

ASEC Activities, Feb 9 to Mar 8, 2021

Announcements:

Academic Staff PD Development Grants:

Applications are now being accepted for the Spring 2021 Academic Staff Professional Development Grant program for activities beginning between July 1, 2021 and December 31, 2021. Applications are due by Friday, March 19, 2021. More information can be found here: <http://acstaff.wisc.edu/professional-development/grants/academic-staff-professional-development-grants>

Academic Staff Executive Committee Election:

This year's ASEC election will close on Wednesday, March 10, at 11:59pm. If you have not yet voted and want to, please login to Committee Tracker here: <https://committeetracker.wisc.edu>. Once you are logged in, click "Vote Now" to vote in this year's election.

Alliant Energy Underkofler Excellence in Teaching Awards:

Nominations are now being accepted for the Underkofler Awards. Two academic staff members from UW-Madison will be awarded. Please go to <https://acstaff.wisc.edu/professional-development/awards/uw-system-awards> for more information. Nominations are due on April 9, 2021 at 11:59pm.

Resources:

- **COVID-Related**
 - General Information: <https://covidresponse.wisc.edu/> and FAQ: <https://covidresponse.wisc.edu/faq/>
 - Smartphone request form: <https://it.wisc.edu/rental-request/>
 - Questions and feedback: covidresponse@vc.wisc.edu or call 608.262.7777
 - Vaccination information: <https://coronavirus.uwhealth.org/covid-19-vaccine/>
- Employee Assistance: <https://hr.wisc.edu/employee-assistance-office/>
- Life Matters: <https://hr.wisc.edu/employee-assistance-office/lifematters/>
- Ombuds office: <https://ombuds.wisc.edu/>
- SilverCloud: <https://hr.wisc.edu/well-being/silvercloud/>
- National Suicide Prevention Line: 1-800-273-8255
- Professional development website: <https://acstaff.wisc.edu/professional-development> or OHR <https://hr.wisc.edu/professional-development/>
- Join ASPRO: <https://www.aspro.net/memInfo.html>
- Contact ASEC at asec-chair@soas.wisc.edu and the Secretary of the Academic Staff at soas@soas.wisc.edu

ASEC Report:

Please see [ASEC meeting minutes and agendas](#) for more detailed information.

Mark Walters, Chief Human Resources Officer; Karen Massetti-Moran, Director of Talent Rewards; Lotus Buckner, Director of Talent Management

Mark and Karen discussed the status of the Title and Total Compensation Project and the Single Payroll Cycle Initiative. OHR has started to ramp up engagements with the various groups working on TTC. The implementation date has not been set yet. The bulk of the work in the next few months on TTC is around the employee/manager conversations. ASEC expressed concerns about the timeline for a July 1 implementation and the ability to have meaningful conversations while there is a push to schedule not only furloughs but vacation time as well. There was also discussion about benefits and areas in which we lag behind peer institutions, such as leave for caregivers. On the single payroll initiative, UW System is putting together the forums and financial sessions for the project. As implementation gets closer, OHR will be following up individually with employees about financial impacts, including partnering with Extension for additional tools where necessary. Mark introduced Lotus Buckner as OHR's new Director of Talent Management. On the topic of vacation carryover,

further carryover will not be allowed for FY19 or FY20. OHR will also be working on revisions to the telecommuting policy through the summer.

Lori Reesor, Vice Chancellor for Student Affairs

Vice Chancellor Reesor reported that the Office of Student Financial Aid is in the process of allocating \$9.9 million to students in need due to impacts as a result of the pandemic. Combined with last year's funding, this comes to almost \$20 million in direct aid. Federal funding is limited to certain students, but campus will also be providing other funding so that all students will be eligible for funds. Graduate students can also apply for grants. On the topic of mental health, there is a Mental Health Summit planned for March 11 and 12. For the week following, the idea is to ask everyone at the university to focus on wellness that week in whatever ways make sense, so that we can all do what we can to give ourselves time to breathe and reflect. While the summit is geared more toward students, faculty and staff are welcome. The new Director of Health Services, Dr. Sarah Nolan, continues to work on a variety of issues in this space, including the impact of certain policies on mental health.

