

**2021-22 Annual Report  
Academic Staff Committee**

**Members:**

Carl Bogner  
 Susan Cashin  
 Colin Daly – replaced during term by Karen Parrish Baker February 1, 2022  
 Kevin Jahnke  
 Kathleen Koch  
 Meghan Murphy-Lee  
 Gina Lukasiewicz  
 Nicole Oswald, **Chair**  
 Mike Priem, **Vice Chair**

**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 20, 2021	March 28, 2022- Special Meeting
October 4, 2021	April 4, 2022
October 11, 2021- Special Meeting	April 18, 2022
October 18, 2021	May 2, 2022
November 1, 2021	May 16, 2022
November 15, 2021	June 6, 2022
December 6, 2021	July 18, 2022
December 20, 2021	August 9, 2022 – Special Meeting
January 3, 2022	August 15, 2022
February 7, 2022	August 24, 2022
February 21, 2022	
March 7, 2022	

### **Major Accomplishments/Actions:**

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

- Reviewed and submitted to Senate the deadline extension for supervisors to review annual evaluations from 20 working days to 30 working days.
- Consulted with individual academic staff members affected by changes in their contracts, specifically concerning semester-to-semester or yearly contracts, as well as consulting with campus administrators in an effort to support academic staff.
- Consulted with Associate Vice Chancellor Dev Venugopalan, Associate Vice Chancellor - Human Resources, Tim Danielson, and Chancellor Mark Mone, regarding the teaching professor title and research professor title to give input on the guiding document principles and pushed that these titles are not voted on by Faculty Senate.
- Consulted with Dev, HR, and Provost Johannes Britz regarding teaching faculty titles. These four titles were given to teaching academic staff who previously held a lecture title (pre-fix, no pre-fix, senior).
- Met regularly with Human Resources to discuss concerns, questions, and issues regarding Title and Total Compensation (TTC) and TTC implementation.
- Advocated for the extension of the TTC appeals deadline.
- Worked closely with HR and University Staff to develop appeals process for TTC titles.
- Email communication was sent to all academic staff to inform them of upcoming TTC and to remind them to share their concerns with ASC.
- Collected and communicated academic staff concerns with the TTC project with HR and other members of campus leadership; consulted with Elise Bechly-Schubert and Tim Danielson from Human Resources on TTC appeals process.
- Wrote a statement to campus leadership regarding ASC's concerns on TTC.
- Worked closely with Vice Chancellor for Finance and Administrative Affairs Robin Van Harpen regarding pay progression planning for 2023. Provided feedback, questions, and concerns regarding various options.
- Started discussions with Dev regarding concerns around workload policy for academic staff, in relation to 2030 planning.
- Discussed and approved UWM's Interim Covid Health and Safety Policy.
- Discussed and approved SAAP 10-13 Interim Vaccine Policy.
- Supported the reformation of AS Senate Subcommittee- Instructional AS, led by Meghan Murphy-Lee.
- Met with leaders of Intensive English Program (IEP) to discuss questions and concerns regarding work-load policy and contracts.
- Met with and discussed AS contract concerns and questions, specifically involving Chapter 104, with Dean Gronert of Letters and Science.
- Met with Kate Nelson and John Gardner to discuss the progress and next steps of the Climate Action-Carbon Resilience Plan. ASC endorsed the plan being taken to Senate so a vote could be taken in the future to support the plan. Senate approved a joint statement of support with UC, University Staff, and Academic Staff.

- Approved Professional Development Award recommendations presented by the Academic Staff Awards Committee.
- Participated in statewide joint UW System governance meetings.
- Met with Lisa Hager from the UWS Caregiving and COVID-19 Task Force and support their efforts as they look for ways to improve procedures and policies on campus to better support caregivers.
- Began discussion on impact of school/college realignment on AS Governance representation.

### **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 Space Planning Committee
- The Chapter of Mortar Board National Senior Honor Society
- AS Senator replacement - Graduate School for term ending 2022
- Search and Screen Committee for Vice Chancellor for University Relations and Communications
- Search Committee for Chief Human Resource Officer
- Research Policy and Advisory Committee
- Senate Finance Committee of the Student Association
- Employee Professional Development Action Team
- Search and Screen Committee Zilber School of Public Health Dean
- Search and Screen Committee School of Freshwater Sciences Dean
- Search and Screen Committee for Provost & Vice Chancellor for Academic Affairs
- Police Community Advisory Committee

### **Ethical Concerns Brought to ASC**

The ASC had the following ethical concerns brought to them to provide guidance on:

- Concern from the School of Architecture and Urban Planning regarding conflict of interest presented by Interim Dean Nancy Frank.