

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, November 6, 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: Makda Fessahaye, Mark Mone, Nicole Oswald

- I. *Call to Order.* S. Stalewski called the meeting to order at 9:00 am.
- II. *Automatic Consent.*
 - A. Agenda was approved as presented.
 - B. Minutes of October 16, 2023, meet were approved as presented.
- III. *Persons Wishing to be Heard.* None.
- IV. *Chair's Report.* S. Stalewski reported the following: followed up on use of Glean (notetaking tool) and found that guidelines for recording in the classroom exist; Provost Daire followed up with campus leadership on the TTC survey results; she moderated the October 31st Provost's Town Hall; MS Teams will be updated in January 2024; Provost Daire asked deans to provide data on low enrollment by January 15, 2024 with how resources will be repurposed; all of the Risk Assessment Pilot workgroups include AS; the national search for the VPs for Faculty Affairs and Academic Affairs are being postponed; and the October 16th Chancellor's Cabinet meeting focused on student success and how to address students' needs.
- V. *Guests^a:*
 - A. Chancellor M. Mone responded to four questions submitted by S. Stalewski based on discussion at the latest UWS Governance reps meeting surrounding the pay plan. Even with the Governor's lawsuit, M. Mone and UWM's government relations office will continue to advocate to the legislature to release the pay plan adjustments for employees. Deloitte consulting firm has been engaged to evaluate the financial health of each campus. Chancellor Mone gave an update on enrollment management. He emphasized the importance of addressing troubling issues that employees and students are facing. Providing a tool kit for students and increasing awareness among students of the many resources that UWM offers are critical to connecting students with the assistance needed.
 - B. AVC for HR M. Fessahaye reported on the following: 1. Pay progression proposal report is getting through administration now and will be shared with deans and division heads next week. 2. HR monthly digest was distributed to division heads, deans, associate and assistant deans, DFOs and governance leaders last week. 3. HR is working on an onboarding checklist and new employee orientation and plans to launch a workgroup soon. 4. M. Fessahaye and Jared Parker, Shared Services Manager, are meeting with all deans and division heads to discuss HR processes with the expectation of standardizing

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

efficiencies. ASC discussed additional topics including the student employment process, academic staff contracts, teaching professor titles, and communications with all employees through the staff newsletter. M. Fessahaye will follow up with Provost Daire on the teaching professor titles to determine if an appeal process exists.

VI. *Unfinished Business.*

- A. Pay Progression within Range – See M. Fessahaye’s report.
- B. Orientation Committee Bylaws – No update.
- C. AS Statistics and HR Reports – No update.
- D. ASC and Standing Committees Bylaws – K. Koch presented changes to the bylaws. J. Herriges moved and M. Murphy-Lee seconded approving to send the document to AS Codification for review. Motion passed unanimously.
- E. Emerit Congratulation Letter – Removed as an unfinished business agenda item by consensus.
- F. Workload Polices for AS – Discussion about following up with Provost Daire.

VII. *New Business.* None.

VIII. *Reports.*

- A. Campus Committee Reports –
 - 1. J. Steinheiser gave an update on APBC’s recent meetings which included discussion about the Washington County campus closure and looking at carrying over funds within units.
 - 2. K. Koch provided update on the last UWS governance reps meeting topics which included a new policy being developed to distribute pay for 9-month employees over 12 months; ATP status; and converting leave for all employees to the fiscal year calendar.

IX. *Closed session for Personnel Matters per Wis. Stats. 19.85 (1) (c) and/or (f).* None.

X. *General Good and Welfare.* S. Stalewski presented an overview of revisions to SYS 1290 policy on outside activities reporting and ASC agreed to add to next meeting agenda.

XI. The meeting was adjourned at 11:16 am.