

# ASEC Activities, March 14 to April 11, 2022

## Announcements

- We need more **Hostile and Intimidating Behavior** (HIB) liaisons to serve as a point of contact for UW–Madison faculty, staff, and graduate student employees. HIB Liaisons listen to those employees with questions and concerns about HIB and refer individuals to appropriate resources. To apply to be a HIB Liaison, please complete a brief form by April 22, 2022 at: <https://go.wisc.edu/inaz6y>.
- **Vote!** The 2022 Standing Committee elections are now live. Only Assembly representatives can vote in this election. All terms will begin on July 1, 2022. The elections will close on Thursday, April 14 at 11:59pm. You can access the ballot here: <https://committeetracker.wisc.edu/>.

## 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](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)

**Steve Ackerman**, Vice Chancellor for Research and Graduate Education ([March 31](#))

**LaVar Charleston**, Chief Diversity Officer ([March 31](#))

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

**Karen Massetti-Moran**, Director of Total Rewards, Office of Human Resources (April 7)

**Karl Scholz**, Provost ([March 24](#))

**Patrick Sheehan**, Interim Chief Human Resources Officer ([March 24](#), April 7)

**John Zumbunnen**, Vice Provost for Teaching and Learning (April 7)

## Key Topics

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

### Administrative Transformation Program (ATP)

A new office has formed within the VCFA, the Office of Administrative Innovation and Planning. To some extent, the work of this office will be ensuring that ATP addresses the needs of UW-Madison in HR, finance, and research administration. ASEC has stressed the need for more and earlier shared governance consultation in the planning and design phases of ATP.

### COVID-19

Leadership continues to follow up-to-date medical advice around COVID-19. New strains, and their spread, are being actively monitored. Case counts have remained low following the return from spring break and testing, both PCR and antigen kits, and masks are still available.

### Employee Experience

The academic and university staff Climate Survey will launch on April 12. Please encourage your districts and networks to participate. More information can be found here: <https://provost.wisc.edu/staff-climate-survey-2022/>.

### Remote Work

This is an ongoing conversation between ASEC and leadership. It is also an evolving discussion as more staff return to the workplace, either voluntarily or due to a leadership request. Some staff want to remain fully remote, others long for workplace interactions, and many want a flexible mixture of both. How we manage this as an institution is a key to our future ability to attract and retain staff. Conversations are also being had around equity, with some employees who travel to work incurring additional costs for parking, caregiving, or both.

### Sustainability

The Office of Sustainability provided an update on the recommendations of the Sustainability Advisory Council. The proposed framework for sustainability leadership at UW-Madison looks at changes to culture (making sustainability principles part of our daily interactions), purpose (elevating sustainability as a discipline and through interdisciplinary research), and practice (evaluating policies, procedures, and systems). The Office will be presenting more on this at the May Assembly meeting.

### Teaching and Learning

The Center for Teaching, Learning, and Mentoring is almost 10 months old. There are a number of functional groups that support teaching and learning efforts throughout UW-Madison, and the center is in the process of forming and solidifying a number of partnerships with schools/colleges/divisions for curricular design and improvement. The center is working on its strategic plan and is taking a deliberate approach to DEI initiatives. The center is one part of the larger organization within the Division of Teaching and Learning.

### Title & Total Compensation Project

OHR has begun training departmental HR representatives around new TTC processes, including progression and promotion. Better understanding of these processes is essential to create as much consistency as possible.

## Nominations and Appointments

### Appointments

Compensation and Economic Benefits Committee: Elizabeth Covington

Student Panels: Tonya Schmidt, Ryan Podolak, and Nick Oleksy

University Research Council: Alfonso Del Rio