

University of Wisconsin-Milwaukee

**Academic Staff Committee**

Monday, February 7, 2022

Teams Meeting and Lubar N440

9:00 am

**MINUTES**

Present: C. Bogner, S. Cashin, K. Jahnke, K. Koch, G. Lukaszewicz, M. Murphy-Lee, N. Oswald, K. Parrish-Baker, M. Priem  
Guests: Kay Eilers, Jennifer Haas, Mark Mone, Nigel Rothfels, Dev Venugopalan, Marc Young

- I. *Call to Order.* N. Oswald called the meeting to order at 9:01 am.
- II. *Automatic Consent.*
  - A. Agenda was approved as presented.
  - B. Minutes of January 3, 2022 meeting were approved as presented.
- III. *Persons who wish to be heard.* None.
- IV. *Chair's Report.* N. Oswald reported 1. she followed up on the workload issues in CIE and they have been working with HR to clarify language. 2. N. received several complaints about lack of parking in Lapham area so has been working with Transportation Services. 3. She expressed concerns about L&S not adhering to ASPPP Chapter 105 and trying to get administration to understand the AS policies with Chancellor Mone and didn't get a strong sense of support for compliance. 4. Met with Kurt Henneman and Elise Belchy-Shubert about TTC Appeals and attended training session. 5. Spoke with CHS instructor about concerns over workload policy. 6. She attended expanded cabinet meeting to discuss branding and marketing. 7. Agreed to propose the statement on Climate Action Plan created by the UC be presented for endorsement by the AS Senate.
- V. *Guests<sup>a</sup>:*
  - A. Chancellor Mone reported on the following: 1. Regent Emeritus Mike Falbo will serve as interim UWS President until newly appointed UWS President Jay Rothman begins on June 1<sup>st</sup>. Mone has been spending time with M. Falbo and J. Rothman. The process for onboarding is thorough and deliberate and many discussions are being held systematically with individuals and groups to consider the UWS challenges and opportunities. 2. Meetings with Regents will occur today through Wednesday to continue cultivating relationships and presenting UWM's Milwaukee's Investment proposal of \$40M. 3. A make-up event for all virtual graduates is planned for April 10<sup>th</sup> (2 ceremonies) and Mone expects a large attendance. Mone acknowledged the help from the Secretary of the University Office for its help with the ceremonies and thanked ASC for their participation as volunteers.  
M. Priem commented on the concerning number of AS leaving UWM recently and emphasized the critical need to increase efforts of employee retention. C. Bogner commented that TTC has generated low morale and cynical attitudes about the

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<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)

university remain and asked what can be done to address this. Mone stated he recognizes the dire need to address the morale and retention issues and asked ASC to channel thoughts, suggestions, and concerns through N. Oswald. Moving forward, he will share what is being done by leadership to address and improve the environment.

- B. N. Rothfels reported the UC drafted an endorsement on the Climate Action Plan and will be writing a resolution thanking Tommy Thompson for his work that will be approved by the Faculty Senate. N. Rothfels will attend with the Provost the BOR Education committee to present the realignment plan. UC will meet with K. Dolan, R. Van Harpen and Rebecca Shumway next week to consider standard language about UWM valuing diversity and inclusion in all recruitment. He noted that the VSIP was a huge surprise. The UC is discussing modifying the practice of Faculty Senate guests presenting PPTs at meetings. Discussion about the research, scholarly, and professional accomplishments reporting email sent by provost and D. Venugopalan occurred.
- C. K. Eilers and M. Young presented update on recruitment and enrollment efforts, and 2021-22 strategic priorities for Office of Undergraduate Admissions. N. Oswald asked how academic staff can be better informed and help with recruiting students. K. Eilers and M. Young asked ASC to assist with creating a consistent and equitable experience for all students and to be advocates for engaging with prospective students. Work in progress includes re-entry efforts (Moonshot for Equity initiative) and marketing/messaging the value of a higher education degree.
- D. D. Venugopalan reported minor tweaks are being made on the Teaching and Research professor titles document and Mark Harris is discussing with HR. After HR's review, the provost will issue guidance and process details to campus. The effective date is expected for Fall 2022. N. Oswald requested the latest draft be shared with the ASC and that once approved, town hall sessions be held with campus. J. Haas and D. Venugopalan shared progress on six of the eight action priorities. M. Murphy-Lee asked if the Redesigning the Research Infrastructure will include discussion about AS workload issues and D. Venugopalan said he expects it will be included in future discussions. Discussion about the research, scholarly, and professional accomplishments reporting occurred.

VI. *Unfinished Business.*

- A. Pay Progression within Range – R. Van Harpen is scheduled to attend the February 21<sup>st</sup> meeting to present information on options.
- B. Annual Evaluations Working Group – S. Cashin moved and C. Bogner seconded to remove item from unfinished business while ASC focuses on bigger picture issues surrounding policies. Motion passed unanimously.

VII. *New Business.*

- A. AS Awards recommendation - Advisor of the Year award. The ASC reviewed the recommendation from the AS Awards Committee that the proposal to recognize the Advisor of the Year at the Chancellor's Annual Fall Awards ceremony be approved. C. Bogner moved and K. Jahnke seconded to approve the recommendation. Motion passed unanimously.

- B. February AS Senate agenda items were discussed. N. Oswald read the endorsement for the Campus Climate Action Plan. K. Parrish-Baker moved and M. Murphy-Lee seconded approving the statement. Motion passed unanimously.
- C. TTC appeals and pay progression – N. Oswald reported on the training session presented by Dan Chanen. Next session is February 8<sup>th</sup>.
- D. Employee Professional Development working group – C. Vang requested a replacement for C. Daly to represent the ASC. S. Cashin volunteered to serve.
- E. Feedback: UWS Presidential transition – M. Priem reported received small number of responses and will give a reminder at tomorrow's Senate meeting for feedback.
- F. AS date from HR – ASC agreed that more details are needed to conduct a meaningful review. N. Oswald will follow up with R. Van Harpen for more specific data.
- G. Update on L&S annual performance review deadline – N. Oswald contacted Assistant Dean Craig Wesley in L&S about violating the January 15<sup>th</sup> deadline. N. Oswald followed up with Secretary of the University John Reisel and Chancellor Mone. R. Van Harpen said she is working with her staff on the matter and will provide an update to the ASC. N. Oswald and M. Priem will talk to the provost about the issue at their 1:1 meeting on February 8<sup>th</sup>.

VIII. *Reports.*

- A. Campus Committee Reports – S. Cashin reported on the dissolution of JAMS and concerns about representation on the EC.  
G. Lukaszewicz reported on University Relations Committee/Marketing Branding working group.

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

X. *General Good and Welfare.* None.

XI. The meeting was adjourned at 11:56 am.