

ASEC Activities, May 10 to September 12, 2022

Announcements

- The Academic Staff Professional Development Grant competition will open tomorrow, September 13. The deadline for applications is Monday, October 24. Find more information here: <https://acstaff.wisc.edu/grants-awards/professional-development-grants/>
- Registration is open for University Roundtable. Find more information and registration links here: <https://acstaff.wisc.edu/programs/university-roundtable/>
- Save the Date: Employee Resource Fair will be held in-person on October 3 from 10:00 a.m. – 4:00 p.m. at Union South.
- September 12-December 23, 2022, the UW–Madison [Public History Project](#) will present *Sifting & Reckoning: UW–Madison’s History of Exclusion and Resistance* to the public through a collaborative partnership with the Chazen Museum of Art.
- Attend Info Sessions on the [West Campus District Plan](#) scheduled for this week:
 - Wednesday, September 14, 7- 8 p.m. at the Health Sciences Learning Center (HSLC) room 1345
 - Thursday, September 15, 3:30-4:40 p.m. at HSLC room 1325.

The 9/14 session is for the wider community and the 9/15 session is for campus, but members of the campus community are encouraged to attend whichever session best fits their schedule. Both sessions will also be streamed live via Zoom and recorded.

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, Vice Chancellor for Finance and Administration ([May 26](#), [July 28](#))

Lynn Freeman, Chief Employee Learning Officer, Office of Human Resources ([June 9](#))

Felipe Gacharná and Jana Valeo, Co-Chairs, Ad Hoc Committee on Academic and University Staff Diversity, Equity, and Inclusion ([June 23](#))

Diana Hess, Interim Provost ([July 14](#), [July 28](#))

Patrick Kass, Director, Transportation Services ([May 26](#))

Karen Massetti-Moran, Director of Total Rewards, Office of Human Resources ([May 19](#), [July 14](#), [August 18](#), [September 1](#))

Beth Meyerand, Vice Provost for Faculty and Staff Affairs (September 8)

Jennifer Mnookin, Chancellor ([August 25](#))

Lori Reesor, Vice Chancellor for Student Affairs ([June 23](#), September 8)

Kelly Rupp, Assistant Vice Provost for Faculty and Staff Affairs (September 8)

Paul Seitz, Director of Strategic Initiatives, Office of the Vice Chancellor for Finance and Administration ([June 9](#), [September 1](#))

Karl Scholz, Provost ([May 19](#), [August 11](#), September 8)

Patrick Sheehan, Interim Chief Human Resources Officer ([May 19](#), [June 9](#), [July 14](#), [September 1](#))

John Zumbunnen, Vice Provost for Teaching and Learning ([August 25](#))

Key Topics

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

Administrative Quality Satisfaction Survey

ASEC discussed results of the Administrative Quality Satisfaction Survey with the Director of Strategic Initiatives in the VCFA. There were 25,000 qualitative responses from 3,500 unique respondents, which constituted an 18% response rate. The average satisfaction rating was 3.85 out of a possible 5. There will be additional analyses linking themes from this survey to the climate surveys for students, staff, and faculty. Survey results will help guide priorities for staff training and development and will also provide benchmarking data for the Administrative Transformation Program. It is expected that the survey will go out on a biennial basis.

Administrative Transformation Program (ATP)

The ATP team is putting together a strategy to engage with shared governance. In addition to engaging academic staff within UW-Madison, ASEC also recommended further engagement with the UW System Reps on ATP.

COVID-19

Campus will continue to have PCR testing available similar to the availability that we had in the spring. Tests will now be processed by Exact Sciences instead of the Veterinary Diagnostic Lab. Campus will also continue to provide antigen tests to students and employees on a weekly basis. In addition to COVID, campus administration is paying close attention to the situation with monkeypox, and there will continue to be communication about vaccination and boosters available at University Health Services.

Compensation

Raising staff salaries will be a multi-year effort and administration will continue to prioritize this. There will be a focus on those employees in the lower salary ranges, and they will also be looking at areas with high turnover. Related, OHR has rolled out the compensation exercise for the fall, which includes an increase in funding for staff. ASEC emphasized the importance of evaluation measures in the effort to raise salaries, which helped in the initiative to raise faculty salaries within the past several years. ASEC also stressed the importance of addressing compensation issues for those employees not paid via 101 or 104 funding. OHR is exploring ways to address this for impacted employees.

Diversity, Equity, and Inclusion (DEI)

Campus-wide training in DEI is on pause while a new vendor is identified. The Ad Hoc Committee on Academic and University Staff Diversity, Equity, and Inclusion presented a draft report to and sought feedback from ASEC. A final report will likely be presented to the Assembly this fall. ASEC discussed the possibility of a resolution endorsing the recommendations once the report is finalized.

Division for Teaching and Learning

The Center for Teaching, Learning, and Mentoring (CTLM) celebrated its first anniversary over the summer. While a number of existing offerings continue, CTLM is excited about additional opportunities to partner more directly with schools/colleges/divisions in areas such as curricular reform, teaching assistant training, and professional development for inclusive teaching. The division is also in the process of hiring an Associate Vice Provost for Assessment and Academic Outcomes to lead the student learning assessment team, monitor and manage teaching and learning tools, and strategize on the usage of data to improve student outcomes.

