

ASEC Activities, May 12, 2020 to September 11, 2020

Announcements

- Chancellor Blank will present at the October 12th Assembly meeting.
- Smart Restart Website has resources for employees and supervisors (<https://smartrestart.wisc.edu/>). Click on the dropdown menu labeled “Information for.”

Report

Please see meeting minutes and agendas for more detailed information.

ASEC Activities:

- ASEC met with Provost Scholz roughly a dozen times in the last four months. ASEC provided feedback around campus reopening, Smart Restart, furloughs and instructional safety precautions. COVID testing cohorts were planned among students, staff and faculty to better understand longevity of infection. Discussions continue around policy/procedure and implementation for the recently approved professor of practice title. On the topics of diversity, equity, and inclusion, the Provost has been devoting one of his twice-weekly calls with the deans to discuss these issues and will talk more about these at a future ASEC meetings.
- Vice Chancellor for Research and Graduate Education Steve Ackerman described resumption of research or expanded research operation. While many associate deans for research, center directors and department chairs had input in planning for various items, many decisions were made at the local level, since that is where the work is happening. Campus shared guidance on physical separation, airflow, and recommended persons per square footage in rooms. Exceptions to these should be rare and require appropriate PPE. Regarding furloughs, discussed the campus approach was decided was to broadly implement furloughs instead of sparing those paid on grants.
- ASEC discussed issues with the Office of Human Resources over several meetings. There is strong support for continued telecommuting when possible, and supervisor flexibility for employees working from home. The telecommuting policy needs work, and shared governance will be involved as HR looks at policies around telecommuting. OHR is also looking at and reviewing equity, inclusion and diversity initiatives, including reviewing policy to root out structural racism that may live in policies. On the topic of TTC, implementation will take place sometime in 2021, but a specific date is not yet known—and likely will not be until October. ASEC provided feedback to Workforce Relations on the COVID Workplace Safety Policy that will apply to faculty and staff. ASEC and OHR discussed the role of Divisional Disability Representatives (DDRs) in reviewing employee concerns in returning to work, how positive cases are reporting and contact tracing. OHR shared the intent to survey all employees about return to work and the data after it was completed. Continued emphasis on flexibilities on the part of supervisors has been emphasized. ASEC and OHR discussed implementation of the furlough program, and while there were some challenges, overall the progressive structure of furloughs ensured lower paid employees were not disproportionately impacted. ASEC encouraged OHR to reach out with any news of continued furloughs or mass layoffs in advance. There have also been many discussions about childcare solutions and what flexibilities can be provided. OHR has provided resources online at smartrestart.wisc.edu for both supervisors and employees around leave options and flexibilities for employees balancing work with young/school-aged children supervision and virtual learning.
- Vice Chancellor for Finance and Administration Laurent Heller reported on planning for budgetary impacts of the pandemic—various planning exercises are in place. The hope is to avoid future furloughs, but the reality will not be known until fall 2020 term enrollment numbers stabilize. The state did a further budget lapse of \$250 million out of the Department of Administration on top of the 5% lapse they did for fiscal year 2020. The 5% lapse disproportionately impacted UW System campuses. Implementation of the 2% pay plan starting in January 2021 is uncertain. The next state budget process has begun for next biennial budget, but it is unclear what UW System’s budget will look like and subsequently Madison’s share of that proposed budget.
- ASEC welcomed Vice Provost for Faculty and Staff Affairs Beth Meyerand to her new role, which she started July 1. She discussed her short-term goals for the role, which involves listening and getting a feel for academic staff concerns. Most of the concerns she has heard so far are related to COVID and Smart Restart. On the topic of strategic hiring for academic staff, she has advocated that diversity initiatives must be expanded to staff; as well as increased focus on both retention and improving climate. Vice Provost Meyerand meets regularly with Interim Chief Diversity Officer Cheryl Gittens about initiatives coming from the DDEEA. Diversity, equity and inclusion are central to the mission of the university, and Vice Provost Meyerand expressed enthusiasm about working with ASEC and with academic staff to move forward in these spaces.

