

ASEC Activities, May 11 to September 13, 2021

Announcements

- Check out the new Academic Staff Shared Governance website at <https://acstaff.wisc.edu/>. Thanks to the Communications Committee and the Secretary of the Academic Staff Office for their work.
- On July 1st, ASEC welcomed Stephanie Jones, a scientist and the Assistant Director of Compliance and Outreach at the Wisconsin Institute for Sleep and Consciousness.
- Sign-up to be a Mentor or Mentee in the Academic Staff Mentoring Program! The sign-up deadline is September 17, 2021. Find more information here: <https://acstaff.wisc.edu/programs/mentor-match-program/>
- Registration is open for University Roundtable. Find more information and registration links here: <https://acstaff.wisc.edu/programs/university-roundtable/>
- The Academic Staff Professional Development Grants fall cycle will be announced soon. Watch your inbox this week for more details.
- The Resources Fair will be held in-person on October 5th from 12:00 p.m. – 4:00 p.m. at Union South.
- UW System will host two listening sessions at UW-Madison for the UW System Presidential Search on September 30 and October 1. More details are available at <https://www.wisconsin.edu/presidential-search-2021/search-process/listening-sessions/>

Resources

COVID

COVID Dashboard: <https://covidresponse.wisc.edu/dashboard/>

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Work Schedules

Overview: <https://hr.wisc.edu/covid19/#workplace-flexibilities>

Remote Work: <https://hr.wisc.edu/remote-work/>

Flexible Work: <https://www.ohr.wisc.edu/polproced/UPPP/1401.htm>

Accommodations: <https://employee disabilities.wisc.edu/>

Work-related Issues

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/>

Connect with Shared Governance

Contact ASEC: asec-chair@soas.wisc.edu

Contact the Secretary of the Academic Staff: soas@soas.wisc.edu

Join ASPRO: <https://www.aspro.net/memInfo.html>

ASEC Guests

Steve Ackerman, Vice Chancellor for Research and Graduate Education (August 5)

Rebecca Blank, Chancellor (August 19)

Lotus Buckner, Director of Talent Management, Office of Human Resources (September 9)

Rob Cramer, Interim Vice Chancellor for Finance & Administration (May 27, June 24, August 19)

Charlie Hoslet, Vice Chancellor for University Relations (June 24)

Jessica Karls-Ruplinger, Chief of Staff, Office of Human Resources (September 9)

Karl Martin, Dean of Extension (September 9)

Karen Massetti-Moran, Director of Total Rewards, Office of Human Resources (May 20, June 17, July 15, July 29, August 19, September 9)

Beth Meyerand, Vice Provost for Faculty and Staff Affairs (May 27, August 5, September 2)

Crystal Potts, Director of State Relations (June 24)

Lori Reesor, Vice Chancellor for Student Affairs (July 29)

Eric Sandgren, Chair, University Committee (August 5)

Karl Scholz, Provost (May 20, May 27, June 17, July 15, September 2, September 9)

Mark Walters, Chief Human Resources Officer (May 20, June 3, June 17, July 15, July 29, August 19, September 9)

John Zumbrennen, Vice Provost for Teaching and Learning (May 27)

Key Topics

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

Single Pay

In partnership with the University Committee, ASEC wrote a letter to UW System President Tommy Thompson asking for clear explanation of the benefit of biweekly pay to employees and urging consideration of alternatives to the biweekly schedule. UW-Madison provided interest-free loans to nearly 1,000 employees who faced financial hardship during the transition. ASEC will continue to monitor the impact of this transition on academic staff and, notably, UW-Madison's research enterprise.

Title & Total Compensation Project

ASEC has received, and passed to OHR, feedback that some employees have not had an opportunity for a conversation around their new title. Employees who are placed in titles that do not accurately reflect their full range of tasks, talent, or expertise will be able to appeal (a process separate from a grievance through ASPP). The TTC salary ranges will be released around November 1st. In addition to the compensation plan mentioned below, an additional \$1 million+ has been allocated to raise the base pay of employees who are below the minimum pay range for their TTC title.

Remote Work Policy

Based on feedback from shared governance partners and academic staff at large, OHR considerably revised the Remote Work Policy prior to its release. More than 5,000 remote work agreements have been submitted, and only 1% of requests have been withdrawn or denied. ASEC will continue to monitor implantation of the policy, with specific focus on clearer guidance and greater compassion for staff, as well as staff retention and bias.

COVID-19

Chancellor Blank issued an order on face coverings, effective August 5, requiring masks to be worn inside all campus buildings. Beginning August 30, anyone that has not provided proof of vaccination to UHS is required to test weekly. There will be five testing sites available on campus this fall.

State Pay Plan and Compensation

There is a provision in the state budget for a 2% pay increase in January 2022, with another 2% increase in January 2023. UW-Madison has allocated \$4 million in compensation funds to help raise the base pay of staff, as well as \$5 million allocated for staff bonuses.

Diversity, Equity, and Inclusion (DEI)

Campus-wide training in DEI is being evaluated before a rollout to all staff. The Ad Hoc Committee on Academic and University Staff Diversity, Equity, and Inclusion will be presenting a report to ASEC and to the Assembly in the near future.

Buildings

Thankfully some money was allocated in the state budget for building projects, but there is still a significant gap between our budget and our needs. Newer buildings are cleaner and more efficient, and campus is looking at different ways to help fund our future building needs. The opening of the Chemistry building has been delayed due to a catastrophic failure of an exhaust vent, with classes relocated for the semester.

Center for Teaching, Learning, and Mentoring (CTLM)

CTLM is open and ready to assist instructional staff in improving their craft. Find out more at <https://ctlm.wisc.edu/>

Nominations and Appointments

Nominations

Academic Staff Appeals Committee: Graham Banes, Joseph Halaas, Jessica Hawkey, and Sheila Stoeckel

Area Review Committees:

- Administration/Student Services/Library: JoAnne Lehman, Jeff Shokler, and Tom Tabone
- Biological/Medical Sciences: Susanne Barnett, John Dopp, and Paul Hutson
- Humanities/Social Sciences: Martha Gibson, Jeanne Schueller, and Alberto Vargas
- Physical Sciences/Engineering: Tracy Drier, Charles Fry, and Brian Jicha

Caregiving Task Force: Nicole Aulik and Stephanie Rytilahti

Distinguished Prefix Committee: Larry Ashmun, Mary Ann Croft, Frederica Freyberg, Christine Sorenson, and Eric White

Labor Codes and Licensing Advisory Committee: Keri Robbins

Appointments

Campus Diversity and Climate Committee: Claudia Guzman and Tetyana Schneider

Campus Planning Committee: Lindsey Stoddard Cameron

Campus Transportation Committee: Ethan Nelson

Committee for Women in the University: Elizabeth Jach and Hannah Silber

Committee on Disability Access and Inclusion: Todd Michelson-Ambelang

Committee on Undergraduate Recruitment, Admissions, and Financial Aid: Mary Condon

Health Care Advisory Committee: Kendra Maier

Information Technology Committee: Katy Mijal

LGBTQ+ Committee: Nic Bresnick

Retirement Issues Committee: Mario Pennella

Student Panels: T.J. Sargent, Vera Abing, MollyJo Bautch, Brianna Kuhn, and Todd Reck

University Academic Planning Council: Leslie Petty

University Curriculum Committee: Carol Mitchell

University Lectures Committee: Alyson Pohlman

University Library Committee: Carren Martin

Working Group on Policy and Process Regarding Access to Electronic Files: Nathan Jung and Stephanie Jones