

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, January 3, 2022

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: Mark Mone, Nigel Rothfels, Robin Van Harpen

- 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. Not considered.
- III. *Persons who wish to be heard.*
- IV. *Chair's Report.* N. Oswald shared the report on academic staff appointments from T. Danielson and ASC will discuss at the February 7th meeting. ASC agreed that getting data broken down by school/college/division would be more useful. She reported the Scenario Working Group will meet on Wednesday to discuss return to campus in Spring 2022. Oswald is meeting with Stan Yasaitis and Elyse Shubert (HR) on January 20th to discuss the TTC appeals process. She met with a concerned academic staff from English department about teaching/research professor titles and documentation that will be required to request the title.
- V. *Guests^a:*
 - A. Chancellor Mone reported on return to campus for Spring 2022 which he expects to be a full return to 'normal' unless Covid numbers indicate it is not safe to do so. Gretchen Miller will serve as interim Vice Chancellor for Development and Alumni Relations until Joan Nesbitt assumes role on February 7th. Mone reported he has requested \$40M for campus with \$7M for 2023 and \$11M for next four years.
 - B. N. Rothfels reported no process exists for requesting a teaching or research professor title and that he discussed with Provost Britz several weeks ago, prior to the December Faculty Senate meeting. The UC is holding a special meeting tomorrow to discuss concerns about holding classes F2F in Spring 2022.
 - C. R. Van Harpen discussed pay progression with ASC. ASC proposed benefits of discussion pay progression with employee annually (vs every 3 or 5 years) and options to ensure equity and what will work best for employees. Agreed to keep the document in draft form while Van Harpen asks HR to develop a process, considering ASC's suggestions. The anticipated timeline will be six weeks for HR to work through developing a process and

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

return to ASC. N. Oswald and G. Lukaszewicz noted that clear communication about new plan will be critical to make sure employees, supervisors and leadership are fully aware of the process. Van Harpen asked to attend ASC meetings monthly to continue conversations surrounding pay progression and other AS issues.

VI. *Unfinished Business.*

- A. Pay Progression within Range – See item V.C.
- B. Annual Evaluations Working Group – No update.

VII. *New Business.*

- A January AS Senate agenda items were discussed.

VIII. *Reports.*

- A. Campus Committee Reports – None.

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 11:00 am.