

University of Wisconsin-Milwaukee

Academic Staff Senate

Tuesday, December 12, 2023

2:30 pm

MS Teams

MINUTES

Present: M. Archer, A. Conrardy, N. Chin, T. Crary, K. Faust, L. Fleck, C. Fleider, S. Hayes, J. Herriges, K. Jahnke, K. Koch, E. Kuhnen, B. Lord, D. Lorge, P. Lucey, L. Meng, M. Murphy-Lee, K. O'Connell Valuch, J. Reindl, J. Rotier, A. Sandoval, S. Silet, A. Singer, S. Stalewski, J. Steinheiser, A. Stoddard, D. Van Kerkvoorde, H. Vara

Absent: None

Guests: Makda Fessahaye, Phyllis King, Mark Mone

I. *Call to Order.* S. Stalewski called the meeting to order at 2:30 pm.

II. *Automatic Consent.*

A. Agenda was approved as presented.

B. Minutes – November 14, 2023, were approved as presented.

III. *Chair's Report.* S. Stalewski thanked the NIAS subcommittee for the work break activities. ASC is reviewing academic staff workload policies. HR policy stipulates that units should have workload policies for AS that are reviewed by the ASC and approved by the provost. Given the realignment, and the need to have documented procedures, ASC will be asking the deans for workload policies for 24-25 academic year. Annual evaluations are due on January 15, 2024, for all academic staff regardless of FTE. The due date is established by the AS policies. Informal consultation with supervisors and committee members demonstrates that January 15th is a difficult date. The ASC will work to modify ASPPP 105 for a later date and to reflect the requirement to evaluate all employees. S. Stalewski attended a meeting with deans at which Provost Daire and M. Fessahaye discussed AS contracts with the goal of reducing fixed terminal contracts for employees with more than three years in compliance with ASPPP 104. The Deans were receptive. Deans raised concerns about loss of access to UWM systems after contract ends and lack of access in advance of a semester. This is problematic for those who are not continuously contracted. This is an info security measure but creates difficulties with follow up and prep in advance of a semester. CIO Genung is looking into the matter. RNC planning and committee work is underway with many academic staff involved. Graduation honors recognitions have been moved to college vs. the larger university wide event. ASC continues to look into student concerns about accessibility requirements. A virtual CETL symposium "What Can I Say, What Should I Do?" was presented by S. Stalewski, Dorrie Van Kerkvoorde, Becky Freer and Carrie Fleider focusing on connecting student services with instructors.

IV. *Guests.*

A. Chancellor M. Mone reported on the following: 1. On December 9th, the Universities of Wisconsin Board of Regents voted against the proposed terms of an agreement between system President Rothman and Republican legislators. Mone and others

continue to advocate for UWM funding and pay plan. 2. CGS Transformation Team is holding listening sessions. 3. Update on engagement with Deloitte accounting firm which is part of the larger strategic plan. 4. Attended Foundation Board and Research Foundation Board meetings this week. 5. Special meetings being held to develop contingency plans for maintaining safety at commencement and larger events. 6. Developing a comprehensive approach to address how AI will impact instruction and research. 7. Campus rebranding is underway. 8. Reps from Awards committees are working to refresh the Fall Awards and Length of Service events.

- B. VP for Partnerships & Initiatives P. King provided an update on Moon Shot for Equity, which started in October 2020. Individuals are encouraged to visit uwm.edu/moon-shot for information about the initiatives and quarterly reports.
- C. AVC for HR M. Fessahaye gave updates on HR related activities. 1. Two new Benefits Specialists have been assigned to their respective client groups. 2. HR digest is shared with campus leadership monthly. 3. A chart listing performance evaluation information for all employment categories is available on the HR website (it lists due dates). Workday implementation has been delayed until July 1, 2025. 4. Best practices for recruitments document is available on the HR website for leaders and deans. 5. Benefit schedule changes will be effective January 2024.

V. *Unfinished Business.* None.

VI. *New Business.*

- A. Academic Staff Senate Bylaws – K. Koch moved and L. Meng seconded to approve the revised AS Senate Bylaws. K. Koch provided an overview of changes made since the last time the bylaws were considered by the AS Senate. Motion passed unanimously.

VII. *Committee Reports.*

- A. Standing Committees – K. Esguerra, chair, AS Codification, reported on the committee's recent meeting including reviewing the NIAS subcommittee bylaws and the AS Orientation Committee Bylaws. D. Van Kerkvoorde, co-chair, ASHAC, had no updates. T. Howard reported 162 AS Preference Forms were submitted which is down from last year (189).
- B. Subcommittees –L. Jones gave update on upcoming workshops by NIAS Subcommittee.

VIII. *General Good and Welfare.* S. Stalewski wished all a good break.

IX. The meeting was adjourned at 4:03 pm.