

# ASEC Activities, October 11 to November 8, 2021

## Announcements

- Nominate yourself or someone else for the Chancellor Search and Screen Committee. All nominations must be submitted electronically by Wednesday, November 10 at 12:00pm CST using this link: [https://uwmadison.co1.qualtrics.com/jfe/form/SV\\_8DoUNMeLyRBVlwq](https://uwmadison.co1.qualtrics.com/jfe/form/SV_8DoUNMeLyRBVlwq)
- Information about this year's Academic Staff Excellence Awards will be announced this week. You are encouraged to nominate your colleagues for one of 9 campus awards and 2 UW System awards (1 individual, 1 program).

## Resources

### COVID

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

COVID Response: <https://covidresponse.wisc.edu/>

### 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/>

### Title & Total Compensation Project

Overview of the appeals process: [https://hr.wisc.edu/title-and-total-compensation-study/wp-content/uploads/sites/11/2021/06/Micro-Learning\\_Appeals-Process-06.10.21.pdf](https://hr.wisc.edu/title-and-total-compensation-study/wp-content/uploads/sites/11/2021/06/Micro-Learning_Appeals-Process-06.10.21.pdf)

Promotion vs Progression: [https://hr.wisc.edu/title-and-total-compensation-study/wp-content/uploads/sites/11/2020/06/Micro-Learning\\_Progression-Promotion\\_update.pdf](https://hr.wisc.edu/title-and-total-compensation-study/wp-content/uploads/sites/11/2020/06/Micro-Learning_Progression-Promotion_update.pdf)

### Connect with Shared Governance

Contact ASEC: [asec-chair@soas.wisc.edu](mailto:asec-chair@soas.wisc.edu)

Contact the Secretary of the Academic Staff: [soas@soas.wisc.edu](mailto:soas@soas.wisc.edu)

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

## ASEC Guests (links refer to official minutes, if available)

**Rob Cramer**, Interim Vice Chancellor for Finance & Administration ([October 28](#))

**Karen Massetti-Moran**, Director of Total Rewards, Office of Human Resources (November 4)

**Aphra Mednick**, Interim Director, Office of Youth Protection and Compliance (November 4)

**Beth Meyerand**, Vice Provost for Faculty and Staff Affairs (November 4)

**Keri Robbins**, Compliance Specialist, Division of Continuing Studies (November 4)

**Karl Scholz**, Provost ([October 21](#), [October 28](#))

**Paul Seitz**, Director, Strategic Initiatives, Office of the Vice Chancellor for Finance and Administration ([October 28](#))

**Mark Walters**, Chief Human Resources Officer ([October 21](#), November 4)

## Key Topics

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

### Buildings and Land

One of the recommendations from the Revenue Innovations Study Group was to create value from underutilized campus real estate. UW-Madison will partner with University Research Park to develop and manage ground leases for research and commercial space, including collaboration spaces for faculty and staff with industry. Progress has been made in dealing with the Chemistry building issues. There is a possibility that Matthews/Daniels will be open this semester. The new tower is unlikely to be ready until mid-December.

### Compensation

Now that TTC is in place, academic staff jobs can be compared to similar jobs in the marketplace in a meaningful way. Staff paid on 101 funds who were below the new salary minima have been given a pay increase, effective November 7, to bring them up to the minimum of their new pay range. It is currently unclear how similar increases will work for staff fully on soft money. OHR estimates that around 7% of employees impacted by TTC were below the minimum of their pay ranges and around 3% are now above the maximum. Employees above the pay range will still receive the 2% pay plan in January, assuming they are otherwise eligible.

### COVID-19

UW System intends to comply with President Biden's September 9<sup>th</sup> Executive Order requiring federal contractors to mandate COVID-19 vaccines. UW-Madison is working with UW System to coordinate and implement requirements of the Order.

### Title & Total Compensation Project

All employees should have received a letter confirming their new job title and salary range. ASEC is reviewing and providing feedback on the Appeals Process. Employees can submit a formal appeal between November 22 and December 31, 2021. ASEC also provided feedback on the salary ranges. ASEC will continue to work with OHR to identify and resolve issues surrounding the implementation, as well as issues previously raised, and continue looking for improved communications around progression and promotion.

### The Year Ahead

ASEC has established three broad goals for the year: Increase diversity and representation in our standing and ad-hoc committees; improve resources and support for Committees on Academic Staff Issues (CASIs); and improve communication about, and awareness of, shared governance. ASEC has established three subcommittees – one to move each goal forward. If you are interested in contributing to these discussions, please contact ASEC at [asec-chair@soas.wisc.edu](mailto:asec-chair@soas.wisc.edu).

### Youth Protection

The Office of Youth Protection and Compliance has been working on revising the Youth Protection Policy, with hopes of implementing the updated policy in early 2022. Considering feedback from a variety of stakeholders and the recommendations of the Ad Hoc Committee on the Implementation of the Youth Protection Policy, the updated policy has varying levels of requirements based on the types of activities and levels of responsibilities.

## Nominations and Appointments

### Nominations

Dean of the College of Agricultural and Life Sciences Search and Screen Committee: Deborah Helman and Jamie Nack

### Appointments

University Curriculum Committee: Panduan An