

ASEC Activities, March 10, 2020 to April 13, 2020

*****Reminder: All remaining Spring 2020 Assembly meetings will be held virtually*****

Announcements:

- Thank you to everyone for the massive effort in dealing with the changes wrought by COVID-19. Our instructional staff and everyone involved in the effort from DoIT Academic Technology, the Division of Continuing Studies, Letters & Science Learning Support Services, and the Teaching Collaborative all deserve special praise for moving our traditional face-to-face classes to an alternative delivery format in just over a week.
- ASEC continues to meet virtually.
- Reps and Alts - please continue to communicate with your districts. Please share any questions or issues with Jake and Tim so they can be raised with Leadership as soon as possible.
- Standing Committee elections are open until April 17. As a reminder, these are open to **Assembly Representatives only**. Please vote.

Report:

- Provost Scholz thanked ASEC and everyone who has put in so much work in such a short amount of time to deal with the changes COVID-19 has brought. Regarding instruction, he emphasized the importance of asynchronous course delivery as the primary strategy during this time. With 12 days and nearly 9000 sections to be ported into an alternative format, we have completed porting those courses and can now pivot to greater focus on the student experience. This includes work on the satisfactory/unsatisfactory grading option and getting reactions from students about how the alternative delivery environment is going. There has also been work on expanding training for faculty and instructional staff about working in a virtual environment. The Provost also answered questions regarding summer and fall enrollment impacts. Provost Scholz also raised the notion of a land acknowledgement statement for all governance groups at the campus level, based on his conversation with ASEC and Aaron Bird Bear at the February 27 ASEC meeting. He also reported that the current dean searches for Extension, Law, and Letters and Science are all going forward.
- Vice Chancellor for Finance and Administration Laurent Heller discussed budget exercises that schools/colleges/divisions have been doing. He also shared that there is a new financial projection model that does 10-year forward projection results taking into account a variety of factors. Vice Chancellor Heller also talked about the Revenue Innovation Study Group, which is a group that was formed by himself and the Chancellor in the summer to look at some basic questions about evolving funding model for public higher education. He said that the COVID-19 situation is very trying, and that he was very impressed with and felt lucky to have such a great team working on these issues. The campus emergency operations center (EOC) is in close contact with the state EOC, and they have been working on clearing out some buildings to help out first responders and other essential services. Vice Chancellor Heller reiterated that, for safety reasons, only essential employees should come into campus. Hiring for non-essential positions has been suspended, but hiring may continue for positions that had already been posted. HR is working on remote onboarding.
- Chief Human Resource Officer Mark Walters talked about how this is a challenging time for everyone at the university due to COVID-19. The policies on telecommuting and the 80-hour leave bank were priorities for OHR. Mark reported that OHR is doing its best to provide what campus and employees need to be safe and to keep core operations going. They are starting to see questions again in other areas besides COVID-19. Mark mentioned that many positive comments have been received with regard to the expanded leave being tied to a date—May 1—rather than a prescribed number of hours. What happens after May 1 is to be determined. Employee interests are being kept in mind as things proceed. Mark concluded by saying that the strength of the community coming together has been amazing.
- Diane Blaskowski, Office of Human Resources, reported that TTC has been delayed by at least three months. If employees are not back to campus until after July, then the implementation may have to be further delayed. The SJD library is frozen, and supervisors and employees can have their conversations about titles virtually if appropriate. Diane confirmed that Teaching Faculty would be the replacement

title for Faculty Associate and indicated that work was still in progress to finalize the guidelines for the Teaching Professor title.

- Vice Provost for Faculty and Staff Michael Bernard-Donals reported that the Teaching Professor working group has addressed the need to have clear distinction between the three ranks and clarifications around the thresholds for achieving those ranks. He also talked about the issue of tenure clock extension - all faculty, including CHS and clinical track faculty, will have the opportunity to extend their tenure clock. Vice Provost Bernard-Donals also reported on the recent virtual chat with remote employees. The consistent thread to the conversation was a hunger for greater inclusion and more professional development opportunities, and he will be talking with Mark Walters about ways to have more opportunities available to them.
- ASEC met with Carole Kolb, Administrative Search Coordinator, Adam Kindschy, Special Assistant, Chancellor's Office, and Matt Mayrl, Chief of Staff, Chancellor's Office, to discuss the reasoning behind the decision to no longer record presentations for finalists in search and screen processes. The decision emerged out of a project looking at best practices in administrative search processes with peers to make sure we remain competitive. Many of our peers do not record these presentations, as they can put candidates in difficult positions with their home institutions. This has caused the loss of candidates in several UW-Madison searches. During the current situation with COVID-19, live streaming will be done. This was already planned with the Dean of Extension search, since the stakeholders for that position are spread throughout the state. There will be some means of delivering video presentations for other positions, and the candidates understand that this is a special situation. For in-person presentations, individuals who are not able to attend are encouraged to send delegates to ask questions on their behalf.

Appointments and Nominations:

- Appointments
 - ASM Ginsburg Family Award Selection Committee: Saswati Bhattacharya
- Nominations
 - Protest Administrative Review Team: Jamie Gratrix