

ASEC Activities, April 13 to May 10, 2021

Announcements:

ASPRO Budget Session: Do you want to learn more about what is in or out of the State Budget? Have questions about what the Committee will support? Join ASPRO's lobbyist, Kathi Kilgore, for a State Budget Virtual Update on Thursday, May 13th from 12:00-1:00 pm. Complete the registration form at <https://forms.gle/8jzV95isRcm93V6d7> and the Zoom link will be sent to you the morning of the event. All ASPRO members and non-members are welcome to tune-in for the update.

Offsite Vaccinations:

Enter your information so you can get a green/building access badge: <https://covidresponse.wisc.edu/faq/i-was-vaccinated-off-campus-how-do-i-let-uhs-know/>

Standing Committee Elections:

Elections for Assembly Standing Committees will close on May 12. As a reminder, **only Assembly Representatives and ASEC members are eligible to participate**, so make sure to cast your vote by clicking here: <https://committeetracker.wisc.edu/>

Resources:

- Vaccination information: <https://coronavirus.uwhealth.org/covid-19-vaccine/>
- Conflict of Commitment FAQ: <https://research.wisc.edu/kb-article/?id=108356>
- Conflict of Commitment Quick Summary PPT: <https://research.wisc.edu/coc-april-2021-quick-summary/>
- Shop@UW+ Support (including FAQ): <https://shopuwplus.wisc.edu/support/>
- 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://www.uhs.wisc.edu/mental-health/silvercloud/>
- 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.

Karl Scholz, Provost

Provost Scholz reported on early enrollment figures, which point to hitting the goal of 7,610 for freshmen enrollment. More information will be available in the coming weeks. On the topic of vaccine use outside of the current emergency use authorization, it remains to be seen whether the vaccine might be required for certain positions in the future. The contract with Shield T3 will end after graduation, after which the Wisconsin Veterinary Diagnostic Lab will be processing results using nasal swab testing on campus. Vice Provost for Teaching and Learning John Zumbrunnen is leading the efforts for the new Center for Teaching, Learning, and Mentoring, which are currently in early stages. Some colleagues from DoIT and the Division of Continuing Studies may be joining the center, and there may be some changes in the Collaborative for the Advancement of Learning and Teaching in this process as well. Provost Scholz and Dr. Carol Griggs from University Health Services discussed returning to onsite work with ASEC from a public health perspective. During the last year, the university worked to protect people from a virus that we didn't have protection against, and many public health protocols were implemented to mitigate transmission, which inadvertently created a fear factor. Now that vaccines are more widely available, public health professionals are shifting the conversation to how we live with COVID going forward and the shifts in perspective that will accompany this.

Laurent Heller, Vice Chancellor for Finance and Administration

Vice Chancellor Heller reported on the \$320 million budget impact due to the pandemic. This figure was before the university took the different actions to mitigate those losses. Since that time, there have been some positive developments, which has allowed the institution to end the furlough program early. Employees who have taken their full furlough will get a day back. The federal recovery act provides an estimated \$26 million in additional student aid, along with \$26 million to assist with institutional need. This is one-time money and not base funding. Testing costs are also coming in less than anticipated. The budget picture is otherwise very speculative right now, and during the summer/early fall, we will be able to do a full budget reconciliation to see where we really are. ASEC encouraged the Vice Chancellor to consider how programs like the Discretionary Compensation Fund might proceed in the future. Regarding P2P rollout, 95% of requests are getting processed in a day or less. There has been feedback on the amount of time for required training on ShopUW+, as well as how a smoother transition to the new system might have taken place. Vice Chancellor Heller reported that he has accepted a similar position at Johns Hopkins University and will be leaving UW-Madison on May 21.

Beth Meyerand, Vice Provost for Faculty and Staff Affairs

Vice Provost Meyerand will be meeting with Brian Fox and Brigid Daly to address questions and issues that have been raised regarding the conflict of commitment policy with the intent of implementing changes to the policy. Further delineation between conflict of interest and conflict of commitment needs to occur. The Campus Committee on Diversity Education and Training presented its recommendations to the Provost Executive Group, which were received favorably. A new committee will be formed to create a diversity, equity, and inclusion curriculum. The plan is to have a baseline curriculum for all employees, with subsequent tracks according to job duties for faculty and staff and occurring over a period of time.

Mark Walters, Chief Human Resources Officer; Karen Massetti-Moran, Director of Talent Rewards; Lotus Buckner, Director of Talent Management; Jessica Karls-Ruplinger, Chief of Staff, Office of Human Resources

OHR received a great deal of feedback on the draft remote work policy. They are still sorting through the feedback and are waiting until mid-May to finalize the policy. They are also working on tools for employees, supervisors, and the HR community to support the policy, as well as an automated workflow process. Additionally, OHR released a survey to get insights on remote work, as well as the onsite experience. They will use these data to get a good pulse of employees' feelings on issues around remote and onsite work. OHR indicated that there is no doubt that this policy will evolve over time, and OHR wants to partner with stakeholders to talk through those changes. Regarding single payroll, a timeline has been provided for both 9- and 12-month employees, and OHR has received many concerns about the transition in July. There have been discussions on a possible short-term loan program to roll out in June, with interest-free loans to cover that two-week transition time period, particularly for lower paid employees. There remain many questions about the workload associated with payroll for grants, and there are regular discussions about these issues with UW System. Regarding the Title and Total Compensation Project, the April forums were well attended and OHR is rolling out manager training to schools/colleges/divisions.

Steve Ackerman, Vice Chancellor for Research and Graduate Education

Vice Chancellor Ackerman is in discussions with the Associate Deans for Research and Center Directors about how to safely transition back to onsite work, and in particular, how to bring people back to research labs. We were successful in rapidly moving the research environment online last spring and will likely see a mixture of work models (onsite, hybrid, remote) in the future. Regarding single payroll, OVCRGE will do its best to respond to issues related to research and federal reporting as they arise.

J.J. Andrews, Co-Chair, Committee on Undergraduate Recruitment, Admissions, and Financial Aid (CURAFA)

J.J. presented the annual report of CURAFA to ASEC. This year, the committee focused on several topics including a test-optional admission process, recruitment, and enrollment for students from underrepresented populations, international and out-of-state admissions, American Indian and Native Alaskan students, and financial aid adjustments during the pandemic. Going forward the committee plans to take a closer look at student debt.

Adrian Treves, Chair; Tim Markle; Ruben Mota; and Sara Scott, Committee on Disability Access and Inclusion

The Committee on Disability Access and Inclusion has drafted a resolution to move the campus towards a more accessible and inclusive space for those with disabilities. It looks to make campus more proactive in terms of accommodations, rather than merely compliant. They are meeting with various shared governance groups looking for support and endorsement of their resolution.

Nominations and Appointments

- Nomination
 - Athletic Board – Andrew Turner