

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, February 6, 2023

9:00 am

Teams Meeting

MINUTES

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

Guests: Kyla Esguerra, Makda Fessahaye, Mark Schwartz, Dev Venugopalan

- 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 January 9, 2023 meeting were approved as amended (add call to order time and no chair's report).
 - III. *Persons Who Wish to be Heard.* None.
 - IV. *Chair's Report.* M. Priem reported Gail Dukes contacted him about wanting to make sure all employees have access to health resources; an employee from a small unit shared concerns about lack of communication on the Outside Activities Reporting; and he met with Chancellor Mone last week.
 - V. *Guests^a:*
 - A. VP D. Venugopalan presented a draft process for the progression within the working titles/levels of the academic advisor title and job summary. Initial review of PDs is planned to occur in March with advisors being placed in new levels by first pay period in April. Questions were raised about the role of the pay progression group. D. Venugopalan will connect with the chair, Elise Bechly Shubert. ASC will review more closely and submit feedback after the February 20th ASC meeting.
 - B. AVC M. Fessahaye reported the pay progression group led by E. Bechly Shubert held first meeting on February 3rd with an expected draft report to be issued by end of March; a draft exit interview is being reviewed by campus leadership and next step is to seek input from governance; the HR Organizational Development webpage was launched. M. Fessahaye encouraged ASC to share with colleagues and asked to be placed on the agenda for future AS Senate meeting. ASC asked about the UWS report of pay progression and were told it will not be shared publicly per UWS direction.
 - C. UC Chair M. Schwartz reported the recent discussion of the University Committee including reporting online training completion, UWM Testing Center change in services, proposed revisions to process for evaluation of administrators, and concern over the lack of a press release highlighting positive aspects of the Student Free Speech Survey.
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- D. K. Esguerra, Chair, AS Codification, presented revisions to the AS Codification bylaws which addresses absences due to a medical or life event. After discussion, G. Lukaszewicz moved and D. Van Kerkvoorde seconded to approve the revisions as presented. Motion passed unanimously. K. Koch asked if AS Codification want other AS standing committees to consider revising their bylaws. K. Esguerra said the committee agreed that would be ideal. K. Koch volunteered to contact the chairs of all AS standing committed to suggest they consider changing their bylaws.
- VI. *Unfinished Business.*
- A. UWS Online Strategic Growth Report – M. Priem will share the ASC’s feedback on the report.
 - B. Senate Orientation Subcommittee status – M. Priem will follow up with the current and former chairs of the IRASRC, NTASRC, and Orientation subcommittee.
 - C. Pay Progression within Range – See item V.A.
 - D. School/College Realignment Impact on AS Governance – K. Koch presented revisions to ASPPP’s Chapter 104, 106 and 110 and proposed definition of division in Chapter 101. S. Stalewski moved and D. Van Kerkvoorde seconded approving the revisions to Chapters 104, 106 and 110 as discussed. Motion passed unanimously. K. Koch moved and G. Lukaszewicz seconded to add a definition of Division to ASPPP Chapter 101. Motion passed unanimously.
- VII. *New Business.*
- A. Non-Instructional Academic Staff Subcommittee Bylaws – The ASC reviewed the NIAS proposed revisions and M. Priem will return the ASC’s comments to L. Jones, Co-Chair.
 - B. Appointment to the Chancellor’s Advisory Committee for LGBTQ+ Advocacy – Based on the preference form data, Kimberly Huettl is the only current AS Senator who indicated interest. S. Stalewski volunteered to serve if K. Huettl declines. P. Lucey moved and D. Van Kerkvoorde seconded to appoint K. Huettl with S. Stalewski as backup to the CACLGBTQ+. Motion passed unanimously.
- VIII. *Reports.*
- A. Campus Committee Reports – S. Stalewski reported the PEC meeting was canceled and that the Pay Progression Working Group will meet every two weeks through March to address six areas. D. Van Kerkvoorde reported ASHAC has no business. K. Koch mentioned UWS is seeking volunteers to serve on a working group to develop a professional development policy for instructional academic staff. P. Lucey volunteered to put her name forth. M. Priem will reach out to CETL for additional volunteers.
- IX. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. None.
- X. *General Good and Welfare.* K. Koch will assume chair responsibilities at the February 14th AS Senate meeting (2 pm) if the meeting runs past 2:30 pm to allow M. Priem to attend the Length of Service Awards ceremony. S. Stalewski shared the link to the December 2022 report on Moon Shot for Equity.
- XI. The meeting was adjourned at 11:43 am.