

University of Wisconsin-Milwaukee

**Academic Staff Committee**

Monday, October 2, 2023

9:00 am

Lubar N440 and Teams Meeting

**MINUTES**

Present: J. Herriges, K. Jahnke, K. Koch, P. Lucey, L. Meng, M. Murphy-Lee, S. Stalewski, J. Steinheiser, D. Van Kervoerde

Guests: Makda Fessahaye, Mark Mone

- I. *Call to Order.* S. Stalewski called the meeting to order at 9:01 am.
- II. *Automatic Consent.*
  - A. Agenda was approved as presented.
  - B. Minutes of September 20, 2023, meet were approved as presented.
- III. *Persons Wishing to be Heard.* None.
- IV. *Chair's Report.* S Stalewski reported that she met with the University Committee and gave a report at the September 21<sup>st</sup> Faculty Senate. She noted that several members of the Chancellor's cabinet attended the Faculty Senate. On September 28<sup>th</sup> the Provost requested response to a proposal cancel the Honors Commencement ceremony that is held before the regular Commencement each semester. Unfortunately, a decision was made to cancel and discontinue future events before S. Stalewski could bring to the ASC for reaction. The ASC shared confusion as to why this decision was made, especially if UWM is committed to becoming a more student-centered university. The Honors ceremony recognizes the most academically successful students and is a very well attended event.
- V. *Guests<sup>a</sup>:*
  - A. Chancellor M. Mone reported on four areas: 1. UWM's accomplishments in 2022-23 were highlighted in his plenary; 2. Advocacy for compensation challenges continuing; 3. Discussion about academic staff issues including low morale, role recognition and respect, and communication/having a voice will continue with S. Stalewski and ASC; and 4. UW Chancellors meeting and Board of Regents meeting this week.
  - B. AVC for HR M. Fessahaye reported on the following: 1. HR Shared Services is fully staffed although organizational and structural changes are still occurring. 2. Recruitment to fill new position Benefits and Compensation and Wellness and Employee Engagement is ongoing. 3. HR monthly digest updates will begin this month. 4. Reminder about the professional development workshops, open enrollment, employee perks, and campus cares and wellness fair. 5. Pay progression recommendations are being circulated with campus leadership and are expected to be shared with governance later this month.
- VI. *Unfinished Business.*
  - A. Pay Progression within Range – See V.B.
  - B. Orientation Committee – Bylaws – Postponed until AS Operating Rules are approved.

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<sup>a</sup>Committee may go into closed session to discuss personnel matters per Wisc. Stats. 19.85(1)(c) or 19.85(1)(f)

- C. AS Statistics – HR Reports – No update.
- D. AS Operating Rules – K. Koch will attend October 9<sup>th</sup> AS Codification meeting to give more information.
- E. ASC Bylaws – Reviewed.
- F. AS Standing Committees Bylaws – Reviewed and will invite chair of AS Nominations to October 16<sup>th</sup> meeting to discuss nominations process for all UWM and UWS committees.

VII. *New Business.*

- A. Review of Emerit Congratulation Letter – Deferred until future meeting.
- B. Discuss AS Voting Rights in Schools and Colleges – S. Stalewski discussed topic with Secretary J. Reisel, asking why requests must go to University Committee and Faculty Senate.
- C. Workload Policies for AS – Deferred until future meeting.

VIII. *Reports.*

- A. Campus Committee Reports –
  - 1. P. Lucey reported the SSEA will distribute evaluations for two deans this week (Business and College of General Studies) and chancellor later in the month.
  - 2. M. Murphy-Lee gave update on the Physical Environment Committee.
  - 3. J. Steinheiser gave update on the Academic Planning and Budget Committee.
  - 4. K. Koch provided extensive report on the topics discussed at the last UWS Shared Governance Reps meeting.

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 11:45 am.