

University of Wisconsin-Milwaukee
Academic Staff Committee
Monday, February 21, 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: Johannes Britz, Robin Van Harpen, Chia Vang

- I. *Call to Order.* N. Oswald called the meeting to order at 9:02 am.
 - II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of February 7, 2022, meeting were approved as presented.
 - III. *Persons who wish to be heard.* None.
 - IV. *Chair's Report.* N. Oswald thanked M. Priem for compiling feedback from Senators on priorities for new UWS president which she will share with Chancellor Mone on February 23rd. Nothing surprising in results that included low morale, low pay, and want a strong advocate for UWS and UWM. She further reported: D. Venugopalan will present on Teaching and Research Professor titles at the March 8th Senate meeting. TTC appeals training materials are available online and HR will begin scheduling hearings as soon as next week. Chancellor's Town Hall will be held March 15th with focus on employee morale, employee well-being and health and safety. N. Oswald attended the February 17th Faculty Senate to give ASC report. N. Rothfels' report pointed out how much university service the UC members and faculty engage in with out compensation.
 - V. *Guests^a:*
 - A. VC C. Vang reported on DEI's current efforts and talked about how to best align and improve clarity about DEI's role on campus. Vang emphasized the importance of each employee's responsibility in creating an environment that prioritizes diversity, equity, and inclusion. A student-centric campus is just as important as an employee-centric one. Focus is to engage campus workforce and enhance employee recognition. N. Oswald thanked C. Vang for acknowledging the inequity between academic staff and faculty and asked that workload issues be examined. C. Vang will raise with Provost Britz and D. Venugopalan and ask to create a separate working group to address AS workload issues. S. Cashin voiced concerns about written faculty policies and support for academic staff. M. Murphy-Lee raised concerns about the lack of services for disabled UWM employees. C. Vang said she would follow up on the ASC's concerns and hoped to meet with them in the future. She suggested ASC conduct a survey of all academic staff to determine most pressing needs.
 - B. VC R. Van Harpen reported that there has been a delay in the developing the pay progression plan because of a staff resignation. Next steps include identifying a
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replacement HR specialist to work on the plan with E. Belchy-Shubert, identifying market data sources and how data aligns with titles, examining compensation analysis efforts of other universities, and identifying criteria to be included in the process. M. Priem asked why UWS isn't conducting the analysis and creating a model for pay progression. R. Van Harpen will follow up with UWS and report back to ASC on findings. Van Harpen reported: the new Chief HR Officer appointee will be announced soon. 278 total appeals were submitted (@60 were resolved, 171 academic staff and 107 university staff). Deans and division heads are submitting feedback on appeals now. Plan is to complete all appeal reviews by June 30th. UWS will be examining the Standard Job Description Library and update as appropriate.

N. Oswald raised concerns about L&S not adhering to the ASPPP and R. Van Harpen said HR partners are working closely with units to make sure AS policies are followed.

- C. Provost J. Britz reported on meeting with the deans about lifting the mask mandate. He noted communication is critical. UWM is only campus that has been involving employees in the discussion of UWS' directive to lift the mandate. Campus will continue to monitor data on COVID. Exact date of mandate expiration will be determined soon. Board of Regents (BOR) approved the realignment plan unanimously but the school/college names are still being finalized (new names do not require BOR approval). UWS received a one-time \$30M funding from Governor Evers. N. Oswald asked if Britz has seen the updated Teaching and Research Professor titles document and he indicated he has not. He said she should request updated documents from D. Venugopalan. S. Cashin suggested ASC draft a form for applying for the titles.

VI. *Unfinished Business.*

- A. Pay Progression within Range – See item V.B.

VII. *New Business.*

- A. March AS Senate agenda items were discussed, and it was agreed no additional items are needed.
- B. Update on campus mask mandate. N. Oswald attended meeting today with subgroup that is examining the lift of the mask mandate. She met with N. Rothfels, Joely Urdan, Legal, and Sue Weslow last week to discuss and on Friday, attended meeting with Chancellor and Provost with Deans and Department Chairs to discuss the make mandate lift and no date for lift has been decided. ASC members agreed to continue wearing masks per request by M. Murphy-Lee.

VIII. *Reports.*

- A. Campus Committee Reports – S. Cashin reported on the Employee Professional Development Group and recommends that ASC develop a survey to gauge interest and topics from Senators for professional development.

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 11:12 am.