

University of Wisconsin-Milwaukee

Academic Staff Senate Meeting

Academic Staff General Meeting

Tuesday, November 9, 2021

2:30 pm

Virtual Meeting via Teams

MINUTES

Present: M. Brown, S. Cashin, N. Chin, A. Conrardy, D. Cordas, T. Crary, C. Daly, 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, M. Steigerwald, J. Steinheiser, S. Strehlow, R. Trumbull-Holper, V. Volante, A. Wrench
Guests: Johannes Britz, Tim Danielson, Dan Dyer, Phyllis King, Mark Mone, Robin Van Harpen

- 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 – October 12, 2021 were approved as presented.
 - C. SAAP 10-10 University Workplace Safety – No concerns were raised.
- III. *Chair's Report.* N. Oswald acknowledged the challenges faced by academic staff over the past semester. She thanked academic staff for taking on extra work and dedication to the students. The Academic Staff Committee (ASC) has recently focused on four main areas: Teaching and Research Professor titles, AS Voting Rights, Dispelling myths about indefinite status and probationary contracts, and TTC concerns. ASC has been working with N. Rothfels and the University Committee on the Teaching and Research Professor titles. ASC worked with HR and S. Yasaitis from University Staff Committee on the TTC appeals process which goes live on November 15th. N. Oswald noted there will be an interest form for serving on the appeals committee distributed to all AS soon.
- IV. *Guests.*
 - A. Chancellor Mone thanked academic staff for going above and beyond and acknowledged them for engaging in extraordinary work. His presentation “Changing Lives in Challenging Times” included the transformation of education and a trauma-informed return to campus, where people can process the pandemic’s damage. Mone spoke about challenges at home, work and in society and the value of self-care. He outlined 2030 top priorities: becoming a student-centric university and Moon Shot for equity; revising the curriculum; increasing inclusion and diversity; aligning and engaging our workforce; reassessing unit alignment; redesigning the research infrastructure; updating the budget model; and growing the UWM foundation endowment. He presented the top DEI focus areas which include student success, diverse talent, climate and culture, and community impact. Mone again emphasized the importance of self-care and provided available campus resources for employees and expressed great appreciation for the work performed by academic staff.
 - B. Provost Britz emphasized that probationary contracts are not going away but budget implications may result in less offering currently. He reported that 1. Campus budget

meetings with schools/colleges/divisions and APBC are near completion. 2. Achievement gap is narrowing and retention is improving. Thanked the employees who are engaged with students and acknowledged their incredible work. 3. Moving forward with the 2030 discussions and presenting the school/college realignment document to APBC and Faculty Senate. After initial approval, implementation will begin. GER reform is moving ahead. 4. Increased the amount for AS professional development and encouraged employees to apply. 5. UWS President is moving ahead with an aggressive timeline. Candidates will visit campuses in February 2022.

- C. Vice Chancellor Van Harpen provided the Finance and Administrative Affairs Strategic Plan and goals for 2021-23 which include: Prioritize student success; Integrate DEI in all FAA does; Lead financial sustainability and strategy; Drive digital transformation and service excellence; Cultivate employee through recruitment, development, and well-being; and Provide sustainability and engaging spaces, physical and virtual; and Advance integrity, safety, and security. Van Harpen provided update on budget cuts which will be an overall average 1.5% campus cut and is far better than originally expected. Planning for the pay plan with first phase on January 1st, 2022. UWM will see capital projects on all four corners of campus occurring (Student Union, Chemistry building, NWQ, Norris Health Center, Klotsche Annex and Sandburg West Tower/Police Station moving to old Norris Health building.) The new priorities for new biennium are Building B of NWQ/Health Sciences and demolition of the Physics building and building new engineering building. FAA is partnering with Financial Aid and Bursar's Office to improve student experience. Final decision on Police Chief search will occur within two weeks. T. Danielson is leaving and search for new Human Resources Officer will be launched in late November so that a hire may occur in February 2022.
R. Van Harpen thanked academic staff for their work on pay progression plan under TTC and noted there is support from the chancellor, provost, and other campus leadership.
- D. Associate Vice Chancellor Danielson reported that the memo to employees about new titles and salary ranges will be issued next week per UWS. Title appeals become available next week through the HR website. (Group appeals will not be accepted.) The appeal deadline may be extended. A document on Teaching and Research Professor titles has been developed on how titles will be utilized at UWM and will be presented to the ASC on November 15th. Pay progression framework was shared with ASC on November 1st and T. Danielson is continuing to share with other campus groups.
- E. Associate Vice Provost King provided update on Moon Shot for Equity. Progress is being made with the Best Practices Team, Equity Mindedness Teams, and Faculty Engagement.
- F. SA Vice President D. Dyer provided update on Student Association activities. These include working with student organizations to foster relationships and increase engagement; organizing the listening tour to gather feedback from students; recruiting students to serve on SA; Dean Gronert presented to the Senators on the 2030 plan.

V. *Unfinished Business.* None.

VI. *New Business.*

- A. Academic Staff Document 130 – Revisions to ASPPP Chapter 10. N. Oswald explained the rationale for the revision to Chapter 105 (increasing number of days that supervisor

must meet with the employee after the evaluations submission to 30). J. Herriges moved and D. Cordas seconded approving AS Doc 130 as presented. Motion passed unanimously.

VII. *Committee Reports.*

A. Standing Committees – None.

B. Subcommittees –

1. J. Herriges reported the Non-Instructional AS Subcommittee will host the “Taking Care of Business” presentation on November 12th in Lubar Hall N140.

VIII. *General Good and Welfare.* None.

IX. The meeting was adjourned at 4:01 pm.