

University of Wisconsin-Milwaukee
Academic Staff Committee
Monday, November 15, 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: Johannes Britz, Tim Danielson, Kyla Esguerra, Mark Harris, Matt Knachel

- I. *Call to Order.* N. Oswald called the meeting to order at 9:02 am.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of November 1, 2021, meeting were approved as presented.
- III. *Persons who wish to be heard.* M. Murphy-Lee reported she received comments from 6 or 7 academic staff who are concerned about COVID-positive students in their classrooms and not receiving communications. N. Oswald will follow up with Dean of Students, Adam Jussel. S. Cashin reported on an email from Dean of CHS that was sent on Friday stating that the chancellor is requesting that campus offices close on the day after Thanksgiving.
- IV. *Chair's Report.* N. Oswald reported 1. Chancellor's email about vaccine mandate was sent last week. 2. VC for DEI finalists (3) will visit campus this week and next. 3. She was contacted by Legal about ASC's annual reporting on ethics issues in 2019-20 and 2020-21. She is obtaining the 2019-20 annual report from L. Wallace who was chair of ASC then. 4. AS voting rights document will be sent to Faculty Codification on December 1st and then to Faculty senate in December. The Faculty Rules committee will be the body to hear requests.
- V. *Guests^a:*
 - A. T. Danielson reported on he and R. Van Harpen are discussing what can do to make sure pay progression adjustments occur every five years. He clarified the chancellor's request to close campus to the public but not to employees the day after Thanksgiving is under consideration. Employees will not be required to take the day off and use leave. UWS sent email on November 12th stating the title and salary letters would be issued to all staff today. If not, UWM HR will send a communication to campus tomorrow. T. Danielson explained why they are involving faculty in the approval process for implementing the Teaching and Research Professor titles at UWM. The titles were created and under the purview of UWS Administration and they are trying to determine how to use at UWM. He stated if faculty were not consulted the potential for push-back would be high. The titles will be presented for discussion, not vote, at the December Faculty Senate. Mark Harris joined the meeting and he and T. Danielson discussed the Teaching and Research Professors titles and faculty sentiments.

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

- B. Provost Britz reported 1. APBC reviewed the progress of the realignment plan which has been forwarded to the Faculty Senate for discussion at its November 18th meeting. ASC asked about representation on governance committees and Britz noted those details will be worked out after the approval of the new schools/colleges. There will be other details that will require consideration. 2. As part of the priority to diversify faculty and staff on campus, work is progressing on a plan to use an opportunity hiring plan predominately for faculty. Plans are also being considered on internally developing faculty inf UWM is unsuccessful in attracting faculty to UWM. 3. VC for DEI finalists are on campus this week and next and the VC for DAR search is near the preliminary interview stage. 4. Deep dive meeting on enrollments will involve discussions on how UWM can regain a higher percentage of WI students, how to increase online students and dual enrollments and transfers. 5. Vaccination rates are up, and number of positive cases are down.

- VI. *Unfinished Business.*
 - A. Pay Progression within Range – No update.
 - B. Annual Evaluations Working Group – No update.

- VII. *New Business.*
 - A. COVID extension issue (College of Nursing) – N. Oswald was asked by D. Venugopalan about academic staff in CON and whether can grant a COVID extension for indefinite status. The ASC did not feel that the individual should be granted an extension because they did not meet the requirements of the special Covid extension and did not follow the correct process to request an extension. ASC does believe the person could apply for a medical extension based on the circumstances presented. N. Oswald will follow up with D. Venugopalan.
 - B. December AS Senate agenda items were reviewed.
 - C. Search & Screen Committee for VC for University Relations and Communications- After review of the preference form data, ASC voted to recommend the following individuals to the Chancellor: Mike Dixon, Sharon Grosz, and Andrea Wrench.
 - D. Search & Screen Committee for Chief Human Resources Officer- After review of the preference form data, ASC voted to recommend the following individuals to VC Van Harpen: Kyla Esguerra, Jean Salzer, and Randy Trumbull-Holper.

- VIII. *Reports.*
 - A. Campus Committee Reports – S. Cashin reported the APBC reviewed the first draft of the realignment report and the various stages of planning for each new School/College.

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

- X. *General Good and Welfare.* N. Oswald announced she is expecting in May 2022 and will work with M. Priem after January 1st to transition as acting chair while she is on leave.

- XI. The meeting was adjourned at 11:00 am.