

*kijUniversity of Wisconsin-Milwaukee*

**Academic Staff Committee**

Monday, April 18, 2022

Lubar N440 and Teams Meeting

9 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, Makda Fessahaye, Emily Files, Ane-Elise Henzl, Jill Schanon Macek, Teran Powell, Charles Quirmbach, Robin Van Harpen

- I. *Call to Order.* N. Oswald called the meeting to order at 9:02 am.
  - II. *Automatic Consent.*
    - A. Agenda was approved as amended (add AS Workload Policy).
    - B. Minutes of April 4, 2022, meeting were approved as presented.
  - III. *Persons who wish to be heard.* None.
  - IV. *Chair's Report.* N. Oswald recognized Makda Fessahaye, newly appointed Associate Vice Chancellor for Human Resources, who introduced herself. N. Oswald reported the following: 1. Provost Britz announcement that he has accepted the UWS position of Vice Chancellor of Academic Affairs and Student Affairs and will begin June 1<sup>st</sup>. 2. Extended cabinet is meeting today. 3. Met with Dev Venugopalan about the Academic Staff Workload policy and creating guiding principles for school & college re-alignment will be critical. She asked that the guidelines document address Chapter 104, Section 104.05 that states if an employee is moved involuntarily due to restructuring or reorganization to another position, they will retain their appointment status (probationary/indefinite). 5. This will be her last ASC in-person meeting and M. Priem will take over as Chair once she begins family leave. T. Howard, N. Oswald and M. Priem are meeting today to discuss transition.
  - V. *Guests<sup>a</sup>:*
    - A. R. Van Harpen, Sr. VC for FAA, (with M. Fessahaye) reported on: the key strategic HR initiatives including the Administrative Transformation Program (ATP) which will replace PeopleSoft with a cloud-based enterprise resource planning system (Workday); DEI initiatives; and the 2030 restructuring and realignment and HR's involvement with the aligning workforce and professional development. SVC Van Harpen noted the top priority for M. Fessahaye is to grow the HR staff.  
Van Harpen provided update on the TTC appeals and explained she has not issued decisions on any appeals yet because she is taking much care in reviewing each appeal. The goal is complete all by the end of the fiscal year. The pay progression project progress has been delayed due to lack of HR specialist to lead at this time.  
N. Oswald expressed ASC's great concern over the lack of communication about the TTC appeals hearing results and update on the teaching faculty titles. They requested a general HR update be shared with all academic staff by end of the semester. An email about the Teaching Faculty titles series was delayed as the next steps in the process are being determined. ASC suggested HR send an email with helpful tips to the appeals
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hearing panels surrounding the recommendations submitted by the panels. Van Harpen and M. Fessahaye will share these concerns and suggestions with E. Schubert Bechly to improve and increase communications.

- B. ASC offered congratulations to Provost Britz on his new position at UWS. Britz said he will maintain a presence on the UWM campus at least one day a week. ASC also shared its concerns with the lack of communications regarding the Teaching Faculty titles. He noted there will be a presentation to the deans at their regularly scheduled meeting on Wednesday and invited N. Oswald to attend. Britz said the email to lecturers about the titles was postponed until the process was firm. An update on the dean structure will be shared with campus by end of the week and in the Monday update. Britz confirmed that feedback will be sought from deans, UC and ASC on the standard guiding principles.

VI. *Unfinished Business.*

- A. Pay Progression- See item V. A.
- B. School/College Realignment Impact on AS Governance- N. Oswald suggested a subgroup be formed to examine the impact on ASPPP and AS Committee membership. K. Jahnke, K. Koch and M. Murphy-Lee volunteered to serve in this capacity. The group will consult with Secretary of the University John Reisel for input.

VII. *New Business.*

- A. Nomination and election 2022-23 ASC Chair. N. Oswald nominated and C. Bogner seconded the nomination of M. Priem as Chair for 2022-23. M. Priem accepted the nomination and was elected with a unanimous voice vote.
- B. Nomination and election 2022-23 ASC Vice Chair. M. Priem nominated and S. Cashin seconded the nomination of K. Koch as Vice Chair for 2022-23. K. Koch accepted the nomination and was elected with a unanimous voice vote.
- C. Resolution on the Work of the UW-System's Caregiving & COVID-19 Taskforce. N. Oswald explained the four governance groups plan to present resolutions to their Senates for approval. After discussion, M. Murphy-Lee moved and K. Koch seconded approving the resolution as presented. Motion passed with a unanimous vote.
- D. AS Workload Policy. D. Venugopalan suggested forming a working group to review AS workload policy. The ASC recommended the following academic staff: Carl Bogner, Renee Calkins, Sue Cashin, Jennifer DeRoche, Kevin Jahnke, Robin Jens, Zach Lunak, Margaret Noodin.

VIII. *Reports.*

- A. Campus Committee Reports – G. Lukaszewicz reported on the 2030 Realignment Communications Taskforce activities and the [uwm.edu/realignment](http://uwm.edu/realignment) internal-facing webpage. M. Priem reported there are no recent updates on space or construction activities. S. Cashin reported on the group is working on assembling the qualitative results of the professional development survey.

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 11:14 am.