

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, October 16, 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 Kerkvoorde

Guests: Andrew Daire, Gail Dukes, Jason Williamson

- 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 summarized the chancellor's email about the budget. She attended the Higher Education Regional Alliance Goal 1 meeting last week and the topic of intentional communication with students to address student success. Feedback from previous ASC chairs was shared with the Provost and Human Resources. Feedback from AS Senators related to positive aspects of their units has been shared with the provost.
- V. *Guests^a:*
 - A. G. Dukes, Chair of University Staff Committee, reported on the current topics being discussed by the University Staff Committee and Senate including custodial work breaks; spotlight on university staff and getting to know colleagues; monthly highlights on roles and purpose of university staff; and making sure employees are not abusing governance service in completing assigned responsibilities. G. Dukes reminded all to submit benefits elections by Friday.
 - B. J. Williamson, Chair of AS Nominations Committee, presented comments shared by former chair Lynne Jones about AS Nominations responsibilities which he agreed with. Support to remove language from the AS Nominations Committee Bylaws in section 2, Responsibilities- "and recommends to the Academic Staff Committee individual academic staff members for all other UWM or UW System committees on which academic staff members serve." ASC will draft the revised Bylaws and forward to AS Codification for review.
 - C. Provost A. Daire reported on four items: 1. He is becoming more familiar with the budget process and continues to emphasize the moral obligation for student success; 2. Looking for strategies to amplify the sense of urgency for improving enrollment and retention and to increase awareness of enrollment trends and how data is connected; 3. Improving communications and transparency surrounding financials and budget; and 4. Developing a more robust program review which will be shared with APBC and then to

^aCommittee may go into closed session to discuss personnel matters per Wisc. Stats. 19.85(1)(c) or 19.85(1)(f)

the ASC and UC. Discussion about the impact of UWM's caste system on culture and community took place.

VI. *Unfinished Business.*

- A. Pay Progression within Range – no update.
- B. Orientation Committee – Bylaws – Postponed until AS Operating Rules are approved.
- C. AS Statistics – HR Reports – Human Resources provided data for the academic staff. S. Stalewski reiterated concerns about the over 200 AS having 3+years of service and not being converted to a renewing contract per policy. Provost Daire is interested in learning more about policy.
- D. ASC and AS Standing Committee Bylaws – no update.
- E. Emerit Congratulation Letter – Deferred until future meeting.
- F. AS Voting Rights in Schools and Colleges – P. Lucey moved and J. Herriges seconded removing item from unfinished business. Motion passed unanimously.
- G. Workload Policies for AS – UWM policy specifies departmental workload guidelines for academic staff so ASC will work with the provost to make sure all units have workload guidelines.

VII. *New Business.*

- A. Motion to approve AS Senate Bylaws from AS Codification Committee – J. Herriges moved and K. Jahnke seconded approving the Bylaws as presented. Motion passed unanimously.
- B. Motion to approve AS Standard Operating Rules from AS Codification Committee – D. Van Kerkvoorde moved and P. Lucey seconded approving the AS Standard Operating Rules as presented. Motion passed unanimously.
- C. Motion to approve Chapter 101 from AS Codification Committee – J. Herriges moved and L. Meng seconded approving Chapter 101 as presented. Motion passed unanimously.
- D. General Meeting AS Senate Agenda (November 14th) was reviewed. Chancellor Mone is unavailable but will be invited to the December Senate meeting.

VIII. *Reports.*

- A. Campus Committee Reports –
 - 1. P. Lucey reported the SSEA distributes evaluations for two deans (Business and College of General Studies) and will meet next week to review results.
 - 2. J. Steinheiser provided a report on the APBC and pushback on the GER reform.

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 11:31 am.