

AGENDA

Office of the Vice Chancellor for Research and Graduate Education
Committee on Academic Staff Issues
1:30 p.m. – 3:00 p.m., Monday, March 13th, 2023

Bascom Hall, Room 53

or by video conference

<https://uwmadison.zoom.us/j/92455695011>

Meeting ID: 924 5569 5011

Password: 699816

Minutes: Molly Zeller

Attendees: Molly Zeller, Julie Karpelenia, Chris Huffman, Steve Ackerman, Chelsea Dahmen, Moira Harrington, Alissa Ewer, Steven Kecskemeti, Olyvia Kuchta, Peter Johnson, David Richards, Jenny Yuan, Moira Harrington, Brad Herrick

1:30 Call To Order

1:31 Updates from Steve Ackerman

- ASEC – Steve will talk about the centers and their funding, head count by appointment – half are academic staff, diversity – gender balance is good (female 51%) – race/ethnicity is 70% white

1:31 Business

- Approve meeting minutes
 - January 2023 – approved
- HR update (Julie)
 - Karen Massetti-Moran, Deputy Chief Human Resources Officer
 - Karen Massetti-Moran has assumed the role of Deputy Chief Human Resources Officer in OHR. She was originally hired into this title and has now stepped into the role. She will continue to oversee Total Rewards (Benefits, Payroll, HR Information Systems and the newly formed Compensation Center of Excellence (CCoE) which includes Compensation Admin and Compensation Strategy, and Change Management and Communications), and will oversee the units under the Talent Management portfolio (including Learning and Talent Development, Talent Acquisition, and Workforce Relations) until a permanent Talent management Director is hired.
 - Governor's Proposed Budget
 - Pay Plan - The governor has proposed a 5% increase for 2023, effective July 1, 2023, and a 3% increase effective July 1, 2024. OHR has been thinking the implementation and impacts of this potential change. However, the Legislature is looking to create a separate and distinct budget, so we will have to wait for those negotiations before we will have clarity on what the budget and a potential pay plan might be.

- OHR will work with our legislative liaisons to advocate for UW-Madison's needs.
 - Paid Family Leave
 - Governor has proposed twelve weeks of paid leave, inclusive of medical leave, for State and UW employees and private sector workers. This would be funded leave, so employees would not need to use sick leave or vacation. This proposal has received a lukewarm response from the Legislature.
 - This impacts the proposal that UW has out there for six weeks of paid parental leave for birth and adoption related matters.
 - OHR will continue to strategize with UW System and explore how to move forward. We expect to have more clarity on this in March or early April.
 - Remote Work Agreements
 - Recommendation for Legislative Audit Bureau to conduct an audit of executive branch agencies (including UW System and UW-Madison) and understand the risks in remote work. The focus of this audit seems to be space utilization, particularly for the State, and cybersecurity risks. OHR is keeping a close eye on this, but we feel UW-Madison is in a strong position, with our remote work agreements and MFA-Duo. We have had faculty and staff travel and work in other locations for a long time successfully.
 - Administrative Transformation Project
 - A series of Customer Confirmation sessions for our stakeholders are currently underway and have been going on since late January and will continue through March 2023. These sessions provide a walkthrough of the end-to-end business processes that have been built in Workday to gain buy-in, obtain approvals, or flag necessary changes. Completion of these sessions will be a major project milestone and prepare the UW for testing and training.
 - The supervisory organizations (sup orgs) have been mapped and shared with all the comprehensive institutions for input and feedback, and the team has begun mapping UW-Madison's organizations. This foundational structure will replace the home department use case of UDDS and for all staff and contingent workers.
- CASI winter session overview by Alissa
 - Next session will probably be in May
 - 90 minute interactive session
 - 2/10 – 1:30pm
 - few CASIs present, Jake Smith gave an update on discre and pbfs
 - \$28M allotment – worked on lowest paid employees first
 - some transparency is present on what pbf and discre decisions are made, but not a lot
 - best practices for CASIs?
 - Priorities – supporting them – goals are creating a best practices document, orientation for members, value of casis information sent to leadership?
 - Other resources: sec for academic staff website has interactive link for committees, liasons,

- Examples – creating incentives, recognition,
- Link for best practices – Alissa will share
- Newsletter – Chelsea – need to find a host – need to have content developed

1:45 Future Items

Elections for District 2, 7, 10 this Spring

Nominating and redistricting committee will work on this

Mid to late April or early May

- Update district email lists
- Professional Development grant proposals to be reviewed by PDR subcommittee

2:00 Aquatics Sciences Center tour

- Moira will be reaching out to a lab: marine debris or PFAS
- Discussion
- Date TBD, most likely end of summer or early fall
 - Engineering OR lake shore path

3:00 Adjourn (2:19)

Future Minutes

April – Chelsea Dahmen

May – Moira Harrington

June – Peter Johnson