

ASEC Activities, October 11 to November 14, 2022

Announcements

- UW–Madison Chief Human Resources Office Finalists are on campus this week. Public presentations will be held at the Pyle Center in Room 121. These presentations will be recorded for later viewing. Information on candidates will be posted 48 hours prior to their visits here: <https://www.vc.wisc.edu/chro/>. This site will also have online forms for employees to submit feedback on individual candidates.
- A call for nominations for this year's Academic Staff Excellence Awards will be sent this week. You are encouraged to nominate your colleagues for one of 9 campus awards (<https://acstaff.wisc.edu/grants-awards/uw-madison-academic-staff-excellence-awards/>) and 2 UW System awards (<https://acstaff.wisc.edu/grants-awards/uw-system-awards/>). Watch for an email from the Secretary of the Academic Staff Office this week with more details.

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)

Steve Ackerman, Vice Chancellor for Research and Graduate Education ([November 3](#))

Alisha Arnold, HR Director and Program Officer, Office of Human Resources (November 10)

Rob Cramer, Vice Chancellor for Finance and Administration ([October 27](#))

Alex Frank, Senior Sustainability Analyst, Office of Sustainability ([November 3](#))

Gavin Luter, Managing Director, UniverCity Alliance (November 10)

Karen Massetti-Moran, Director of Total Rewards, Office of Human Resources ([October 20](#), November 10)

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

Jennifer Mnookin, Chancellor ([October 20](#))

Missy Nergard, Director, Office of Sustainability ([November 3](#))

Kelly Rupp, Assistant Vice Provost for Faculty and Staff Affairs ([November 3](#))

Karl Scholz, Provost ([October 27](#))

Patrick Sheehan, Interim Chief Human Resources Officer ([October 20](#), November 10)

Key Topics

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

ASEC Priorities, 2022-2023

ASEC continues to progress on priorities for the year. There are three areas: Diversity, Equity, Inclusion and Belonging; supporting CASIs; and transportation. Each area is represented by a subcommittee of ASEC members. Subcommittees typically met during Assembly weeks to move forward on their goals. As a whole, ASEC continues to prioritize issues related to compensation, workplace flexibilities, benefits (including paid family leave), and progression/promotion.

Deans Reviews

Campus will be instituting an anonymous survey mechanism for faculty and staff to complete as part of the Deans' review process in their school/college/division. The surveys will be administered by someone outside the school/college/division being reviewed, and there will be full opportunity for participation by staff.

Engagement with Chancellor

Chancellor Mnookin received the Academic Staff Assembly's resolution supporting the continuation of the Public History Project. The Office of the Chancellor is in conversation with several parties, including Kacie Lucchini Butcher, about the process of continuing the project's work. Chancellor Mnookin also continues to meet with stakeholders and community members to listen and learn about their interests, successes, and concerns. The Chancellor is taking the time with her office to see how comments that she is receiving at her various events fit with what she's also learning from different areas of campus, all of which contribute to a shared strategy of moving the institution forward.

Hostile and Intimidating Behavior (HIB)

The Vice Provost for Faculty and Staff Affairs gave an update on the HIB working group. Their first priority is to tackle the informal resolution process, making the process clearer on the website and offering resources to navigate bad behavior that might not rise to the level of HIB. Additionally, campus has 22 trained new HIB liaisons. Liaisons serve for three years with the option to rotate off or renew. Vice Provost Meyerand's office plans to send out a call for new liaisons on an annual basis.

Research Professor Title

Associate Vice Chancellor for Research Policy and Compliance Nadine Connor continues to review data and guidelines related to the research professor titles. The OCVRGE has seen growth in the use of the title. ASEC suggested that OVRGE could potentially model increased use of the research professor title in their division to other campus schools/colleges/divisions. Vice Chancellor Ackerman, Vice Provost Meyerand, and Vice Provost for Teaching and Learning John Zumbrunnen will also be meeting in the spring to discuss additional efforts around use of the title.

Staff Climate Survey

The staff climate survey report is almost complete. As part of the report a summary, infographic and Tableau dashboard are in progress. The infographic should be released by the time of the Diversity Forum, and there will be a web link to the summary document. Vice Provost Meyerand's office will also be checking in with schools/colleges/divisions to see how they are using the information gathered from the survey, as well as how that information might fit in with their strategic plans.

Title & Total Compensation Project

OHR shared two documents on progression with ASEC for feedback. OHR also continues its work on the benefits strategy (part of Phase II of TTC implementation). This work has included productive conversations on a unified approach with UW System. OHR is planning to share proposals with shared governance for input in the near future.

UniverCity Alliance

Gavin Luter, Managing Director from UniverCity Alliance provided an overview of the office with an interest in recruiting academic staff for their projects. ASEC discussed ways academic staff might get involved and recommended Dr. Luter present on UniverCity Alliance at a spring Assembly meeting and at next year's Academic Staff Institute.

West District Campus Plan

Public engagement on the west district campus plan are underway. The VCFA Office is gathering feedback on concepts from a variety of stakeholders, including those on campus and several partners like Forest Products, the Veterans Hospital, and UW Health.

Nominations and Appointments

Appointments

Campus Transportation Committee: Shane Burgess

Dean of Students Advisory Committee: Michele Smith

Personnel Policies and Procedures Committee: Karina Ward

Professional Development and Recognition Committee: Amy Arbogash