

ASEC Activities, February 14 to March 14, 2022

Announcements

- Vote! The 2022 Academic Staff Executive Committee (ASEC) ballot is live. **All academic staff are eligible to vote in this election.** Three newly elected members will have 3-year terms. One newly elected member will have a one-year term. All terms will begin on July 1, 2022. The election will close on Thursday, March 17, at 11:59pm.
- Applications are now being accepted for the Spring 2022 Academic Staff Professional Development Grant program. The application deadline is Monday, March 21, 2022. More information is available here: <https://acstaff.wisc.edu/grants-awards/professional-development-grants/>
- The Academic Staff Institute, a professional development conference for academic staff, will be held on April 13 at Union South. The deadline to register is March 29. Register here: <https://go.wisc.edu/2022asi>. More information can be found here: <https://acstaff.wisc.edu/programs/academic-staff-institute/>.
- Anju Reejhsinghani and Gabe Javier, co-chairs of the Campus Climate Survey Task Force, are looking for volunteers serving various roles across campus and the larger Madison community – students, faculty, staff, administrators, alumni, and community members – to join a Task Force in helping to discern and disseminate findings from the student climate survey to a broad audience. Look for an email from the Secretary of the Academic Staff Office with more information. If you are interested in joining, please fill out the brief survey at <https://go.wisc.edu/campusclimatetaskforce>.

Resources

COVID

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

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

Title & Total Compensation Project

Main site: <https://hr.wisc.edu/title-and-total-compensation-study/>

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

New job descriptions: <https://hr.wisc.edu/standard-job-descriptions/updates/>

Areas under review: <https://hr.wisc.edu/title-and-total-compensation-study/under-review/>

Compensation toolkit: <https://hr.wisc.edu/hr-professionals/compensation/>

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 (links refer to official minutes, if available)

Rob Cramer, Interim Vice Chancellor for Finance and Administration ([February 24](#))

Karen Massetti-Moran, Director of Total Rewards, Office of Human Resources (March 10)

Beth Meyerand, Vice Provost for Faculty and Staff Affairs ([March 3](#))

Meghan Owens, Compensation Administration Director, Office of Human Resources ([March 3](#))

Karl Scholz, Provost ([February 24](#), [March 3](#))

Patrick Sheehan, Interim Chief Human Resources Officer ([February 24](#), March 10)

Nick Tincher, Program Director, Administrative Transformation Program (March 10)

Key Topics

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

Administrative Transformation Program (ATP)

Nick Tincher, former Director of ATP, provided an update on the status and projected timelines of the program. ASEC discussed the need for increased shared governance involvement in the planning, development, and testing phases of the program.

COVID-19

As of March 12th, the mask mandate has been lifted. While there are reasonable and understandable concerns around this move, feedback has been generally positive. This policy change is in line with similar policy shifts around the country and follows current medical advice as case counts are declining rapidly. High quality masks and testing kits are still being provided.

Employee Experience

A campus climate survey for staff is expected to launch on April 12th and close on May 3rd. Keep an eye out for an email related to this, and please encourage your districts and networks to participate.

Finance and Facilities

Interim Vice Chancellor for Finance and Administration Rob Cramer discussed the trend for state supported borrowing holding relatively steady for UW-Madison, as well as the need to think about other ways to address Madison's needs. We need to think about steps to get to a better mix in renovation age for our facilities, including conducting facility condition assessments, analyzing space utilization, using smart building operational tools to meet sustainability/resiliency goals, and incorporating diverse voices throughout these processes. For financial strategies, we are looking at the real estate initiative and bonding authority, in addition to increasing our efforts in existing spaces for gifts, grants, and public-private partnerships.

Job Security

ASEC has had productive discussions with the Provost and the Interim Chief Human Resources Officer regarding tools available for recruiting and retaining academic staff. Rolling horizon appointments are a job security mechanism that is in ASPP. These appear to have been used with decreasing frequency. ASEC is working on getting data around rolling horizon usage and further advocacy in job security.

Title & Total Compensation Project

OHR continues to work through the list of issues related to implementation of TTC. New job descriptions are being created where needed. If staff feel a newly created title is a better fit than their current title, OHR is considering a timeline of 30 business days from the publishing of the new title to begin an appeal. OHR is also working on promotion and progression guidelines for HR reps.

Nominations and Appointments

Appointments

ASM Ginsburg Family Award Selection Committee: Weijia Li

Compensation and Economic Benefits Committee: Elizabeth Covington

Information Technology Committee: Jay Ray

TTC Appeals Panels: Michelle Hamilton, Emily Reynolds, and Aimee Tobin (Administration); Meghan Chua and Anna Paretskaya (Communications and Marketing); Tammy O'Brien and Teri Ott (Finance); Ellen Jacks, Sunil Rao, and Heather Shimon (Libraries, Archives, and Museums); and Jessica Beckendorf, Elizabeth Jesse, and Tim Markle (Outreach and Community Engagement).

Nominations

Nominating Committee Slate: Josh Cutler, Nicole Jennings, Nathan Jung, Kelly Krein