

Academic Staff Hearing and Appeals Committee (ASHAC) 2022-2023 Annual Report

Membership

Renee Calkins, College of Letters & Science
Natalie Chin, Division of Enrollment Management
Therese Crary, College of Engineering & Applied Science
Kelsi Faust, Zilber School of Public Health (**Co-Chair**)
Abby Meddaugh, Division of Student Affairs
Dorrie Van Kerkvoorde, College of Letters & Science (**Co-Chair**)
Barbara Zabawa, College of Health Sciences

Charter

The [primary function](#) of the committee is to act as a hearing body as specified in UWS Chapter 9-13, Wisconsin Administrative Code, and UWM Academic Staff Personnel Policies and Procedures.

Meetings

ASHAC met [thirteen times](#) in the 2022-2023 year:

September 6, 2022
December 6, 2022
January 3, 2023
March 13, 2023
April 10, 2023
April 25, 2023
May 8, 2023
May 16, 2023
June 7, 2023
June 12, 2023
June 28, 2023
July 6, 2023
July 18, 2023

Major Accomplishments/Actions

ASHAC experienced an eventful year in 2022-2023. Our primary work consisted of review of five complex cases. These cases included three grievances and two complaints, and all required further investigation, study of applicable codes, policies, and procedures, and consultation with both legal counsel and the Secretary of the University's office. The committee strove to handle

all cases with compassion, discretion, and support. These goals were accomplished primarily in written form, as none progressed to the hearing level.

In addition, on the recommendation of the Codification Committee, ASHAC updated the committee's bylaws to add a provision to the absence policy to allow for a committee member to take a leave due to a significant medical or life event. We expect these bylaws to be approved in the coming year.