

**2020-21 Annual Report
Academic Staff Committee**

Members:

Carl Bogner
 Susan Cashin
 Colin Daly
 Kyla Esguerra, **Chair**
 Kelly Kohlmetz
 Keith Kunkel
 Gina Lukaszewicz
 Nicole Oswald, **Vice Chair**
 Mike Priem

Charter:

The Academic Staff Committee (herein ASC) serves as the Executive Committee of the Senate of the Academic Staff. As such, it represents the Senate between regular meetings and responds to those matters requiring immediate action on the part of the academic staff. The ASC advises chairs of committees of the academic staff on questions of policy and procedure. Further responsibilities of the ASC are to serve as liaison between the Senate and the administration, faculty, and other identifiable groups of UWM and the UW System; to advise the Senate on the development of policies and procedures relative to the academic staff under UWS Chapters 9 - 14, Wis. Adm. Code; to hold meetings of the academic staff of UWM; to nominate or appoint, in consultation with the Nominations Committee, individual academic staff members to serve on UWM and UWS committees; and to act as an ethics advisory body as established in s. UWS 8.035, Wis. Adm. Code and UWM Personnel Policies and Procedures Chapter 113.06. Actions taken by the ASC are subject to the review of the Senate of the Academic Staff.

Meetings:

September 21, 2020	April 5, 2021
October 5, 2020	April 19, 2021
October 19, 2020	May 3, 2021
November 2, 2020	May 17, 2021
November 16, 2020	June 2, 2021 – Emergency Meeting
December 7, 2020	June 7, 2021
December 21, 2020	June 21, 2021
January 4, 2021	July 1, 2021 – Special Meeting
February 1, 2021	July 19, 2021
February 15, 2021	August 2, 2021
March 1, 2021	August 16, 2021
March 15, 2021	August 24, 2021 – Special Meeting August 30, 2021 – Emergency Meeting

Major Accomplishments/Actions:

The ASC undertook the following activities in fulfillment of its charge:

- Extended the interim policy allowing for individuals to request an extension in submitting their indefinite files due to Covid-related delays.
- Reviewed and submitted to Senate changes to the Non-Teaching Academic Staff Review Committee's By-laws and operating procedures.
- Consulted with individual academic staff members affected by layoff and nonrenewal, as well as with campus administrators in an effort to support AS.
- Consulted with J. Puskar, Associate Dean of Graduate School, on changes to the Graduate Faculty Committee (GFC) Doc. 1173, which determines who can and cannot teach and advise graduate students. ASC expressed support for the changes, which would increase flexibility to academic staff to teach and advise graduate students.
- Reviewed and submitted to Senate revisions to AS document 127, Codification Committee bylaws.
- Chair met with Regents Weatherly and Levzow to represent academic staff at UWM; Vice-Chair met with Regent Rai.
- Email communication was sent to all academic staff to inform them of upcoming TTC and single-payroll changes, and to remind them to share their concerns with ASC.
- Heard from and consulted with all of the co-leads for the 2030 Implementation subgroups in an effort to support academic staff as key stakeholders in the 2030 process.
- Collected and communicated academic staff concerns with the Title and Total Compensation project with HR and other members of campus leadership; consulted with Elise Bechly-Schubert and Tim Danielson on TTC Appeals process.
- Administered a Qualtrics study to AS Senators for feedback on pay progression and compensation policies and practices.
- Consulted with Mario Babicic on best practices for pay progression and the need for compensation principles to be applied consistently campus wide.
- Consulted with Susan Voight and Kurt Henneman about the Notice Period for Change in FTE.
- Consulted with Michele Polfuss, Teresa Johnson and Amy Amherdt (College of Nursing) on extending the time for supervisors to hold conferences with employees in Chapter 105 from 20 working days to 30 working days.
- Discussed and approved UWM Interim Telecommuting Policy and UWM Interim Covid Health and Safety Rules.
- Considered and clarified language to Chapter 104.03 and 104.04 about prior service not being "probationary" service.
- Approved Professional Development Award recommendations presented by the Academic Staff Awards Committee.
- Reviewed and approved editorial revisions to Academic Staff Awards Committee bylaws.
- Consulted on the continuation of the Priority Referral Program through 2023.

- Discussed and submitted to Senate changes in Academic Staff Polices and Procedures to reflect more gender inclusive language.
- Discussed and collaborated on a document sent to Tim Danielson and Robin Van Harpen requesting clearer campus guidance on an equitable process for regular consideration for pay progression within a salary range every three years for academic staff.
- Participated in statewide joint UW System governance meetings.

ASC Representation:

The ASC made appointments or nominations for academic staff representation on the following entities:

- Academic Planning & Budget Committee (APBC)
- The Independent Election Committee of the Student Association
- The Instructional/Research Academic Staff Review Committee
- The Non-Teaching Academic Staff Review Committee
- Academic Staff Codification Committee
- The Space Planning Committee
- The Admissions and Records Policy Committee
- Working group on Teaching and Research Professor titles
- Police Community Advisory Committee
- Climate Action Plan Work Group
- Search and Screen Committee for the Secretary of the University
- Search Committee for UWM Police Chief
- Change in Modality committee
- Search and Screen Committee for Vice Chancellor for Diversity, Equity and Inclusion