
Districting and Representation Committee Annual Report 2019–2020

Academic Staff Assembly

Past Year's Activities

Consulted on new districting software build; assessed data needs for development of new districting rules.

Past Year's Committee Membership

Megan Ackerman-Yost (term began July)

Ian Benton

Max Coller

Eileen Ewing (chair)

Robin Kurtz (term ended June)

Karla Lemak (term began July)

Brady Minter (term ended June)

David Toland

Future Issues/Plans for the Committee

- Testing and monitoring new districting software.
- Developing and implementing new districting rules based on Titling and Total Compensation data (full).
- Meeting regularly to assess developing issues, with special attention paid to district updates prior to April elections.

Academic Staff Mentoring Committee Annual Report 2019-2020

Academic Staff Assembly

Past Year's Activities

- 2019-20 Academic Year Mentor/Mentee Match Program. We had 194 mentees and 104 mentors.
- October 22, 2019 – Fall Kick-Off Event featuring Anne Lynn Gillian-Daniel as the presenter on Mentor and Mentee Relationships
- December 12, 2019 Event – Career Conversations by Chris East
- Held monthly meetings and updated Website and LinkedIn to provided resource ideas to program participants
- March 4, 2020 event – Mentoring as Coaching by Theresa Kim and Jessica Swenson
- May 2020 – E-mailed matches Wrapping Up Your Mentoring Relationship worksheet and program evaluation
- Lost two members from the committee due to changes in employment

Past Year's Committee Membership

Michelle Holland (Co-Chair)

Chris Logterman (Co-Chair)

Brian Asen

Simon Blaine-Sauer

Christy Lowney

Frank Rooney

Kelly Rupp

Justin Sena

Jessica Swenson

Future Issues/Plans for the Committee

- Continue the Academic Staff Mentor/Mentee Match Program for 2020-21 academic year. We have 146 mentees and 82 mentors.
- October 8, 2020 - Fall Kick-Off Event featuring panel of experienced Mentor Match Program participants
- Develop and promote one event for fall in addition to the kick-off event and two events for spring
- Promote resources and events on our LinkedIn group
- Consider ways to incorporate DEI actions or a diversity statement into committee offerings and communications
- Refine and document matching process for use in future years
- Strategic plan for committee: how to increase mentor participation and build connections

Academic Staff Nominating Committee Annual Report 2019-2020

Academic Staff Assembly

Summary of Activities

Overall, the Nominating Committee identified and forwarded the names of 93 academic staff for consideration for an estimated 86 University committee positions. The Nominating Committee met 12 times during the 2019 -2020 academic year to coordinate efforts.

To recruit Academic Staff members to the candidate pool we:

- Utilized Committee Tracker- Academic Staff Committee Interest Survey located on Secretary of Academic Staff website
- Recruitment email sent by the Secretary of the Academic Staff
- Included article regarding serving on campus committees in Work@UW email to all academic staff on campus

Mid-Term Openings

During the 2019-2020 term, the Nominating Committee identified individuals for appointment to 21 slots left open due to new committees, staff resignation, retirement or departure from the UW-Madison.

- Academic Staff Appeals Committee - 1
- ARC: Admin/Student Serv/Libr - 1
- ARC: Humanities/Social Sciences - 1
- Campus Diversity & Climate Committee - 1
- Communications Committee - 2
- Compensation & Economic Benefits Committee - 2
- Disability Access & Inclusion - 1
- Distinguished Prefix Review Committee - 2
- District & Representation Committee - 1
- Information Technology - 1
- Memorial Library Committee - 1
- Mentoring Committee - 1
- Personnel Policies & Procedures Committee - 2
- Professional Development & Recognition Committee - 2
- Student Panels - 2

Standing Committees of the Assembly

The Nominating Committee identified and forwarded the names of 31 candidates for the Academic Staff Assembly standing committee election slates. Of the candidates, 8 were current committee members who agreed to run again and 23 were identified using the survey/candidate pool.

- Academic Staff Executive Committee – 6 total; 3 new, 3 renewal
- Communications Committee – 4 total; 3 new, 1 renewal
- Compensation and Economic Benefits Committee – 4 total; 4 new
- Districting and Representation Committee – 3 total; 3 new
- Mentoring Committee - 4 total; 2 new, 2 renewal
- Professional Development and Recognition Committee – 6 total; 5 new, 1 renewal
- Personnel Policies & Procedures Committee – 4 total; 3 new, 1 renewal

Personnel-Related Committees

The Nominating Committee identified and forwarded the names of 4 candidates for appointment to the Appeals Committee, 4 candidates for appointment to the Distinguished Prefix Committee and 12 candidates for Academic Staff Area Review Committees (ARC).

- Appeals Committee - 4 total; 2 new, 2 renewals
- Distinguished Prefix Committee - 4 total; 4 renewal
- Administrative/Student Services Library ARC – 3 total; 1 new, 2 renewal
- Biological/Medical Sciences ARC – 3 total; 3 renewals
- Physical Sciences/Engineering ARC – 3 total; 2 new, 1 renewal
- Humanities/Social Studies ARC – 3 total; 3 renewals

Shared Governance Committees

The Nominating Committee identified and forwarded the names of 21 candidates for appointment to campus shared governance committees. Of the candidates, 11 were current committee members who agreed to serve an additional term and the remainder were identified using the survey/candidate pool.

