

University of Wisconsin-Milwaukee

Academic Staff Senate Meeting

Tuesday, December 14, 2021

2:30 pm

Virtual Meeting via Teams

MINUTES

Present: M. Brown, S. Cashin, N. Chin, N. Claas, A. Conrardy, D. Cordas, T. Crary, C. Daly, K. Faust, L. Fleck, S. Hayes, J. Herriges, K. Jahnke, K. Koch, D. Lorge, G. Lukaszewicz, A. Meddaugh, M. Moore-Geissler, M. Murphy-Lee, N. Oswald, C. Roberson, J. Schmidt, S. Silet, M. Steigerwald, J. Steinheiser, S. Strehlow, R. Trumbull-Holper, V. Volante, A. Wrench
Guests: Johannes Britz, Jennifer Haas, Kris O'Connor, Dev Venugopalan, 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 – November 9, 2021 were deferred.
- III. *Chair's Report.* N. Oswald acknowledged this year has been really challenging, especially transitioning back to campus, dealing with issues around TTC. She thanked the Senators for an amazing job working with colleagues, hearing their feedback, bringing concerns to Senate, and reporting out what is discussed. ASC continues to give much of its attention to TTC concerns. As a collective academic staff across the UW System we have asked that the appeals deadline be extended to February 18th and we are still waiting to hear a response from UWS. Volunteers for the appeals panel will be contacted in January for training. ASC continues to work with T. Danielson and R. Van Harpen on developing a pay progression plan. R. Van Harpen will be filling in as the search for T. Danielson's replacement. ASC has asked administration to provide communication in various forms regarding the teaching professor title and how it can be used. The Faculty Senate will hear a presentation at its meeting on December 16th teaching professor titles. ASC also heard a presentation from members of the UWS Caregiving and COVID-19 task force and we look forward to working with them to help identify short- and long-term goals that would positively impact all caregivers on campus. ASC will be inviting the new Chief of Police Salazar and newly appointed VC for DEI Chia Vang to an upcoming ASC/Senate meeting. Reminder to complete your annual self-evaluation by January 15th.
- IV. *Guests.*
 - A. Provost Britz thanked everybody for complying with wearing a mask, getting vaccinated and if you're not vaccinated, getting tested. He also noted the hard work of academic staff to help getting through the semester and increasing student success. He provided an update on moving away from using standardized placement testing and the UWS Presidential search. 2030 school/college realignment is moving ahead with presentation to the Faculty Senate on December 16th and then to the Regents for approval.
 - B. S. Yasaitis, University Staff Committee Chair, reported that it was reported at the last UWS reps meeting that they were working on extending the TTC appeals deadline. He encouraged university staff to submit an appeal as soon as possible in case deadline

remains to December 31st. S. Yasaitis is very excited about the pay progression plan but concerned about T. Danielson leaving UWM and the momentum slowing down. He expressed his concerns surrounding HR matters with T. Danielson.

- C. J. Haas and D. Venugopalan, provided an update on the 2030 plan and implementation teams. In spring 2021, the implementation teams provided a comprehensive report, and in that report eight priorities were outlined. The implementation teams are set up around the eight priorities (student centric and Moon Shot for Equity, revising the curriculum, increasing diversity and inclusion, aligning and engaging workforce, reassessing unit alignment, redesigning research infrastructure, updating the budget model, and growing the UWM Foundation endowment).

J. Haas gave progress report on the implementation teams:

Work on realign the schools, colleges, and programs. A draft proposal was completed at the end of October. The governance process has been initiated and it's going to the Faculty Senate in two days for approval. There are four new colleges proposed - College of Architecture, the Arts, College of Community Education and Innovation (combining the School of Education, Helen Bader School of Social Welfare and Department of Urban Planning). The Joseph J Zilber College of Public Health and the College of Health Professions and Sciences. Also, the proposal involves merging the Graduate School and the Office of Research.

The revising curriculum team worked over the spring and summer and into the fall looking at three different models for GER reform. They are very close to the selection of a preferred model. Implementation is expected for spring 2022.

The redesigning the research infrastructure team has three workgroups that are reviewing faculty workload, effort recognition, promotion and tenure, graduate student support and research infrastructure. The research infrastructure team is looking at possibly having an outside study done of the research infrastructure, and if that study is funded recommendations specific to the research infrastructure would be available in spring 2022. N. Oswald urged that the team be sure to examine not just faculty workload but also academic staff. J. Haas noted that the aligning and engaging workforce team may be the appropriate group to look at AS workload issues. She stated that that team has been tabled with T. Danielson's departure.

The student centric group have done a tremendous amount of work over the summer and the fall to coordinate efforts that support student success through various ongoing campus initiatives among numerous units on campus.

The increasing diversity and inclusion team are working closely across all implementation teams to ensure that DEI considered throughout the planning process.

The budget model and the and the growing the endowment fund teams have also been doing many things in support of 2030. A study was conducted in the summer to look at what the development office structural needs are to facilitate growth.

- V. *Unfinished Business.* None.
- VI. *New Business.*
 - A. SAAP 07-18 – UWM Conflict of Interest Policy for Individuals Engaged in Research and Other Sponsored Programs. K. Koch moved and M. Murphy-Lee seconded to approve SAAP 07-18 as presented. K. O’Connor provided an overview of the previous faculty document (2005) that is being revised as a SAAP, explaining that the policy applies to all employment categories. Motion passed unanimously.
- VII. *Committee Reports.*
 - A. Standing Committees – None.
 - B. Subcommittees – J. Herriges reported that the NAIS forwarded the recording of “Taking Care of Business” presentation will be posted on the subcommittee’s webpage soon.
- VIII. *General Good and Welfare.* Reminder about annual self-evaluations due January 15th to supervisors. N. Oswald asked Senators to submit ideas for future guests.
- IX. The meeting was adjourned at 3:37 pm.