

University of Wisconsin-Milwaukee
General Meeting of the Academic Staff Senate

Tuesday, March 8, 2022

2:30 pm

Virtual Meeting via Teams

MINUTES

Present: C. Bogner, M. Brown, N. Chin, N. Claas, A. Conrardy, T. Crary, K. Faust, L. Fleck, S. Hayes, J. Herriges, K. Jahnke, K. Koch, D. Lorge, A. Meddaugh, M. Moore-Geissler, M. Murphy-Lee, N. Oswald, K. Parrish Baker, C. Roberson, J. Schmidt, M. Steigerwald, J. Steinheiser, S. Strehlow, R. Trumbull-Holper, V. Volante, A. Wrench

Absent: S. Cashin, G. Lukaszewicz, M. Priem, S. Silet, A. Thiel

Guests: Johannes Britz, Mark Mone, Rosemary Stelzer, Dev Venugopalan

- I. *Call to Order.* Chair N. Oswald called the meeting to order at 2:31 pm.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes – February 8, 2022 were approved as presented.
- III. *Chair's Report.* N. Oswald reported the TTC appeals are underway. A total of 278 appeals (AS and US) were submitted with 60 being resolved without a hearing. Makda Fessahaye has been appointed as the new Chief Human Resources Officer and will begin on April 11th. Fessahaye replaces Tim Danielson. Kathryn Amato has been appointed in the newly formed position of Compliance and Ethics Officer and will begin on March 28th. Amato previously worked at UWM as the Public Records Custodian. The ASC will be examining the impact of the realignment of schools and colleges on AS governance. ASC continues to meet with Vice Chancellor Van Harpen on pay progression. Due to a HR employee who was leading the project has left UWM so progress has been delayed until a replacement is made.
- IV. *Guests.*
 - A. Provost Britz was asked question (M. Murphy-Lee) about the UWS policy on programs that are underperforming or on probation and the process for phasing out majors. He explained it take several years and campus will monitor graduates for those programs/majors annually before making decisions. Britz provided updates on new enrollments (increase), working with Board of Regents on an increase in base allocations for UWM, meeting with UWS on capital building projects, and the mask mandate being lifted after Spring Break. Britz discussed how to move forward to the cultural shift to be even more student-centered and to make a difference in students' lives.
 - B. Chancellor Mone communicated that UWM is encouraging masks as promoting health and safety on campus. He acknowledged the depth and breadth of the work and hardships of academic staff due to the pandemic, not only at UWM but across academe. He recognized importance of AS job roles at UWM and although did not ask for TTC, he said it will be a value in the long run for accurate and adequate compensation and managing job titles. Mone noted that senior leadership supports the appeal process to ensure that employees are aligned with accurate job titles.

Mone shared information about the pandemic trauma and the workforce and encouraged employees to use trauma-informed resources and toolkits in addressing stress, anxiety, and concerns.

Mone talked about making the workplace more accommodating and flexible and making work more meaningful and autonomous. He emphasized that it is okay to ask for help and recognize mental health is critical.

Mone shared some action items that will be presented in next week's town hall that will address employee need and deserve and a positive culture of care, respect, and inclusion for employees.

Discussion about the carbon monoxide leak at Cambridge Commons and Mone acknowledged that communications with campus, including instructors and faculty, could have been better and timely but the focus was primarily on communications with the affected students.

- C. Vice Provost D. Venugopalan provided overview of the Teaching and Research Professor titles that were made available to employees at UWM through the TTC job title library. UWM tried for many years to use these titles without success so the TTC provided an opportunity for AS to use, particularly those lecturers who had senior status removed as a result of the TTC. New titles will start with the 2022-23 academic year. There will not be a deadline to apply for the titles. Requests will be on a rolling basis and the new title will be effective based on pay periods. Interested instructional employees should request from their executive committee who will make a recommendation to the dean. Employees will provide a cv and memo that articulates why the new title is appropriate. Guidelines will be approved by Provost Britz and then implemented (9-month appointments effective beginning of academic year and 12-month appointments effective July 1st). Request for Research Professor title is similar (request to supervisor or executive committee who recommend to the dean.) Concerns were raised about being denied salary compensation if assigned duties of teaching professor. D. Venugopalan indicated he will discuss the workload policy issues with the ASC.

D. Venugopalan also provided an update on the 2030 Engaging and Aligning Workforce group who are back on track since C. Vang and K. Heath took over as co-leads (T. Danielson was leading prior to his resignation from UWM).

V. *Unfinished Business.* None.

VI. *New Business.*

- A. Nominations from the Floor- Rosemary Stelzer, Chair, Nominations Committee, provided overview of the process and opened the floor for nominations for the Nominations Committee. Nominations were taken from the floor.

VII. *Committee Reports.*

- A. Standing Committees – None.
B. Subcommittees – J. Herriges reported the NAIS will present “How can I be of service” virtual workshop on March 9th (10-11:30 am).

VIII. *General Good and Welfare.*

- A. N. Oswald congratulated Emily Kuhnen, Division of Enrollment Management, and Julie

Reindl, Division of Finance and Administrative Affairs, on being elected AS Senators for three-year terms starting September 1, 2022.

B. Senator V. Volante offered a plea to help families in Ukraine. Anyone willing to donate was asked to contact Volante directly.

IX. The meeting was adjourned at 4:19 pm.