

University of Wisconsin-Milwaukee

**Academic Staff Committee**

Monday, November 7, 2022

Teams and Lubar N440

9:00 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, Kelly Haag, Mark Schwartz

I. *Call to Order.* Chair M. Priem called the meeting to order at 9:05 am.

II. *Automatic Consent.*

A. Agenda approved as presented.

B. Minutes of October 17, 2022, meeting approved as presented.

III. *Persons Who Wish to be Heard.* None.

IV. *Chair's Report.* M. Priem reported he met with Chancellor Mone last week. The Chancellor is preparing for next week's Town Hall. M. Priem attended the UW System governance reps meeting and pay plan progression was discussed. UWM may need to have some policies in place. M. Priem also met with Provost Gronert and discussed the school/college realignment rollout. Provost Gronert and Dev Venugopalan will discuss the Teaching/Research Professor titles at tomorrow's Senate meeting. M. Murphy-Lee suggested inviting Nigel Rothfels, Acting Dean of the College of Letters & Science, to future ASC meeting to discuss indefinite status within the College. R. Van Harpen requested nominees for the search committee for Interim Chief Information Officer. The ASC recommended Sarah MacDonald, Renee Reckelberg and Anthony Marinetti from the AS preference form in addition to the self-nominations submitted to R. Van Harpen directly. M. Murphy-Lee moved and P. Lucey seconded recommending the selected academic staff to R. Van Harpen. Motion passed unanimously.

V. *Guests<sup>a</sup>:*

A. K. Haag, Vice Chancellor, Division of Student Affairs (SA), addressed the staffing issues in SA and the impact on services. Within SA there are 328 employees and approximately 50% are academic staff. The services are forward-facing student services and often the first services students encounter at UWM. Uniquely funded, SA is 95% funded by auxiliary through segregated and user fees, and the rest is outside support and GPR. Budget cuts do not impact SA in the same way as other UWM units/divisions. The impact of staffing has less to do with budget and more to do with workforce market trends and difficulty finding employees for some first-line positions. Salaries of front-line employees were raised to \$15/hour and student wages to \$11 or more an hour. SA relies heavily on student employees.

B. M. Fessahaye, Associate Vice Chancellor, Human Resources (HR), reported on the ASC's request for monthly reports and quarterly updates on academic staff employees. The coordination has been difficult due to the overturn of employees in HR. Once HR moves into Workday, data will be much easier to obtain. Carla Sagert (HR), who attended with

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M. Fessahaye, presented reporting capabilities. There are a few nuances on the data due to new hire data and gaps in appointments. M. Priem asked about pairing data with new employee lists. K. Koch asked if all probationary/indefinite appointments are on GPR funding or are some on other accounts. M. Fessahaye will follow-up. C. Sagert will provide requested data to M. Priem and K. Koch. The HR Professional Development tool will be rolled out by end of the year and the next project is the standardization of exit interviews.

- C. M. Schwartz, University Committee Chair, reported that University Committee had a briefing from M. Fessahaye and the new HR Professional Development website. The Provost mentioned the interim dean's search for the College of Arts and Architecture and the Chief Information Officer search. M. Schwartz gave an update from UW System and discussed the need to maintain UWM's R1 status.

VI. *Unfinished Business.*

- A. Senate Orientation Subcommittee – As agreed at the October AS Senate meeting, ASC will form a working group, but K. Koch confirmed the need exists and data is available to reach new employees. M. Priem and K. Koch suggested modifying the Orientation Subcommittee back to an official AS standing committee to ensure stability and continuity.
- B. Pay Progression within Range – No new information.
- C. School/College Realignment Impact on AS Governance – K. Koch suggested keeping Nursing, Health Sciences, and Social Welfare as they are for the upcoming election, giving more time to decide how Senate seats will be allocated in the future and applying that decision consistently going forward. She also recommended opening the General Education Administration (GEA) seat as an at-large position for the upcoming election since that division no longer exists. Suggestion to roll currently unrepresented staff into Diversity, Equity, and Inclusion (DEI) in the future if divisional representation is retained. P. Lucey did communicate that it would be difficult to determine constituencies for communication purposes if school/college/division representation is discontinued. S. Stalewski raised a point that we know academic staff are managed differently across units and if all seats were at-large, we would lose many levels of input. K. Koch will present to Senate tomorrow and get wider feedback from senators.

VII. *New Business.*

- A. AS Senate Agenda items were reviewed including SAAP 1-12 Honorary Degrees (auto consent) and the discussion on options for modifying the AS Senate representation. Guests are Interim Provost Scott Gronert, Dev Venugopalan, and Laurie Marks, Director of Student Experience and Talent. Chancellor Mone is unable to attend but will present at the December AS Senate meeting.
- B. Probationary hires or moving Fixed Terms Academic Staff to probationary lines. D. Van Kerkvoorde suggested an evaluation as it's an employee equity issue. S. Stalewski noted there is policy in place for employing in probationary employment but asked isn't the expectation rolling horizon contracts? M. Murphy-Lee suggested the Orientation Subcommittee would be helpful so new employees learn of the options but others suggested that new employees are not in position to ask for contract changes.

VIII. *Reports.*

A. Campus Committee Reports.

1. Academic Policy and Budget Committee - G. Lukaszewicz reported budget narratives are wrapping up and waiting on final budget decisions. Discussion from APBC on carryforward and looking for clarification and usage. FLEX dollars are impacted by this as well.
2. Realignment Communications Subcommittee – Discussing budget.
3. Academic Staff Hearing and Appeals Committee – No update.
4. UW System Representatives meeting – K. Koch reported on UW System policy reviews. UW System distributes policies for review for the month to governance leaders. K. Koch recommended policies be circulated to AS Senate for feedback. Met with UW System Finance and HR officers and the official word on pay progression as UW System was waiting on feedback from Chancellors before developing high-level policy. The discussion on funding pay progression would require a tuition increase. Discussion on other types of benefits outside of salary increases such as tuition remission, parking, and other items were mentioned. Tuition remission could be a great benefit if UWM could share course/program minimums so employees only take courses once program/courses meet minimum break-even points.

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

X. *General Good and Welfare.* None.

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