

University of Wisconsin-Milwaukee
Academic Staff Committee
Monday, December 6, 2021
Lubar N440 and Teams Meeting
9:00 am
MINUTES

Present: C. Bogner, S. Cashin, C. Daly, K. Jahnke, K. Koch, G. Lukaszewicz, M. Murphy-Lee, N. Oswald, M. Priem
Guests: Tim Danielson, Lisa Hager, Brooke Haley, Lindsey Hill, Larry Kuiper, Elizabeth Liedhegner, Nigel Rothfels

- I. *Call to Order.* N. Oswald called the meeting to order at 9:04 am.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of November 15, 2021, meeting were approved as presented.
- III. *Persons who wish to be heard.* T. Danielson provided update on pay progression plan. He presented to the Deans last week and it was well-received. A small group of HR Specialists are conducting initial reviews of appeals to make sure there are no obvious changes that should be made without going through the process. T. Danielson stated he is in support of the request to extend the appeal deadline to February 18th.
- IV. *Chair's Report.* N. Oswald reported 1. 80 individuals signed up to volunteer for the appeals panel. Training will be conducted by UWS. 2. VC for DAR interviews started last Friday, and VC for DEI interviews wrapped up. 3. New Chief of Police started last week. 4. New Director of Admissions Marc Young will meet with ASC in February. 5. Met with R. Van Harpen about search for new HR AVC. Jean Salzer will represent AS on the committee. R. Van Harpen will assume role to review TTC appeals. 6. R. Van Harpen's pay progression plan is different than the original plan presented by T. Danielson. N. Oswald asked her to bring plan to ASC when details are worked out.
- V. *Guests^a:*
 - A. L. Hager and E. Liedhegner, Caregiving and COVID Task Force UWM members of the independent UW System Caregiving Task Force. They made a presentation on the work of the task force. Caregiving often is an equity issue, as women tend to share a disproportionate proportion of caregiving in a family. COVID has exacerbated the negative impacts already faced by caregivers. The ASC was asked to support the efforts of the Task Force to change UWM policies to provide accommodation for caregivers as they pursue their careers. The ASC agreed to explore a strategy on how to move the initiative forward.
 - B. N. Rothfels reported the UC is very interested in supporting the Caregiving initiative and a subgroup of the UC will continue discussions with VC for DEI Chia Vang. He reported

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

that a discussion on the Teaching and Research Professor Titles will take place at the December 16th Faculty Senate. M. Murphy-Lee volunteered to attend and speak about how the titles will positively impact academic staff. N. Rothfels is asking several Senators to do the same.

- C. B. Haley, L. Hill and L. Kuiper presented the IEP workload policy and overview of the program. Discussion about contact hours and workload policy changes over the years took place. It was agreed that a short-term solution will be to offer overloads in Spring 2022 to address concerns about expectations. L. Kuiper noted they will modify the policy for Fall 2022 to include language about contingencies about student numbers and expectations.
- VI. *Unfinished Business.*
- A. Pay Progression within Range – R. Van Harpen will be invited to share new plan with the ASC.
 - B. Annual Evaluations Working Group – No update.
- VII. *New Business.*
- A. Use of Academic Staff Email list- The ASC discussed sending messages through the academic staff email list and agreed that only messages from official AS committees and subcommittees should be shared.
 - B. TTC- N. Oswald discussed the request to extend the appeals deadline with T. Danielson. He is waiting to hear back from UWS. The opportunity to appeal job titles will continue as job library expands or individuals' jobs change.
 - C. SAAP 10-13 Interim Vaccine Policy- Questions about enforcement and discipline remain. G. Lukaszewicz shared concerns from colleagues (academic staff and university staff) about the mandate infringing upon personal freedoms. S. Cashin moved and C. Bogner seconded approving the policy as presented. Motion passed with vote of 8-0-1.
- VIII. *Reports.*
- A. Campus Committee Reports – M. Priem provided overview of the last UW Reps meeting.
- IX. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. None.
- X. *General Good and Welfare.*
- XI. The meeting was adjourned at 11:41 am.