- ASEC met with Dean of Students Christina Olstad, who discussed her first year in the role of Dean of Students and the restructuring of student affairs over the last two years by Vice Chancellor for Student Affairs Lori Reesor into 4 sections: Health and Wellbeing, Identity and Inclusion, Student Advocacy, and Student Leadership & Community Engagement. Dean Olstad is responsible for the Student Advocacy portfolio, which includes working with ASM, the Center for the First-Year Experience, the Dean of Students Office, the Office of Student Conduct and Community Standards, and the Parent and Family Program. Dean Olstad discussed two trends from students in her first year on campus: concerns about the ability and methods for protest, and a push for aspects of the Cultural Landscape Tour to be added to the Wisconsin Experience Seminar. In response to concerns related to COVID, students will be expected to take the Badger Pledge, and there will also be a student ambassador program.
- ASEC reviewed and updated its operating procedures for the 2020-2021 year, as well as updated ASEC member liaison assignments with standing committees, ad hoc committees and CASIs.
- ASEC reviewed the 19-20 Assembly statistics-including ASA rep and alternate attendance and communications. ASEC was pleased to see communication was up from prior years; and recognition of these efforts is planned.
- ASEC held a planning meeting with ASEC members and standing committee chairs in late August to look at progress on last year's priorities and discuss current committee initiatives.
- ASEC received the report of the Ad Hoc Committee on Implementation of the Youth Protection Policy. The committee was formed to review the Youth Protection Policy that was put in place in May 2019. Concerns were raised by administrators who run those programs regarding the rapidity with which the policy needed to be implemented. Some programs were cancelled or modified, and concerns continued to arise with the quality, availability, and requirements around training. After reviewing the policy and conducting peer benchmarking, the committee came up with a set of recommendations, and a smaller implementation committee was formed to consider next steps.

Appointments and Nominations

- Appointments
 - Ad Hoc Committee on Academic and University Staff Diversity, Equity and Inclusion, Sarah Carroll, Susan Tran Degrand, Gideon Elliott, Felipe Gacharna, Aminah Haneef, Tamie Klumpyan, Kathy Krasny, Russell Kutz, Leslie Petty, Angie Rosas, Jana Valeo, and Jake Smith (ex officio, non-voting)
 - Advisory Committee to the Office of the Dean of Students, Nicole Wiessinger
 - Budget Committee, Zach Smith
 - Campus Diversity and Climate Committee, Elise Ahn and Liz Valentine
 - Campus Transportation Committee, Alex Frank
 - Committee on Women in the University, Elizabeth Sadowski and Suzanne Swift
 - Communications Committee, Pamela O'Donnell
 - Disability Access and Inclusion Committee, Sara Scott
 - GLBTQ People in the University Committee, Jay Botsford
 - Information Technology Committee, Elizabeth Harris
 - Recreational Sports Board, Sarah Marcotte
 - Retirement Issues Committee, Carol Hullah
 - Student Panels, Jim Franzoni, Brittany Magrady, Kim Peterson, Mike Pflieger and Thomas Tegart
 - University Curriculum Committee, Ed Boswell
 - University Research Council, Rama Maganti
- Nominations
 - Academic Staff Appeals Committee, Mary Condon and Meredith Luschen
 - Area Review Committee-Admin/Student Services/Libraries, Dianna Murphy, Greg Putnam, and Mary Jo Wilson
 - Area Review Committee-Biological/Medical Sciences, Melgardt De Villiers, Mary Hayney, and Christopher Snyder
 - Area Review Committee-Humanities/Social Sciences, Ritt Deitz, Ronald Kuka, and Debra Pierce
 - Area Review Committee-Physical Sciences/Engineering, Ilia Guzei, Seth McGee, and Milo Westler
 - Athletic Board, LaVar Charleston
 - Distinguished Prefix Review Committee, Tim Gattenby, Daniel Den Hartog, Jamie Henke, and Dianna Murphy
 - Labor Codes and Licensing Advisory Committee, Craig Mayer
 - Sustainability Advisory Council, Nola Walker
 - Wisconsin Union Council, Jenny Faust