

University of Wisconsin-Milwaukee

Academic Staff Committee

Monday, March 4, 2024

9:00 am

Lubar N440 and Teams

MINUTES

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

Guests: Kathy Dolan, Makda Fessahaye, Ann Hanlon, Mark Mone

I. *Call to Order.* Chair S. Stalewski called the meeting to order at 9:03 am.

II. *Automatic Consent.*

A. Agenda was approved as presented

B. Minutes of February 19, 2024, meeting were approved as presented.

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

IV. *Chair's Report.*

S. Stalewski reported the chancellor commissioned a committee to review/revise annual teaching, service, and research awards. The net effect is a more equitable distribution of awards for all categories, increased teaching and performance awards and the addition of two research awards for AS research. (S. Stalewski shared the report with the ASC.) The professional organization for accessibility resource centers (AHEAD) is on campus this week for a review of the UWM ARC. This is not an accreditation. The group is meeting with stakeholders and there is a faculty/governance session this afternoon. Some faculty have continued concerns about the Glean note taking tool approved for student use. The concern is related to potential privacy in the classroom related to sensitive discussions that may occur. Questions the reviewers will ask: (Q1): What strengths, benefits, positive contributions, etc. does the disability office exhibit and contribute to students, faculty, and the campus community? Or what strengths exist within broader campus accessibility efforts (facilities, digital accessibility, transportation, social justice work, compliance management, etc.). (Q2): What opportunities for improvement (system, processes, staffing, outreach, communication, etc.) exist within the disability office and/or within greater campus accessibility initiatives and needs (facilities, digital accessibility, transportation, compliance management, etc.)? S. Stalewski invited ASC's feedback for these questions. I received two mentoring requests for probationary IRAS this year. Is there an organized way to facilitate this? I've been referring to the chair of the IRAS review committee. ASC strategies for systematic change were forwarded to Provost Daire last week and he shared with his team for potential action. I offered our willingness to discuss these with him in more detail. Brian Thompson is interested in knowing more about the ASC perspective on artificial intelligence and making UWM a leader in AI. S. Stalewski will meet with him this week and asked ASC to send ideas/knowledge about AI. Per the UC feedback, it is increasingly difficult for the faculty rules committee and senate to manage and approve voting rights for individuals put forward by colleges and they have decided to leave this decision-making process to individual colleges. I am joining the University Staff Committee this month because they are seeking more about the ASC governance process. The course evaluation system implementation committee starts its work today. This is of high interest to instructional staff as they can be impacted by teaching evaluations. Current UWM policy places responsibility for course evaluations with the department. The goal is to develop procedures that are more systematic and equitable and to

gain actionable information from course evaluations. The Vice Chancellor for Academic Affairs and the Vice Chancellor for Faculty Affairs search and screen committees have begun working with approximately 60 applicants for each position.

V. *Guests^a:*

- A. Chancellor M. Mone reported that the Joint Finance Committee met last week and approved the \$32M and other items, UoW Chancellor's meeting will be held this week and will discuss the marketing campaign, DEI position count and update on FAFSA. Chancellor's Town Hall (March 13) will include topics including 2030 refresh, budget realities, and update on Students for Democratic Society protests and rallies.
- B. Sr. VC for HR M. Fessahaye gave updates on the following: Mandatory training emails were sent to employees last Friday. Outside Activities Report (OAR) email will be sent in later March with April 30th deadline to complete. Encouraged ASC to consider visiting Well Wisconsin webpage for resources and programs. HR participated in job fairs for students.
- C. UC Chair K. Dolan reported the University Committee (UC) is meeting with Provost Daire twice this week to talk about faculty workload policy that is commensurate with an R1 institution. The UC rep on Academic Program & Budget Committee (APBC) reported they are continuing to review low enrollment programs. The Faculty Senate will vote on revising the academic staff voting rights policy at its March 14th meeting.
- D. Chair, NTASRC, A. Hanlon, raised how to evaluate prior years of service for indefinite appointment. K. Koch interpreted as the service is evaluated with the start timeline of the service at the time of probationary contract including prior service date. ASC agreed that NTASRC draft language for guidelines and submit to ASC for review.

VI. *Unfinished Business.*

- A. Pay Progression within Range – No update.
- B. AS Statistics and HR Reports – No update.
- C. Workload Polices for AS – S. Stalewski contacted numerous units who weren't fully aware of the requirement for AS workload.
- D. AS Performance Evaluations (ASPPP Chapter 105) – K. Koch reported the group is meeting on March 7th.
- E. Systematic Strategies for the provost – S. Stalewski transmitted the ASC's report with Provost A. Daire last week and he has shared with his team for review of potential actionable items.
- F. Discuss SAAP Review Policy – S. Stalewski summarized the current process for reviewing the SAAPs. ASC agreed that SAAPs should be reviewed. J. Herriges moved and D. Van Kerkvoorde seconded to routinely put SAAPs as new business items on the AS Senate agendas instead of auto consent items. Motion passed unanimously.
- G. Review SAAPs 13-3 and 14-7 – Discussion about the SAAPs took place.

VII. *New Business.*

- A. AS Senate Agenda (March 12) – J. Herriges moved and K. Jahnke seconded approving the agenda and motion passed unanimously.

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

VIII. *Reports.*

A. Campus Committee Reports –

1. K. Koch reported on the latest UoW Shared Governance Council.
2. M. Murphy-Lee gave update on PEC and ARC.
3. P. Lucey reported on the Senate Subcommittee on the Evaluation on A Administrators (SSEA) process.

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

X. *General Good and Welfare.* Discussion about Spring Recess March 18th ASC meeting. The committee agreed to meet on March 18th as scheduled. K. Koch asked that the election of the election of the 2024-25 AS Shared governance rep be added to the April 1st ASC agenda.

XI. The meeting was adjourned at 11:31 am.