum is scheduled for October 13th. S. Yasaitis has heard from US that feel titles do not accurately reflect work duties and feel positions are being diminished and belittled. He does not believe the project's intent is to hurt employees; however, the communication surrounding the project's implementation has been poor and he is troubled about the salary range information that has yet to be shared. S. Yasaitis looks forward to working with the ASC moving

forward with appeals process and pay progression.

- C. A. Jussel provided information on Dean of Students available resources including, “Let’s Talk” informal drop-in counseling sessions for students, Care Workshops on trauma informed care and self-care and food pantry which is fully operational.
A. Jussel and D. Topitzes reported on Trauma Experience research and resources available to staff and students. A trauma informed toolkit is available to instructors and supervisors on the DOS website.

V. *Unfinished Business.* None.

VI. *New Business.*

- A. Academic Staff Document 129 – Statement on UW System’s Title and Total Compensation (TTC) Project. S. Cashin moved and M. Priem seconded approving AS Document 129 as presented. AS Senators reviewed the statement and raised concerns about being asked to accept a title and position description without having details about salary ranges. Additional language was provided by G. Lukaszewicz S. Cashin moved to accept the additional language and was seconded by S. Strehlow. Motion passed unanimously. Vote on original motion to accept AS Document 129 as presented passed unanimously. The statement will be transmitted to Chancellor Mone, Provost Britz and T. Danielson for information only.

VII. *Committee Reports.*

- A. Standing Committees – J. Steinheiser reported that the Non-Teaching AS Review Committee (NTASRC) will hold its Fall workshop on October 21st.
- B. Subcommittees -
 - 1. J. Herriges reported the Non-Instructional AS Subcommittee will host the “Taking Care of Business” presentation on November 12th. L. Jones noted that T. Danielson is one of the guests.
 - 2. M. Murphy-Lee reported she wants to reactivate the Instructional and Research Academic Staff (IRAS) Subcommittee. She will email all IRAS soon with an invite to meet.
- C. S. Cashin reported on the action team for Teaching and Research Professor titles that includes John Reisel (Secretary of the University), Erika Bornstein (UC rep), Dev Venugopalan, T. Danielson and Mark Harris. T. Danielson wants this done by end of semester and the team is going to explain how titles will be used at UWM. S. Cashin stated she is fighting as hard as she can to move the titles forward and is supporting academic staff using titles to acknowledge the work that AS are doing.
- D. M. Priem reported on the recent meeting of UWS governance reps, saying most of the meeting centered around TTC and concerns about the project. Attended a session with UWS Director of HR and that he said project is positive. Another item discussed was the UWS President search. M. Priem invited comments and concerns from Senators that he will take to the next meeting.

VIII. *General Good and Welfare.* None.

IX. The meeting was adjourned at 4:12 pm.