- Budget Committee - 1 total; 1 new
- Campus Diversity & Climate - 2 total; 2 renewals
- Campus Transportation – 1 total; 1 new
- Dean of Students Office Advisory – 1 total; 1 new
- Disability Access & Inclusion - 1 total; 1 renewal
- GLBTQ People in the University - 1 total; 1 renewal
- Health Care Advisory – 0
- Immigration & International Issues - 0
- Information Technology – 1 total; 1 renewal
- Labor Codes & Licensing Advisory Committee – 1 total; 1 new
- Lakeshore Nature Preserve Committee – 0
- Lectures - 0
- Library - 0
- Memorial Library – 0
- Recreation Sports Board – 1 total; 1 new
- Retirement Issues – 1 total; 1 renewal
- Student Panels – 5 total; 2 new, 3 renewal
- Undergraduate Recruitment, Admissions & Financial Aid - 0
- University Bookstore Board of Trustees - 0
- University Curriculum Committee - 1 total; 1 new
- University Research Council - 1 total; 1 new
- Wisconsin Union Council – 1 total; 1 new
- Women In The University – 2 total; 2 renewal

2019-2020 Nominating Committee Membership

Daniel Barnish (L&S), Rebecca Beebe, co-chair (PHAR), Arturo Diaz (Division of Student Life), Jacob Hahn (General Services), Benjamin Heidke (LAW), Sharon Kahn, co-chair (SMPH), Karyn Matchey (SMPH), Alissa Oleck, co-chair (DCS), Allison Rice (L&S)

Future Issues/Plans for the Committee

- Enhance resources for committee members including email templates and FAQ documents
- Improve communication with perspective committee members regarding shared governance and the election or appointment process and timeline
- Improve diversity, equity, and inclusion efforts in our recruitment of candidates

Personnel Policies and Procedures Committee Annual Report 2019-2020
Academic Staff Assembly

Past Year's Activities

- Reviewed Probation Period changes when an employee assumes supervisory duties (ASPP2.04)
- Phase 2 Policy Library Project, PPPC member served on advisory committee
- Amended ASPP chapters 6 and 9 in response to findings from Legislative Audit Bureau regarding academic staff grievance policies (passed by Assembly)
- Amended ASPP 14.12 Responsibilities of Communications Committee (passed by Assembly)
- Reviewed draft Disability Accommodation Policy and drafted corresponding ASPP update (ASPP11.01)
- Recommended changing gendered pro-nouns in ASPP to they/theirs (passed by Assembly)
- Reviewed and advised on Academic Staff terminal appointments (Request for exceptions during pandemic)
- Reviewed Title IX Changes from Department of Education with Title IX office

Past Year's Committee Membership

Caitlin Cleary
Jim Franzone
Pam Garcia-Rivera
Jennifer Hadley
Anita Herrick
Jason Jankoski
Anna Lewis
Nicole Senter
Jonathan Thom

Future Issues/Plans for the Committee

- Title IX and impact on PPPC
- Review Chapters in ASPP
- TTC

Professional Development and Recognition Committee Annual Report 2019-2020 Academic Staff Assembly

Academic Year 2019-2020 Activities and Awards

For Fall 2019 activities, we awarded a total of \$40,916.76 to 37 academic staff recipients. A total of 74 applications were submitted to the program for Fall activities. The Covid-19 pandemic has really impacted both the number of applications and the number of recipients able to participate in professional development activities. The committee is hopeful that the number of awards will increase back to previous levels or higher, once travel is safe again.

For the Spring 2020 semester, the committee chose five grant recipients to participate in Executive Education Courses offered by the School of Business. We had a total of 36 applicants to this program.

Finally, the committee selected winners for eight UW-Madison Academic Staff Excellence Awards.

Chancellor's Hilldale Award for Excellence in Teaching

Barbara Lewis

Chancellor's Award for Excellence in Service to the University

Eliot Finkelstein

Chancellor's Award for Excellence in Research - Critical Research Support (2 winners)

Jerrold Odilon Robaidek

Sarah Swanson

Chancellor's Award for Excellence in Leadership - Individual Unit Level

Howard Veregin

Chancellor's Award for Excellence in Leadership – College/School/Larger University Level

Laura J. Hammond

Robert and Carroll Heideman Award for Excellence in Public Service and Outreach

Mary Huser

Martha Casey Award for Dedicated Service to the University

Lisa Marie Carilli-McCord

2019-2020 Committee Membership

Steven Catania (Awards Co-Chair)

Nichlos Ewoldt

Angela Kita

Jim Lacy (Committee Chair)

Mary Lewitzke (Exec Ed Co-Chair)

Martha Reck

Eva Rakasz (Awards Co-Chair)

Mary Russell (PD Grants Co-Chair)

Christine Schulz (PD Grants Co-Chair)

Bonnie Shucha

Christopher Yue