

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, May 16, 2022

Lubar N440 and Teams Meeting

9:00 am

MINUTES

Present: C. Bogner, S. Cashin, K. Jahnke, G. Lukaszewicz, M. Murphy-Lee, K. Parrish Baker, M. Priem
Guests: Johannes Britz, Makda Fessahaye, Scott Gronert, Stephen Schmid, Robin Van Harpen, Dev Venugopalan

- I. *Call to Order.* M. Priem called the meeting to order at 9:03 am.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of May 2, 2022, Meeting were approved as presented.
- III. *Persons Who Wish to be Heard.* None.
- IV. *Chair's Report.* M. Priem reported he met with Provost Britz after last week's Senate meeting.
- V. *Guests^a:*
 - A. D. Venugopalan and S. Schmid provided overview of the Guiding Principles, including the background and purpose. The document was reviewed by all deans, VC Van Harpen and Provost Britz. G. Lukaszewicz and S. Cashin raised serious concerns about the lack of communication with the staff who will be impacted by the realignment. D. Venugopalan suggested the deans send out an email to all their faculty and staff and G. Lukaszewicz recommended the details also be included in Provost's Monday update with a link to the website. Both emphasized the lag in progress within the health units, noting new organizational charts have not begun to be developed and no discussion about budgets have taken place. S. Schmid stated the budget planning process for the 23-24 will begin in Fall 2022.
 - B. VC R. Van Harpen and AVC M. Fessahaye provided update on the TTC decision making change (FAA appeals will be reviewed by D. Venugopalan and provost) and it was noted that final decisions had been issued on some appeals. R. Van Harpen continues to review appeal panel recommendations. There was little to report on the pay progression project but UWS is working on the compensation analyses. M. Fessahaye reported that there will be several HR appointments made this week and she is focusing on making sure the new hires are onboarded quickly so they can address the needs of campus. C. Bogner and M. Murphy-Lee asked about the Teaching Faculty and Teaching Professor titles timeline and communications. Concerns about the confusing and lack of communication were emphasized and R. Van Harpen agreed that a presentation to the AS Senate and a town hall or open forum should take place to minimize misunderstanding and anxiety surrounding the new titles.

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

- C. Provost Britz thanked the ASC for the kind words and AS Senate resolution and acknowledged the continuing hard work of the ASC to support and protect UWM's academic staff. Interim Provost S. Gronert reported he solicited nominations and applications for interim dean of L&S. He will review applications with his leadership team (associate deans) to select the best candidate. The ASC raised some concerns surrounding communication about Teaching Faculty and Teaching Professor titles with S. Gronert and urged him to improve communication with campus to minimize confusion and angst. Provost Britz and S. Gronert will follow up with D. Venugopalan. S. Gronert reported due to his new position, Dave Clark will lead the GER reform project and that a refined report is expected to be submitted to him in 2-3 weeks.

- VI. *Unfinished Business.*
 - A. Pay Progression within Range- No update.
 - B. School/College Realignment Impact on AS Governance- See item V.A.

- VII. *New Business.*
 - A. ASC Summer Meeting Schedule- C. Bogner moved and K. Jahnke seconded that the ASC will meet on June 6, July 18, and August 15. Motion passed unanimously. The group decided to hold all meetings via Teams only.

- VIII. *Reports.*
 - A. Campus Committee Reports –
 - 1. G. Lukaszewicz and S. Cashin reported on the APBC meeting. Low-producing programs/majors were discussed and both expressed concern about the decision-making process.
 - 2. C. Bogner reported the UWM Libraries Committee held last meeting.
 - 3. M. Priem provided update on space activities.
 - 4. C. Bogner will continue to discuss the Teaching titles with HR over the summer months.

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

- X. *General Good and Welfare.* C. Bogner reported that Interim Dean of PSOA Kevin Hartman acknowledged PSOA's long history of issues complying with ASPPP Chapter 104 at a recent faculty meeting.

- XI. The meeting was adjourned at 11:04 am.