

University of Wisconsin-Milwaukee

**Academic Staff Committee**

Monday, December 20, 2021

Lubar N440 and Teams Meeting

9:00 am

**MINUTES**

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

Guests: Johannes Britz, John Gardner, Matthew Knachel, Kate Nelson

- I. *Call to Order.* N. Oswald called the meeting to order at 9:00 am.
- II. *Automatic Consent.*
  - A. Agenda was approved as presented.
  - B. Minutes of December 6, 2021, meeting were approved as presented.
- III. *Persons who wish to be heard.*
- IV. *Chair's Report.* N. Oswald reported 1. Met with Chancellor and Provost talking about next steps and solid plan for using Teaching Professor titles. As soon as document is finalized, N. Oswald and N. Rothfels will attend meeting with deans and associate deans to review use of titles. N. Oswald, M. Murphy-Lee, S. Cashin attended Faculty Senate last week to present on the titles. Broad support for use of title but many questions were raised about pay progression and indicated lack of knowledge about academic staff promotion. 2. Discussed pay progression with Chancellor and Provost. R. Van Harpen has been invited to ASC to present her draft pay progression plan. 3. UW looking at chancellor pay increases. 4. Invited Chia Vang, VC for DEI, to ASC meeting to discuss DEI efforts. K. Eilers and M. Young will attend February 3<sup>rd</sup> ASC meeting to discuss enrollment management. 4. TTC appeals deadline was extended to February 4, 2022. 5. The masking and testing deadline has been extended to January 28<sup>th</sup>.
- V. *Guests<sup>a</sup>:*
  - A. M. Knachel expressed concern about probationary appointments and indefinite status and deans' discretion for making recommendations. Promised a path to probationary appointment pre-pandemic and then when covid hit they were moved back to semester-to-semester contracts. L&S has since pulled back from offering semester-to-semester contracts and are offering 3-year renewable contracts, with language indicating the intention to renew. The Dean's office should explain this discrepancy and if current uncertainties make it unreasonable to expect ongoing need across the college, it should be explicit about the nature of those uncertainties, and it should indicate precisely how conditions would have to change for probationary contracts to be offered again in the future. There is much confusion and concern about the status of probationary and indefinite appointments in L&S. M. Knachel is urging the ASC to ease concerns by soliciting clarifications from relevant members of campus leadership. The

---

<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)

confusion is about Section 104.01 of the Academic Staff Personnel Policies and Procedures. The ASC explained they met with L&S Dean Gronert previously and requested he make it clear why decisions on contracts are being made (enrollment crash). S. Cashin provided overview of Chapter 104 and the rewritten policy that provided job security for AS that it previously didn't do.

- B. K. Nelson and J. Gardner reported on the 2021 Climate Action-Carbon & Resilience Plan. They provided details on the process, vision, three scopes (on-site heating and cooling, purchased electricity, and indirect/commuting), and strategies/catalytic project for each scope. K. Nelson talked about the benefits of the plan. Catalytic projects will be aligned with potential grants and funding. The next step is to respond to feedback from governance executive groups before taking to the governance senates for review. ASC agreed that AS Senate should endorse the plan at the February Senate.
- C. Provost Britz reported on the following: 1. UWS President search is expected to wrap up in 6-8 weeks. 2. UWM's R1 status has been retained. 3. Schools/colleges realignment plan was approved at the December 16<sup>th</sup> Faculty Senate so it can now move ahead. 4. He met with Robin Van Harpen about continuing testing through Winter break. There is a meeting tomorrow about contingency planning for Spring. ASC discussed misinformation about teaching professor title and how to address. Britz agreed that working with Robin Van Harpen, Dev Venugopalan and Mark Harris to present to deans, associate deans, department chairs with Q&A. He noted that following up with written guidelines will be critical. S. Cashin also raised the importance of going beyond the title questions and including academic staff processes for workload, pay, and promotion. N. Oswald brought up pay progression and concerns of advisors.

VI. *Unfinished Business.*

- A. Pay Progression within Range – No update.
- B. Annual Evaluations Working Group – No update.

V. *New Business.* None

VI. *Reports.*

- A. Campus Committee Reports –
  - 1. N. Oswald was contacted about concerns surrounding university-sponsored service opportunities for fully remote employees. NTASRC will discuss at its meeting December 23<sup>rd</sup> and then will meet with ASC about how can support employees.
  - 2. C. Bogner reported the Change in Modality group has received a few requests.

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

VIII. *General Good and Welfare.* January 3<sup>rd</sup> ASC meeting will be fully online. N. Oswald wished all a very restful break.

IX. The meeting was adjourned at 10:54 am.