

University of Wisconsin-Milwaukee

**Academic Staff Committee**

Monday, October 3, 2022

Teams and Lubar N440

9 am

**MINUTES**

Present: K. Jahnke, K. Koch, P. Lucey, G. Lukaszewicz, L. Meng, M. Murphy-Lee, M. Priem, S. Stalewski, D. Van Kerkvoorde

Guests: Makda Fessahaye, Mark Mone, Mark Schwartz

- I. *Call to Order.* Chair M. Priem called the meeting to order at 9:01 am.
  - II. *Automatic Consent.*
    - A. Agenda approved as presented.
    - B. Minutes of September 19, 2022, meeting approved as presented.
  - III. *Persons Who Wish to be Heard.* None.
  - IV. *Chair's Report.* M. Priem learned at the September UWS Governance Reps meeting that all UW campuses and UWS administration require that all employees return to on site full time. M. Priem will follow up with Chancellor Mone on what the expectations for UWM employees will be.
  - V. *Guests<sup>a</sup>:*
    - A. Chancellor Mone reported he received letters from College of Nursing students describing excitement about being back on campus. Thirty-five students met with Governor Evers last week about critical issues. Vice President Kamala Harris visited last week for the second time. Mone spoke about the importance of supporting employees and creating a positive culture at UWM. Professional development seminars and workshops are being developed to make employees feel cared for. Mone is one of the executive sponsors of the Online Program Taskforce that will make recommendations about how to best engage with students who demand online programs and how to create new modalities and programs. Mone reported that UWS President Rothman presented a strategic plan at the Board of Regents meeting. He gave an enrollment update and mentioned the finalists for Vice Chancellor for Marketing and Communications will visit campus starting this week.
    - B. M. Fessahaye, AVC, HR, reported the following: 1. Email was sent about the required training for new supervisors. A session on supervising remote workers was added. 2. Timeline for 21-23 payplan. 3. UWS policy update includes time off for post-doc fellows. 4. HR recently hired three staff. 5. TTC Phase 1 is complete, and Phase 2 is underway. G. Lukaszewicz asked about student employee hires and backlog of criminal background checks. M. Fessahaye noted a new process is in place and communication was shared with units on August 22<sup>nd</sup>.
    - C. M. Schwartz, UC Chair, reported he recently returned to the role of chair after Nigel Rothfels was appointed as acting dean of L&S. The UC provided nominees for three
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search committees (SFS, ZSPH, and Provost). Other items he reported included the free speech survey that will be sent to all UW campuses (goal is to receive 500 responses from each campus); UWS strategic framework was presented by UWS President Rothman; UC reviewing full professor policy; creation of a discipline and dismissal committee; and reviewing the Senate Subcommittee on the Evaluation of Administrators process and purpose. ASC asking if the UC was aware of the status of teaching faculty titles. M. Schwartz said the UC has not been notified of the status. ASC noted they are concerned about the lack of communication and M. Priem agreed to follow up with Provost Gronert before the next ASC meeting.

VI. *Unfinished Business.*

- A. Pay Progression within Range- It was reported at the UWS Governance Reps meeting that a meeting to discuss pay progression will be held in October.
- B. School/College Realignment Impact on AS Governance- No update.

VII. *New Business.*

- A. AS Senate Fall 2023 – The ASC agreed to continue holding meetings on MS Teams through Summer 2023.
- B. ASC Appointments – The ASC reviewed request for appointments to the Student Association Independent Elections Commission and the Student Association Senate Finance Committee. T. Howard verified that both appointments are for one year term. S. Stalewski moved and G. Lukaszewicz seconded appointing Liz Baumgarten to the SA IEC and Tima Guled to the SA SFC. Motion passed with a vote of 8-1-0. T. Howard noted that both have served one year prior.
- C. Remote Work Policies – M. Priem raised questions about the current UWM policy based on the recent news of all UW campuses requiring all employees to return to campus. Discussion ensued about current campus and UWS policies.
- D. Non-Instructional AS Subcommittee Bylaws – The NIAS forwarded bylaws to M. Priem for ASC’s consideration. He will notify the chair that the bylaws should follow the same format as the bylaws of other Academic Staff Committees and ask that the document be revised.

VII. *Reports.*

- A. Campus Committee Reports. None.

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

IX. *General Good and Welfare.* M. Priem will follow up with Chancellor Mone and AVC of HR M. Fessahaye on communication about day after Thanksgiving and offices closing. M. Priem presented the idea of establishing a clear progression for elected ASC officials (chair, vice chair and veteran chair). The ASC agreed not to pursue at this time.

X. The meeting was adjourned at 11:08 am.