

**2022-2023 Annual Report
Academic Staff Committee**

Members:

Kevin Jahnke
Kathleen Koch, **Vice Chair**
Paula Lucey
Gina Lukasiewicz
Ling Meng
Meghan Murphy-Lee
Mike Priem, **Chair**
Susan Stalewski
Dorrie Van Kerkvoorde

Charter:

The Academic Staff Committee (herein ASC) serves as the Executive Committee of the Senate of the Academic Staff. As such, it represents the Senate between regular meetings and responds to those matters requiring immediate action on the part of the academic staff. The ASC advises chairs of committees of the academic staff on questions of policy and procedure. Further responsibilities of the ASC are to serve as liaison between the Senate and the administration, faculty, and other identifiable groups of UWM and the UW System; to advise the Senate on the development of policies and procedures relative to the academic staff under UWS Chapters 9 - 14, Wis. Adm. Code; to hold meetings of the academic staff of UWM; to nominate or appoint, in consultation with the Nominations Committee, individual academic staff members to serve on UWM and UWS committees; and to act as an ethics advisory body as established in s. UWS 8.035, Wis. Adm. Code and UWM Personnel Policies and Procedures Chapter 113.06. Actions taken by the ASC are subject to the review of the Senate of the Academic Staff.

Meetings:

September 13, 2022 - Special Meeting	March 6, 2023
September 19, 2022	March 16, 2023 - Special Meeting
October 3, 2022	April 3, 2023
October 17, 2022	April 17, 2023
November 7, 2022	May 1, 2023
November 21, 2022	May 15, 2023
December 5, 2022	June 19, 2023
December 19, 2022	July 3, 2023 – Emergency Meeting
December 22, 2022 – Emergency Meeting	July 17, 2023
January 9, 2023	July 31, 2023 – Special Meeting
February 6, 2023	August 21, 2023
February 20, 2023	

Major Accomplishments/Actions:

The ASC undertook the following activities in fulfillment of its charge:

- Consulted with individual academic staff members affected by changes in their contracts, specifically concerning semester-to-semester or yearly contracts, as well as consulting with campus administrators in an effort to support academic staff.
- Consulted with Associate Vice Chancellor Dev Venugopalan, Associate Vice Chancellor - Human Resources, Makda Fessahaye, and Chancellor Mark Mone, regarding the teaching professor title and research professor title to give input on the guiding document principles and pushed that these titles are not voted on by Faculty Senate.
- Consulted with Dev, HR, and Provost Johannes Britz regarding roll-out and assignment of teaching faculty titles. These four titles were given to teaching academic staff who previously held a lecture title (pre-fix, no pre-fix, senior).
- Met regularly with Human Resources to discuss concerns, questions, and issues regarding Title and Total Compensation (TTC) and TTC implementation.
- Continued discussions with Dev regarding concerns around workload policy for academic staff, in relation to 2030 planning.
- Approved Professional Development Award recommendations presented by the Academic Staff Awards Committee.
- Participated in statewide joint UW System governance meetings.
- Directed the modification of several Academic Staff policies, bylaws, committee charters and other documents to address the impact of school/college realignment on AS Governance representation.
- Advocated for change in communications related to Outside Activities Reporting, stressing the importance of including reminders of requirements to be eligible for pay plans.
- Advanced request to transition the interim remote work policy SAAP 7-17 to a permanent policy.
- Transitioned the Senate Orientation Subcommittee to a Standing Committee to provide more structured and consistent activity which supports informing new Academic Staff of their rights and resources, and the importance of campus governance.
- The committee began monitoring and assessing UWM AS employment trends with an interest in recent transition to more fixed-term rather than probationary assignments.
- Worked with Dev to develop and introduce a title progression system within TTC for advisors.
- Appointed an ASC member (Susan Stalewski) to serve on a UWM TTC Pay Progression Policy Development workgroup.
- Conducted a survey of Academic Staff to collect feedback on the development and implementation of the UWS Title and Total Compensation program, reporting results to the Academic Programming and Budget Committee and Campus Leadership.

- Conducted interview with representatives from UWMPD, University Marketing & Communications, and the UWM Libraries on the March gun incident and UWM's related communications. The ASC stressed the importance of timely and transparent communications to avoid heightened/exaggerated fears and stress which can develop through community speculation when thorough details are distributed in a timely manner.
- Reviewed and approved interim Building Chairperson Policy (SAAP 6-2) and Facility Access and Use Policy (SAAP 6-8).

ASC Representation

The ASC made appointments or nominations for academic staff representation on the following entities:

- Academic Staff Codification Committee for 2023-2026
- Graduate Faculty Committee for 2023-2024
- Honorary Degrees Committee for 2023-2026
- Physical Environment Committee for 2023-2026
- Faculty Senate Subcommittee on the Evaluation of Administrators for 2023-2024
- The Independent Election Committee of the Student Association
- UWM Task Force on Professional Development
- UWM Pay Progression Policy Workgroup
- UW System Governance AS Representative
- Search and Screen Committee for Chief Partnership Officer

Ethical Concerns Brought to ASC

The ASC had no ethical concerns brought to them to provide guidance during 2022-23.