

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, July 18, 2022

Teams Meeting

9:00 am

MINUTES

Present: S. Cashin, K. Jahnke, K. Koch, G. Lukaszewicz, M. Murphy-Lee, K. Parrish
Baker, M. Priem
Guests: Amy Amherdt, Makda Fessahaye, Michele Polfuss

- I. *Call to Order.* M. Priem called the meeting to order at 9:00 am.
 - II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of June 6, 2022, meeting were approved as presented.
 - III. *Persons Who Wish to be Heard.* None.
 - IV. *Chair's Report.* M. Priem reported on the July Town Hall including new messaging about UWM, school/college reorganization, request for 4% pay increase over 4 years. He also noted that UWS President Rothman will visit UWM on July 25 and meet with various campus groups. M. Priem will be attending two meetings.
 - V. *Guests^a:*
 - A. A. Amherdt and M. Polfuss, College of Nursing, explained their concern about ASPPP Chapter 105 and seemingly contradictory language about conducting annual reviews of AS. They conduct annual reviews on all employees in CON, regardless of appointment FTE. 105.01 refers to conducting annual reviews of employees with an appointment of 50% or higher but the last sentence says ALL academic staff must submit a review. The UWS mandate that all employees receive an annual review was noted. The ASC agreed that the messaging is confusing and should be made consistent with performance management update from UWS. ASC will raise the issue with AVC Fessahaye and confirm who is required to complete a self-evaluation. After clarification, the ASC will send Chapter 105 to AS Codification for review.
 - B. AVC for HR, M. Fessahaye reported that she will attend ASC meetings on behalf of Robin Van Harpen who will no longer attend meetings. Fessahaye reported: 1. critical HR positions are slowly being filled. 2. TTC appeals are almost complete with 84 still in process, 132 approved, 27 denied and 9 alternate titles assigned. 3. Schools and colleges submitted requests for teaching faculty titles and employees will be notified in August. 4. Provost office will send communication about teaching and research professor titles which are separate from the teaching faculty titles. M. Priem will follow up with Interim Provost Gronert and D. Venugopalan. 5. M. Priem raised the issue about UWS vs UWM's policy on academic staff annual evaluations and asked M. Fessahaye to review.
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- VI. *Unfinished Business.*
- A. Pay Progression within Range- No update.
 - B. School/College Realignment Impact on AS Governance- K. Koch will call meeting with S. Cashin and K. Jahnke to discuss AS Senate bylaws and other implications of the realignment.
- VII. *New Business.*
- A. August AS Senate Agenda items were discussed.
 - B. AS Senate guests and topics were discussed. G. Lukaszewicz and M. Murphy-Lee will present the new senator orientation at the September 13th senate meeting. Chancellor Mone is not available to attend the November General AS Senate meeting and it was suggested he be asked to present at the December meeting.
 - C. AS Appointments- The ASC made six appointments to AS and Faculty Committees, recommendations for three committees and nominated for two dean search and screen committees (SFS and ZSPH). K. Parrish Baker moved and G. Lukaszewicz seconded to approve all appointments and nominations. Motion carried unanimously. T. Howard will contact all individuals to confirm interest before submitting names to Secretary of the University.
 - D. AS Probationary appointments. Discussion about recent conversions from probationary to fixed term. ASC will request report from HR/M. Fessahaye on academic staff appointments for discussion at the September 15th ASC meeting.
- VIII. *Reports.*
- A. Campus Committee Reports –
 - 1. M. Priem provided update on campus planning and construction projects.
 - 2. S. Cashin and K. Jahnke provided updates on Workload Policy group and the AS Professional Development group and noted the annual reviews component.
 - 3. K. Koch attended the strategic planning meeting with UWS President Rothman and shared highlights.
- IX. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. None.
- X. *General Good and Welfare.* C. Bogner is on leave for unknown length of time and asked about being replaced. A replacement will not be made until leave details are confirmed. The ASC prefers to replace with another instructional AS if possible.
- XI. The meeting was adjourned at 11:25 am.