

ASEC Activities, November 8 to December 13, 2021

Announcements

- Nominations for this year's Academic Staff Excellence Awards are open until Monday, January 24, 2022. More information is available here: <https://acstaff.wisc.edu/grants-awards/uw-madison-academic-staff-excellence-awards/>.
- The Nominating Committee is beginning to work on slates for the 2022 standing committee elections. If you are interested in serving on a governance committee, please complete the Committee Interest Survey on the [Committee Tracker](#).
- Save the Date: This year's Academic Staff Institute will be held on April 13. Registration and program information will be available in the spring semester.

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: <https://ombuds.wisc.edu/>

SilverCloud: <https://hr.wisc.edu/well-being/silvercloud/>

Title & Total Compensation Project

Appeals process: <https://hr.wisc.edu/title-and-total-compensation-study/appeals/>

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 (links refer to official minutes, if available)

Steve Ackerman, Vice Chancellor for Research and Graduate Education ([December 2](#))

Rebecca Blank, Chancellor ([November 18](#))

Bruno Browning, Ombuds (December 9)

Karen Massetti-Moran, Director of Total Rewards, Office of Human Resources ([November 18](#), December 9)

Beth Meyerand, Vice Provost for Faculty and Staff Affairs ([December 2](#))

Karl Scholz, Provost ([December 2](#))

Mark Walters, Chief Human Resources Officer ([November 18](#), December 9)

Key Topics

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

COVID-19

UW-Madison's mask requirement has been extended to January 15th, 2022. You can read about it here: <https://news.wisc.edu/content/uploads/2021/11/11-17-21-Face-Coverings-Order.pdf>. UW-Madison was complying with President Biden's September 9 Executive Order, requiring all employees to be fully vaccinated by January 4, 2022. However, a federal court in Georgia has ordered a stay on the vaccine mandate for federal contractors, so UW-Madison is pausing the requirement. All employees that have not provided proof of vaccination are still required to test weekly.

Hostile and Intimidating Behavior (HIB)

HIB issues continue to be a concern for academic staff. ASEC is discussing better methods for collecting and tracking campus-wide HIB data, as well as ideas to create a more centralized reporting and investigative process.

Title & Total Compensation Project

The TTC project continues to be a main focus for ASEC. The TTC team is working on putting together a public list of issues they are working on. Regarding the salary structure, OHR is working on resources for the website to explain market methodology, including a list of peer organizations that participate in the market salary surveys that the university utilized to develop our salary structure. Additional work includes providing more information to better explain an employee's position within the assigned salary grade, and what is considered market competitive. The TTC structure is the initial foundation for us to evaluate how our positions compare to market and develop a long-term strategy for compensation. There have not been many appeals filed to date, but OHR is in ongoing discussions with UW System about extending the appeals deadline.

Nominations and Appointments

Nominations

Academic Staff Appeals Committee: Tianlu Yuan

Nominating Committee: Kelly Krein

UW-Madison Chancellor Search and Screen Committee: Gail Ford, Danielle Hairston-Green, and Missy Nergard

Vice Chancellor for Finance and Administration Search and Screen Committee: Natalie Feggstad, Ruben Mota, and Jeremy Traska