Karl Scholz, Provost

Provost Scholz reported that the Pandemic Academic Policy Task Force has met twice so far. There have been discussions about moving the drop deadline from week 9 to week 12, as well as conversations about values and principles that will guide further discussions on grading. We want to be supportive of teaching in modalities that best meet the learning objectives of the course. A survey for faculty and academic staff instructors has been distributed, asking about workload and stresses for instructors. Regarding the arrival of COVID variants, we have been doing a large amount of testing, and case counts have decreased on campus. Vaccine supply is not flowing into the state the way we would hope. Regarding the status of some initiatives that began when he became Provost, there has been progress on a number of these, including discussions on a Center for Teaching, Learning, and Mentoring, the launch of several online undergraduate degree programs in the fall, work in the areas of diversity, equity, and inclusion, the reorganization of International Student Services and International Faculty and Staff Services, and continued work to bring Extension and WPM more fully into campus.

Laurent Heller, Vice Chancellor for Finance and Administration

Vice Chancellor Heller reported that on the Governor's budget proposal, which came in at roughly twice what the Board of Regents asked for, including \$50 million to fund the tuition freeze, which remains in place for the coming biennium. A 2%/2% pay plan was recommended, and there is also language around managing money differently in terms of working capital management and short-term borrowing in response to sudden economic shocks or major equipment purchases. The capital budget came out shortly after, which includes the new L&S Academic Building, a new building for Engineering, as well as other projects. The budget proposal is now dependent on what the legislature will do. Procure2Pay will be implemented in April. Originally, the new system was set up to require additional approval steps for transactions above \$100, but Vice Chancellor Heller received feedback on issues that having the amount this low might cause. They have raised the limit to \$300 for campus. 80% of transactions for FY19 on purchase cards and through Shop@UW were below this limit. Vice Chancellor Heller and the team are open to any feedback on how stakeholder engagement occurs regarding the Administrative Transformation Project. ASEC encouraged engagement beyond the ambassador groups, with a focus on ensuring that the user experience is reflected in the discussions.

Beth Meyerand, Vice Provost for Faculty and Staff Affairs

The committee reviewing campus guidelines for the professor of practice title has completed its work on the guidelines. There will be flexibility for schools/colleges/divisions to add prefixes to the title as needed, using business titles, but it will not be required in the campus guidelines. The Conflict of Commitment policy will be implemented very soon. The policy has been clarified to reflect that it only applies to outside activities directly related to employees' professional responsibilities. The policy also makes it clear that the deans must engage with supervisors/department chairs on whether the activity would qualify. The working groups of the Campus Committee for Diversity Education and Training have been meeting. The goal is to report out on March 8 regarding the existing training on our campus and other campuses, as well as what is scalable and in keeping with our values and goals as an institution. There was also discussion regarding the proposal for a task force on

caregiving. The Committee for Women in the University is getting endorsements from several shared governance committees and other units on campus, and the intent is to send the proposal to administration in early March.

Jess Jones, Interim Director of the Center for User Experience, DoIT; Ruben Mota, ADA Coordinator, Office of Compliance; and Sara Tate-Pederson, Customer Engagement and Learning Services Supervisor, DoIT

Jess, Ruben, and Sara presented on the Digital Accessibility Policy. Work on updating our current policy, which is out of date and too narrowly scoped, has been ongoing for the last couple of years. The digital landscape has become considerably more complex and there is a need to improve accessibility across university systems, which should reduce the need for last-minute accommodations. Once completed, implementation of the updated policy will be rolled out gradually.

Appointments and Nominations

Appointments:

- ASM Ginsburg Family Award Selection Committee – Amanda Siebert-Evenstone
- Compensation and Economic Benefits Committee - Allison Zenke
- Retirement Issues Committee – Fabu Philis Carter, Mario Pennella
- University Research Council – Brett Hoover