

ASEC Activities, Nov 10, 2020 to Dec 11, 2020

Announcements

- Nominations for the UW-Madison Academic Staff Excellence Awards and the Regents Academic Staff Excellence Awards are currently open. Please go to <https://acstaff.wisc.edu/professional-development/awards/uw-madison-academic-staff-excellence-awards> for more details. Nominations are due on January 22, 2021 at 11:59 p.m.
- For information on Spring 2021 Campus Testing Plans, go to <https://covidresponse.wisc.edu/> <https://covidresponse.wisc.edu/spring-semester-2021-overview/>
- As a reminder, here are resources available to all academic staff:
 - Employee Assistance: <https://hr.wisc.edu/employee-assistance-office/>
 - Life Matters: <https://hr.wisc.edu/employee-assistance-office/lifematters/>
 - OMBUDS <https://ombuds.wisc.edu/>
 - SilverCloud <https://www.uhs.wisc.edu/mental-health/silvercloud/>
 - Professional development website: <https://acstaff.wisc.edu/professional-development> or OHR <https://hr.wisc.edu/professional-development/>

Report

Please see meeting minutes and agendas for more detailed information.

- Provost Karl Scholz shared detailed undergraduate student survey results with ASEC. Student responses indicated that peer-to-peer student interactions were most highly missed by all. Provost Scholz shared that the Spring 2021 timetable for courses is now available and student enrollment began in early December. With respect to budget cuts, administrative units and schools/colleges/divisions were required to report on plans to meet the one-time budget reduction by December 11. Schools/colleges/divisions are getting somewhat larger one-time cuts, while administrative units will be getting higher ongoing base cuts. Base budget cuts are happening as part of the normal budget process, which will happen after the first of the year. This process will unfold in February and March. Provost Scholz has encouraged the deans to have conversations with CASIs to involve shared governance in the decision making around these issues. ASEC also suggested possible town halls within schools/colleges/divisions as an addition to any written communication. Regarding summer session, there will likely still be a mixture of instructional modalities, with the majority likely still being remote.
- Vice Chancellor for Finance and Administration Laurent Heller described UW-Madison's projected \$319 million total impact in increased expenses and lost revenue due to the pandemic. Auxiliary units such as Athletics, Housing, and the Wisconsin Union are facing significant shortfalls. Campus is working closely with them on these, and fortunately none of these divisions came into the pandemic in a bad financial situation. On the academic side, budget cuts range from 4-8%, with administrative units getting the higher end of that. This will be worked out through the standard budget process both at the campus level and at the school/college/division levels. On the single payroll initiative, there has been a great deal of discussion with UW System colleagues in recent weeks. It was determined that we didn't have what we needed to move on the original timeline. July is a more viable timeframe, but OHR, RSP, Finance, and DoIT are all collaborating on what the business case for this looks like and how it would be implemented. Having only one payroll cycle does simplify things in some respects, but there is recognition of the major complexities in implementing this for Madison. This process will involve governance as it proceeds for UW-Madison.
- Vice Provost for Faculty and Staff Affairs Beth Meyerand shared her updated short-term and long-term plans for her role. These include continued work on the Campus Committee on Diversity Education and Training as well as additional discussions with the Ad Hoc Diversity, Equity and Inclusion Committee comprised of both Academic Staff and University Staff members in later spring 2021.
- Vice Provost for Teaching and Learning John Zumbrunnen shared expanded undergraduate student experience survey results with a focus on themes for what is going well in courses (tended to have more regular communication and clearer expectations) as compared to courses that students indicated were not going as well (less frequent communication or unclear expectations). Vice Provost Zumbrunnen

confirmed Canvas will be modified for spring semester to enable use of personal pronouns; and guidelines will be simultaneously developed for this use.

- Chief Human Resources Officer Mark Walters and OHR Director of Total Rewards Diane Blaskowski shared results of the October 2020 employee survey which indicate care for school-aged children moving up in priority from the August 2020 survey. Flexibilities for working from home ranked the highest by employees, followed by clear communication on leave policies as they apply to caregiving. An additional survey is anticipated in January. The second round of furloughs will begin January 2021, and it will generally take the same structural shape as the first round. ASEC asked if any further updates could be provided on a proposal for a one-time increase in bankable hours for ALRA. Campus leadership is still reviewing this proposal and hopes to announce a decision before the end of the calendar year. Mark shared information regarding international students who are telecommuting and employment law implications for international student employees. Campus is trying to navigate many issues related to international telecommuting for student hourly positions. The UW System-wide single payroll conversion project is continuing to move forward for July 2021 implementation. OHR is working with the Office of Strategic Consulting to formalize a project plan for the single payroll project. Employee forums and educational materials for financial management are anticipated in early Spring 2021. On December 10, the Board of Regents voted to approve the next biennium pay plan with 2% increase in 2022 and 2.5% increase for 2023.

Appointments and Nominations:

- Appointments
 - Student Panels Committee: Tonya Schmidt, Nick Oleksy and Ryan Podolak as ex officio members
- Nominations
 - Chief Diversity Officer Search and Screen Committee: Kacie Lucchini Butcher, Douachong Lee, José Madera, Mari Magler
 - Director of the Division of the Arts Search and Screen Committee: Angela Richardson, Sofia Snow
 - Distinguished Prefix Review Committee: James Drews and Joy Kirkpatrick