Employee Experience

The Assistant Vice Provost for Faculty and Staff Affairs provided an update on the Climate Survey that went out to academic and university staff in spring 2022. The overall survey response rate was 38.3%. Results continue to be analyzed and a final summary should be available later this fall.

Engagement with Chancellor

ASEC's initial meeting with Chancellor Mnookin focused on morale as a central issue, and the cascading impacts of the many changes that have affected academic staff over the past few years. Chancellor Mnookin shared insights and opportunities on these issues.

Impacts of Dobbs Decision

ASEC relayed concerns from constituents about impacts from the ruling, and OHR is checking on any potential impacts to benefits for employees. ASEC also urged mindfulness around future legislation and its potential effects on members of our community. They also stressed the importance of supportive communication to the university community. Administration is looking at potential impacts to both enrollment and research as a result of the decision. The Dobbs decision doesn't affect any services that UHS currently provides.

Remote Work

OHR is working through some of the opportunities with the campus remote work policy. They are currently looking at more granular data on how remote work agreements are being implemented. OHR has been hearing concerns about equitable implementation of the campus remote work policy, and they are working on communication around this. This includes clarity around ongoing remote work (currently, agreements are executed annually). OHR is also working on a survey about remote work. There has been discussion on whether the survey should be administered in a centralized or decentralized manner. ASEC supported central administration of the survey.

Supervisor Training

OHR reported on efforts around supervisory training and development. They are working on building out a team resilience initiative for managers, which would be a combination of synchronous and asynchronous engagement. Additionally, they are considering a cohort model for faculty who supervise, which is in an exploratory phase. There are also discussions about an executive leadership development program, as well as expanded opportunities for coaching and communities of practice. This would be co-led by someone from executive leadership. ASEC encouraged OHR to think critically about how the training would be implemented for principal investigators, as well as how to leverage existing opportunities afforded by the research mentor training resources that the campus already provides.

Title & Total Compensation Project

OHR continues to work through remaining issues related to the implementation of TTC. They are also moving forward with phase 2 of TTC, which includes looking at the benefits framework. They have been looking at the survey results from several years ago. Paid parental leave is the top area to address from the previous benefits survey. UW-Madison and UW System are working to assess priorities and address potential benefits changes. UW-Madison is continuing its discussions with UW System regarding career progression. OHR plans to demonstrate progression models for the HR reps in December.

Transportation Services

ASEC raised concerns about equity issues related to parking costs for staff. Transportation Services is working on a survey for those who utilize parking, and the Campus Transportation Committee is consulted on these and other issues. Also, there have been conversations about the possibility of basing parking rates on salary.

Currently, there are low cost options for individuals that Transportation Services has kept in place through the pandemic. There are administrative challenges to managing the program based on salary, which would increase expenses and subsequently program costs.

Nominations and Appointments

Nominations

Academic Staff Appeals Committee: Nicholas Oleksy

Academic Staff Executive Committee, Chair: Mallory Musolf

Academic Staff Executive Committee, Vice Chair: Donna Cole

Area Review Committees:

- Administration/Student Services/Library: Eliot Finkelstein, Kelli Hughes, and Sheila Stoeckel
- Biological/Medical Sciences: Ruthanne Chun, Christoph Mans, and Rebecca Stepien
- Humanities/Social Sciences: Erlin Barnard, Scott Mellor, and Nancy Murray
- Physical Sciences/Engineering: Mark Friesen, Noriko Kita, and Daniel Den Hartog

Academic Staff Appeals Committee: Steven Boldt, Sarah Kuba, and Tianlu Yuan

Athletic Board: Andrew Turner

Chief Human Resources Officer Search and Screen Committee: Erin Cook and Tanya Hubanks

Dean of the International Division Search and Screen Committee: Elise Ahn, Richard Barajas, Weijia Li, and Martin Rouse

Distinguished Status Review Committee: Pamela Dolittle, James Drews, Emily Hall, Allen Huang, and Mark Matosian

Labor Codes and Licensing Advisory Committee: Kelly Moran

University Bookstore Board of Trustees: Todd Courtenay

Appointments

Academic Staff Assembly Districts: continuing representatives and alternates in even-numbered districts

Campus Planning Committee: Lindsey Stoddard Cameron

Campus Transportation Committee: Diane Mayerfield

Committee on Disability Access and Inclusion: Tim Markle

Committee on Undergraduate Recruitment, Admissions, and Financial Aid (CURAFA): J.J. Andrews

Committee for Women in the University: Carrie Backman and Chariti Gent

Communications Committee: Faye Lux

Dean of Students Advisory Committee: Andrew Hahn

Health Care Advisory Committee: Roberta Pawlak and Bill Schneider

Immigration and International Issues Committee: Christina Eddington

Memorial Library Committee: Quinn Fullenkamp

Mentoring Committee: Peter Kinsley

Recreational Sports Board: Katie Effertz

Retirement Issues Committee: Sherry Holcomb

Student Panels: Meghan Chua, Jessica Coburn, Kaley Grunwald, Nicholas Hill, and Amy Zwaska

University Academic Planning Council: Stephanie Jones

University Curriculum Committee: Scott Hartman and Joanna Wangerin

University Research Council: Alfonso Del Rio

Wisconsin Union Council: Jenny Faust