

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, February 5, 2024

9:00 am

Lubar N440 and Teams

MINUTES

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

Guests: Kathy Dolan, Makda Fessahaye, Mark Mone, Robin Van Harpen

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 January 8, 2024, meet were approved as presented.

III. *Persons Wishing to be Heard.* None.

IV. *Chair's Report.* S. Stalewski reported on the Academic Affairs summit at which the importance of student success and the need to be working in teams to facilitate systemic change were discussed. Critical to support all instructors regardless of appointment type. Student Association representatives talked about what students look for in a quality course. (Concerns related to approved accommodations were not raised by the SA.) "What Should I Say, What Can I Do?" was presented by ASC members Stalewski, Van Kerkvoorde, Senator Fleider and colleague Becky Freer at the January 9th CETL symposium. They represented an interdisciplinary team and received good feedback. The goal of the 2030 refresh is to eliminate the 8 action teams and make this a living strategy that engages everyone. The strategic goals discussed by the ASC can fit well within the proposed framework. Academic staff participated in the selection of a new platform for course evaluations. A platform has been selected and the next phase is implementation. Stalewski communicated to Dave Clark, who is leading this work, that teaching evaluations are of great importance to teaching academic staff who are most likely to be impacted. Stalewski received communications from Stephen Schmid and Laura Pedrick about the vice provost for academic affairs and the vice provost for faculty affairs searches. She forwarded the names of the individuals ASC nominated in the Fall semester. The large RNC committees and subcommittees continue to plan. The "hard zone" for securing has not been defined. UWM can expect 1000 visitors during the week of the convention and expects that transportation and access will be affected. Stalewski communicated to the University Committee and the Secretary of the University about recently approved policies noting that these could have been SAAPs, are similar to other academic SAAP policies and would have allowed for input and communication from more stakeholders. Faculty Senate and UC have recently discussed moving to fully in person meetings. We do well with virtual senate meetings and had over 100 attendees at the January AS senate. Faculty senators continue to have concerns about GLEAN, the voice to text tool used by students with approved accommodations (replaces note takers).

V. *Guests^a:*

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

- A. Chancellor M. Mone gave updates on the following: UoW Chancellors' and BOR meetings are this week. Compensation, tuition rates, and Freshwater Collaborative are some of the topics that will be discussed at the Chancellors' meeting. M. Mone gave update on campus budget and noted a Town Hall will be held in March.
- B. Sr. VC for FAA R. Van Harpen reported on campus-wide budget message will go soon about the last stage of the budget process; tuition rates and Tuition Promise; a 5-year budget model review will wrap up in summer 2024; Kick-off with Deloitte engagement will be next week and include meetings with governance leads and APBC; update on sale of chancellor's residence and other building projects; the risk compliance report will be finalized this week.
- C. AVC for HR M. Fessahaye reported on the following: this month's HR Digest will be distributed today. Approved on December 19, 2023, the Board of Regents and Joint Committee on Employment Relations agreed to a resolution stipulating that, through December 31, 2026, the Universities of Wisconsin will maintain the number of positions across the entire enterprise that are funded by either GPR or program revenue dollars (including tuition) at the level in effect on January 1, 2024. Mandatory employee training will be launched March 1st with March 30th deadline to complete. HR updated guidelines on limited status appointments. UWM's minimum starting wage was raised from \$15 to \$16/hour. All employees are encouraged to subscribe to the Wednesday Wellness Newsletter. HR's Learning and Development website offers opportunities to support employees' learning and development. Gave reminder about the Outside Activities Report due April 30th and noted that the pay progression report has not yet been distributed but she plans to share this week.
- D. K. Dolan, Chair UC, reported the UC provided nominations for the administrative search committees. She gave updates on the Transformation Team and UC's revised charter that includes working with administrators on pay plan.

VI. *Unfinished Business.*

- A. Pay Progression within Range – See V.C.
- B. AS Statistics and HR Reports – S. Stalewski shared October 2023 data with the ASC. Discussion was deferred until a future meeting.
- C. Workload Polices for AS – S. Stalewski has started requesting AS workload policies from campus units.
- D. AS Performance Evaluations (ASPPP Chapter 105) – K. Koch presented conflicting information that was shared in the last HR Digest and followed up with HR. All employees are required to have annual performance evaluations. It was reported that units can determine due dates.
- E. Systematic Strategies for the provost – S. Stalewski asked ASC to review the updated list for consideration at the February 19th meeting.

VII. *New Business.*

- A. AS Senate Agenda (February 13) – J. Herriges moved and K. Koch seconded approving

the agenda as presented. J. Herriges moved and D. Van Kerkvoorde seconded to continue holding AS Senate meeting virtually in 2024-25. Motion passed unanimously.

VIII. *Reports.*

A. Campus Committee Reports – K. Koch gave a report on the latest UoW Shared Governance Representatives meeting. J. Steinheiser reported on the APBC activities. P. Lucey reported the SSEA continues to meet regularly to finalize three reports.

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

X. *General Good and Welfare.* S. Stalewski reported that the funding model for the annual AS Professional Development Awards has been revised by Provost Daire. The funding will be matched by units. The AS Awards Committee has been asked to revise the call for submissions.

XI. The meeting was adjourned at 12:03 pm.