

University of Wisconsin-Milwaukee

Academic Staff Senate

Tuesday, May 14, 2024

2:30 pm

Teams

MINUTES

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

Absent: J. Herriges, P. Lucey, S. Silet

Guests: Elise Bechly Schubert, Makda Fessahaye, Kurt Hennemann, Jennifer Herzog

- 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 – February 13, 2024 minutes approved as presented. April 9, 2024 minutes approved as presented.
- III. *Chair's Report.* S. Stalewski reported on the following: Chancellor Mone reports that he is receiving about 85% positive feedback regarding UWM's resolution of the Pro-Palestinian encampment at UWM. Camping on state property without a permit is illegal and Universities President Jay Rothman was adamant about this at a recent shared governance as meeting. Chancellor Mone has consulted governance and many others throughout the encampment and the measured approach taken by UWM is supported by campus leadership. The Gold and Black graduation ceremonies will take place on Sunday, May 18th. Extra security precautions are planned. Planning continues for this summer's Republican National Convention. S. Stalewski represents the AS for governance, and most of those involved are academic staff representing their areas of expertise. Classes that can run virtually will do this during the RNC. Information for employees has been distributed. Guidance for instructors and students is forthcoming. The implementation of a tool (Explorance Blue) for course evaluations is in progress. The goal is to have this active for the fall 2024 semester. S. Stalewski is collaborating with a University Committee representative and a faculty representative to ensure that the policy and practice are ethical and useful. This is of importance to IAS but also to program directors, administrators and those who manage the course evaluation process. Most of the implementation team are AS experts. Academic staff have been involved with search committees for dean, director, and vice provost positions. Our practice is to make recommendations from the AS preference lists and forward these to the hiring authority. Information about the CGS closing has been disseminated. The faculty senate adopted rules to allow the layoff of faculty for reasons of program. State statute was amended in 2015, however, universities did not adopt rules for this at the time. UWM is the first UW I institution to lay off faculty. About 70 AS and US are losing positions and are being non-renewed per the terms of their contracts. There is not a campus moratorium on probationary appointments. This is a myth. Probationary or fixed term renewing appointments should be used when the position is expected to be ongoing. Deans and administrators have been advised about this by human resources and Provost Daire. The Board of Regents meets at UWM on June 6-7 in the UWM Union. The agenda will be posted the week of the meeting on the Regent's website
<https://www.wisconsin.edu/regents/videoconference-information/>

Chancellor Mone will discuss the UWM Deloitte report in closed session with the Regents. Expect this report to be published late summer/early fall. The AS senate meets through the summer unless there is no business. Although senate appointments won't end until August, I am recognizing our outgoing senators and I thank you for your service.

IV. *Guests.*

- A. Provost Andrew Daire was unable to attend due to a commencement security meeting. He submitted his update in writing which S. Stalewski shared verbally.

- B. Associate Vice Chancellor, Human Resources, M. Fessahaye reported HR is waiting for the Legislative Audit Bureau audit report to update UWM's Telecommuting policy. She provided an update on UWM's Pay Progression Guidelines drafted by a workgroup led by Elise Bechly Schubert. The creation of a pay progression policy was an original outcome of the Universities of Wisconsin's Title and Total Compensation (TTC) project. After implementation, the Universities of Wisconsin, considering budget constraints and other feedback, decided they would instead provide guidance to UW institutions to create their own policy. Based on feedback from governance groups and employees, UWM determined that we would pursue creation of pay progression guidelines. In February 2023, the Department of Human Resources convened a cross-functional workgroup to draft pay progression guidelines. HR has worked with senior leaders and the Business and Financial Services department to update the draft guidelines and M. Fessahaye recently received division heads and deans' feedback which was incorporated into the draft and they are asking for governance's review and feedback. The goal is to implement July 1, 2024. E. Bechly Schubert provided an overview of the guidelines. Academic staff will be asked for feedback by ASC. M. Fessahaye gave additional general HR updates.

V. *Unfinished Business.* None.

VI. *New Business.*

- A. SAAP 07-04: Criminal Background Check Policy – T. Crary moved and J. Reindl seconded approving SAAP 07-04 as presented. M. Fessahaye gave an overview of revisions to the policy and K. Hennemann provided additional information. Motion carried unanimously.

- B. SAAP 14-08: Native American Graves Protection and Repatriation Act (NAGPRA) Compliance – A. Stoddard moved and M. Murphy-Lee seconded approving SAAP 07-04 as presented. Jennifer Herzog, Senior University Legal Counsel provided background information on the policy. Motion carried unanimously.

- C. SAAP 01-07: Continuing Education Units (CEUs) – L. Meng moved and T. Crary seconded approving SAAP 07-04 as presented. Motion carried unanimously.

- D. SAAP 03-01: Alcohol Beverages, Guidelines for Service – T. Crary moved and L. Meng seconded approving SAAP 07-04 as presented. Motion carried unanimously.

- E. SAAP 10-07: Minor Protection & Adult Leadership Policy – A. Stoddard moved and T. Crary seconded approving SAAP 07-04 as presented. Motion carried unanimously.

VII. *Committee Reports.*

- A. Standing Committees – J. Schuld reported no update from AS Awards. K. Esguerra reported no

update from AS Codification. D. Van Kerkvoorde reported no update from ASHAC. A. Hanlon reported no update from NIASRC.

B. Subcommittees – No updates.

VIII. *General Good and Welfare*. R. Freer reported that comments have been released by UWs President Jay Rothmann related to the encampment at UWM. S. Stalewski reported that Gail Dukes, Chair of University Staff Senate, has expressed gratitude that the academic staff and university staff governance are sharing information between groups.

IX. The meeting was adjourned at 3:51 pm.