

*University of Wisconsin-Milwaukee*  
**Academic Staff Committee**  
Monday, October 18, 2021  
Lubar N440 and Teams Meeting  
9:00 am  
**MINUTES**

Present: C. Bogner, S. Cashin, K. Jahnke, K. Koch, G. Lukaszewicz, M. Murphy-Lee, N. Oswald, M. Priem  
Guest: Johannes Britz

- I. *Call to Order.* N. Oswald called the meeting to order at 9:06 am.
- II. *Automatic Consent.*
  - A. Agenda was approved as presented.
  - B. Minutes of October 11, 2021, Meeting were approved as presented.
- III. *Chair's Report.* N. Oswald reported she received the draft TTC appeals process and shared with ASC today. The document will be considered at the November 1<sup>st</sup> ASC meeting.000 N. Oswald met with Provost Britz, T. Danielson, R. Van Harpen, J. Reisel, S. Yasaitis and N. Rothfels last week to discuss TTC. R. Van Harpen expressed support for the low Omorale issue. T. Danielson will be holding an open forum for all academic staff on November 2<sup>nd</sup>. Received feedback on AS Doc 129 from some academic staff who thought they could request revisions. Oswald shared concern from department chair in L&S who asked about not encouraging probationary academic staff to go up for indefinite because there is a hold on promotions. It was suggested that N. Oswald ask Provost to send a message to campus to clarify the misinformation.
- IV. *Persons Wishing to Be Heard.* None.

*Guest<sup>a</sup>:*

- A. Provost Johannes Britz reported: 1. He will attend a meeting to discuss enrollment and yields on Friday. 2. Budget meetings with schools and colleges are continuing at which financial planning for next year and strategic investments are discussed (one APBC co-chair and one APBC member attends each meeting). 3. Last Friday he attended a meeting to discuss the school and college realignment. Another meeting be held before the proposal is forwarded to the Faculty Senate for vote. He explained this is a phase-in process that will take up to a year to finalize. 4. He will attend a November 29th Search and Screen Committee for the UWS President meeting. 5. He approved \$30,000 for FY 22-23 AS Awards (professional development and outstanding performance and service and outstanding teaching). 6. Provost reported he is extremely proud of the work staff have done to improve graduation and retention rates.  
N. Oswald noted the confusion about indefinite status going away that exists and asked if Provost will send a confirming message to campus that indefinite status and converting to probationary appointment are still available. Provost said he will

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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)

communicate message to deans at this Wednesday's Leadership Council meeting and include in his Monday update.

V. *Unfinished Business.*

- A. Pay Progression within Range – R. Van Harpen and Provost will bring information to the November 15<sup>th</sup> ASC meeting. It is expected that all employees will receive their personal pay range by end of October or November 1<sup>st</sup>.
- B. Process and policy for change in prefix – No update.
- C. ASPPP – Notice Period for Change in FTE – Deferred.

VI. *New Business.*

- A. AS Doc 130- Revision to ASPPP Chapter 105- C. Bogner moved and K. Koch seconded to approve forwarding AS Doc 130 to the Senate for consideration and approval. Motion passed unanimously.
- B. AS Annual Evaluations- C. Daly shared the evaluation form used by Enrollment Management. Discussion involved modifying the current template to increase self-reflection, emphasis on development, and investing in employees. M. Priem mentioned being mindful of the criteria that is required for granting indefinite and working with the AS promotion review committees. ASC agreed to form a working group to review template and process and ask Senators and current/former members of the Review committees. T. Howard will obtain list of former members and share with ASC at the November 1<sup>st</sup> meeting.
- C. November -General Meeting- Senate agenda items were presented and agreed upon for the November 9<sup>th</sup> meeting.

VII. *Reports.*

- A. Campus Committee Reports.
  - 1. S. Cashin reported she attended meeting on Teaching and Research Professor Titles. She believes implementation of the new titles is going to be an “uphill battle” and a lot of inaccurate information exists on campus.
  - 2. C. Bogner attended Libraries Committee meeting and discussed extended check out periods.
  - 3. M. Priem reported the Space Planning Committee is meeting today.
  - 4. G. Lukaszewicz reported on the APBC budget meetings with the schools and colleges.

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

IX. *General Good and Welfare.* None.

X. The meeting adjourned at 10:55 am.