

ASEC Activities, October 12 – November 10, 2019

Announcements:

- Title and Total Compensation Project forums are this week! We encourage all academic staff to attend the forums and review the available materials online about the project <https://hr.wisc.edu/title-and-total-compensation-study/>. The entire standard job description library is also available online at <https://hr.wisc.edu/standard-job-descriptions/>
- Mark your calendars for this year's Academic Staff Institute, which will be held on February 25, 2020.
- Nominations for the UW-Madison Academic Staff Excellence Awards are now open. Please go to <https://acstaff.wisc.edu/professional-development/awards/uw-madison-academic-staff-excellence-awards> for more details. Nominations are due on January 10, 2020.

Report:

- ASEC met with Provost Karl Scholz and discussed plans to create an ad hoc committee on the implementation of the Youth Protection Policy. ASEC also imparted how important it was to retain distinguished title in the future compensation structure. The Provost also reported that both teaching and research professor draft guidelines were shared with Deans Council for comment. Both will be brought back to ASEC after revisions are incorporated from the deans.
- Vice Provost for Faculty and Staff Michael Bernard-Donals shared an overview of a committee that looked at retention of underrepresented faculty in the hopes to get ideas for future academic staff diversity initiatives. Also discussed were themes that emerged from the academic staff performance evaluation chat for employees. Consensus was that the tool (PMDP) is driving the conversation and review process and that more training is needed for both supervisors and employees on use evaluation tools and resources available.
- Associate Vice Chancellor for Research Policy and Compliance Nadine Connor presented a draft version of the research professor title guidelines to ASEC.
- Vice Chancellor for Finance and Administration Laurent Heller updated ASEC on the Administrative Transformation Project—namely that the topic would be on the Board of Regents agenda for December. Procurement process for a vendor for combined services has advanced to final RFP stage. Also mentioned was possible switch for all payroll processing to a bi-weekly schedule for all employees.
- Interim Vice Provost for Extension and Public Media Casey Nagy reported on the status of the transition of Extension and Public Media. A series of workshops have been scheduled to develop synergies between Extension and UW-Madison.
- ASEC met with OHR leadership on TTC related updates. Discussions focused on the new definitions of equity (addressing salary differences related to protected status of employee—such as gender, race or age) and parity (salary relationships between those in the same title) as well as appeals process and the importance to Academic staff in maintaining distinguished status in the new compensation structure. All TTC job mapping must be complete by this Friday, November 15 and submitted back to central OHR for review.
- ASEC approved creation of a committee to review implementation of the Youth Protection Policy. Committee membership has been solicited and will be announced shortly. The committee is specifically charged with developing a taxonomy of programs on campus and a list of recommendations about how best to protect youth in these activities/programs. ASEC thanks everyone who submitted nominations.
- ASEC met with ASM leadership Laura Downer (ASM Chair) and Morgan Grunow (Vice Chair) to discuss ASM's current initiatives, state legislative topics where collaboration with academic staff might be warranted, communications with graduate students, and uses of segregated fees.

Appointments and Nominations:

- Appointment
 - Memorial Library Committee: Kyle Martinez
- Nomination
 - Distinguished Prefix Review Committee: Eric White