

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, July 17, 2023

9:30 am

Teams Meeting

MINUTES

Present: K. Jahnke, K. Koch, G. Lukaszewicz, L. Meng, M. Priem, S. Stalewski, D. Van Kerkvoorde
Guests: Andrew Daire, Makda Fessahaye, Mark Mone

- I. *Call to Order.* K. Koch called the meeting to order at 9:30 am.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of July 3, 2023, meeting were approved as presented.
- III. *Persons Who Wish to be Heard.* None.
- IV. *Chair's Report.* M. Priem reported he met with Chancellor Mone and Provost Daire in last couple weeks but nothing new from what was reported.
- V. *Guests:*
 - A. Chancellor Mone reported on the biannual budget and capital projects; major philanthropic announcement about the largest gift to UWM for Zilber College of Public Health and other gifts from donors; budget cuts surrounding DEI; Washington County Work Group update; Waukesha County relationship with County Executive and discussions with WCTC; and enrollment update.
 - B. AVC of HR M. Fessahaye reported HR is sending regular updates to deans and division heads with items related to reorganization within HR and Shared Services including reframing and resetting processes and procedures particularly recruitments and search and screen committees. HR is creating a total rewards and compensation director role and benefits and compensation teams will report to that role. HR is almost fully staffed. M. Fessahaye provided update on the content on HR's Organizational Development website and encouraged ASC to share with colleagues the benefits of using the resources. Developing an onboarding process is ongoing and work with UWS to create robust supervisory training/workshops at all campuses. HR launched the implicit bias training in partnership with DEI. A reminder was sent to all deans and division heads about updating telecommuting agreements. An email will be sent to all employees by late September reminding them to update agreements. HR will be working to review the interim policy. No update on the pay progression plan.
 - C. Provost A. Daire discussed graduation rates and enrollment and his priority for student success. He asked the ASC for thoughts on student centered user design in how UWM operates and functions. Discussion took place about shifting the culture to investing in student success and user design and bringing student voices to the table.
- VI. *Unfinished Business.*
 - A. Pay Progression within Range – No update.

- B. Orientation Committee Bylaws – No update.
 - C. AS Statistics and HR Reports – Discussion about using data to monitor pay progression, employee development and contract issues.
 - D. AS Operating Rules – The ASC scheduled a meeting for July 31st at 10 am to discuss.
 - E. AS Appointments and Nominations to Faculty and AS Standing Committees/Subcommittees – G. Lukaszewicz moved and K. Koch seconded appointing Jen Steinheiser to serve on the APBC for 2023-24. Motion passed unanimously. S. Stalewski moved to appoint Philip Warren to serve on the PEC for a 3-year term. Motion seconded and approved unanimously. K. Koch will email the AS Senators to gauge interest in serving on the SSEA. D. Van Kerkvoorde moved and L. Meng seconded nominating Andrea Azarian, Kay Eilers, Kyla Esguerra, and Mike Priem for the Distinguished Prefix Review Committee. Motion passed unanimously.
- VII. *New Business.*
- A. AS Senate Agenda – M. Priem will work with T. Howard on drafting the agenda. If the meeting is canceled due to lack of business, his chair’s report will be shared electronically with Senators.
- VIII. *Reports.*
- A. Campus Committee Reports – D. Van Kerkvoorde reported ASHAC is still working on three cases. G. Lukaszewicz reported on the Marketing Study Group.
- IX. Closed session for Personnel Matters per *Wis. Stats. 19.85 (1) (c) and/or (f)*. None.
- X. *General Good and Welfare.* K. Koch suggested inviting R. Van Harpen to present how shared services moving to HR will impact Travel and Procurement.
- XI. The meeting was adjourned at 12:00 pm.