

Academic Staff Hearing and Appeals Committee (ASHAC) 2023-2024 Annual Report

Membership

Melissa Brown, College of Health Professions & Sciences
Natalie Chin, Division of Enrollment Management
Therese Crary, College of Engineering & Applied Science
James Hardy, Division of Academic Affairs
Sarah MacDonald, Division of Academic Affairs
Abby Meddaugh, Division of Student Affairs **(Co-Chair)**
Dorrie Van Kerkvoorde, College of Letters & Science **(Co-Chair)**

Charter

The [primary function](#) of the committee is to act as a hearing body as specified in UWS Chapter 9-13, Wisconsin Administrative Code, and UWM Academic Staff Personnel Policies and Procedures.

Meetings

ASHAC met [four times](#) in the 2023-2024 year:

September 11, 2023
June 18, 2024
July 16, 2024 (part one of two-day hearing)
July 19, 2024 (conclusion of two-day hearing)

Major Accomplishments/Actions

ASHAC experienced a relatively quiet year in 2023-2024. Our primary work consisted of review, hearing, deliberation, and recommendation on one case. This was an appeal of non-renewal brought by an academic staff member. A sensitive case, it required further investigation, study of applicable codes, policies, and procedures, consideration of evidence, hearing testimony, and consultation with both legal counsel and the Secretary of the University's office. The committee strove to handle this case with discretion, compassion, and precision. These goals were accomplished both in written form and in person. Lastly, the entire committee was prepared, present, and engaged for every portion of the hearing process – an accomplishment for any busy group with many members with complex schedules.