

# ACADEMIC STAFF INSTITUTE

APRIL 1, 2014

8:45 AM – 2:30 PM

VARSIITY HALL, UNION SOUTH

8:15 – 8:45 **Registration & Coffee**

8:45 – 8:50 **Welcome**

Heather McFadden, *ASEC Chair*

Suzanne Broadberry, *MASA President*

8:50 – 9:35 **Keynote**

**Framework for Thriving Schools: Progress Update**

Julie Underwood, *Dean, School of Education*

Jennifer Cheatham, *Superintendent, Madison Metropolitan School District*

9:45 – 10:35 **Session I**

10:45 – 11:35 **Session II**

11:35 – 12:35 **Lunch and Keynote**

**The Future of Higher Education: Funding, Pedagogy and Technology**

Ray Cross, *President, University of Wisconsin System*

12:45 – 1:35 **Session III**

1:45 – 2:30 **Closing Speaker**

**Improve Your Day Through Movement**

Ellen Dixon, *Coordinator of Fitness/Wellness, Division of Recreational Sports*

Jess Gorzelitz, *Coordinator of Personal Training, Division of Recreational Sports*

**Sponsored by:**

**Academic Staff Executive Committee (ASEC)**

**Academic Staff Professionals Representation Organization (ASPRO)**

**Madison Academic Staff Association (MASA)**

**Office of Human Resource Development**

**Office of the Secretary of the Academic Staff**

**9:45-10:35 SESSION I**

**Early to Mid-Career Benefit Maximization  
and Retirement Planning**

*Landmark (3<sup>rd</sup> Floor)*

Thomasin Propson, *UW-Madison Benefits Services, Office of Human Resources*

Whether you are new to State employment or are mid-way into your career, learn how to best prepare as an Academic Staff employee for your future retirement. Presentation topics include: how the WRS retirement benefit is calculated and what you can do to increase your annuity; a review of the supplemental retirement plans available to University employees; retirement account options should you leave the University prior to age 55; the value of your sick leave account and how it works for you both before and after retirement; and the free LifeSuite benefits available to all State employees.

**Legislative Update**

*Northwoods (3<sup>rd</sup> Floor)*

Kathi Kilgore, *Academic Staff Professionals Representation Organization (ASPRO)*

Hear a legislative update from ASPRO's Lobbyists and learn what issues could be before the Legislature next year. Learn about the advocacy arm of the Academic Staff and how you can work with ASPRO to advance academic staff issues with legislators, the Governor and the UW Administration.

**Beyond the Game**

*Agriculture (3<sup>rd</sup> Floor)*

André Harris, *Beyond the Game & Student-Athlete Development Coordinator*

Bridget Woodruff, *Director of Student-Athlete Development*

Dr. Lavar Charleston, *Assistant Director Wei Lab, BTG instructor*

Douglas Tiedt, *Associate Athletic Director for Student Services*

DeVon Wilson, *Director, Center for Academic Excellence/L&S MD Coordinator*

This panel will discuss Beyond the Game (BTG), an innovative program designed to increase the graduation rates and post-graduation trajectories of African-American student-athletes at UW-Wisconsin-Madison. With objectives that include increasing campus engagement and leadership skills, BTG includes coursework, directed forums, and career role modeling. BTG is open and beneficial to any student-athlete. The BTG panel will share the inception and growth of this student-athlete development program.

**9:45-10:35 SESSION I (continued)**

**How to Make an Impact at UW-Madison**

*Industry (3<sup>rd</sup> Floor)*

Ann Fillback Watt, *member of School of Education CASI*

Jesse Markow, *Academic Staff Representative and Co-Chair of the Recreation Sports Board*

Jim Rogers, *member of Academic Staff Nominating Committee and Academic Staff Assembly*

Are you concerned with parking, campus climate, diversity or other aspects of campus life that impact your daily professional life? Come to hear from, and discuss with, fellow academic staff serving your needs through shared governance committees, standing committees, Assembly and/or CASI.

**10:45-11:35 SESSION II**

**How is Your Financial Literacy?**

*Landmark (3<sup>rd</sup> Floor)*

J. Michael Collins, *Associate Professor Center for Financial Security*

Karen Holden, *Professor Emeritus Center for Financial Security*

Learn about the larger issues of retirement readiness and financial literacy, and increase your awareness of learning resources that can help you build your own financial capability and security.

**Add to Your Stress Resiliency Toolbox:**

*Northwoods (3<sup>rd</sup> Floor)*

**'With a Little Less Talk and a Lot More Action'**

Sharon Colby, *Trainer and Consultant from Slipstream Collaborative*

You've read the research about stress; you know the recommendations. Rather than listen to a presentation about it, let's engage. In this experiential session we'll use some of the tools you could be using, even in the midst of a pressured day, including Biodots, breathing, meditation, HeartMath, self-talk, and acupressure.

**10:45-11:35 SESSION II (continued)**

**Working with Diverse Communities:**

*Agriculture (3<sup>rd</sup> Floor)*

**Listening, Engaging and Creating Lasting Partnerships**

Sarah L. Esmond, *MS, Administrative Director UW Collaborative Center for Health Equity*

Melissa F. Greendeer, *MS, Community and Academic Support Coordinator, UW Native American Center for Health Professions*

Marcia Villa, *CCHE Research Ambassador/Community Research Specialist, United Community Center*

Serving as a central resource to support health equity scholarship, the UW Collaborative Center for Health Equity (CCHE) has created an intricate web of connectivity to engage with a diverse array of constituencies on- and off-campus. Working with researchers, health care providers, community stakeholders, scholar-practitioners, and students (as early as middle school to post-doc scholars) and faculty, CCHE partners stem from academia, government, research, and community settings. Successful and sustained community-academic partnerships are at the heart of much of their programming.

What can we learn from the way CCHE builds mutually beneficial collaboration between UW and the community at large? Can their strategies be applied to other collaborative initiatives? Three members of the team will introduce how they foster interconnectiveness as they advance research, engagement and student career development.

**Job Security: Your Rights as Academic Staff**

*Industry (3<sup>rd</sup> Floor)*

Deb Brauer, *Co-Chair Personnel Policies and Procedures Committee (PPPC)*

Linda Scholl, *Co-Chair Personnel Policies and Procedures Committee (PPPC)*

What types of job security are available for academic staff members? When can staff seek increased job security? What happens if when one receives a notice of layoff or nonrenewal? What resources are available about job security and academic staff policies? Join this conversation to learn more about these and other topics related to job security.

**12:45-1:35 SESSION III**

**Microaggressions**

*Landmark (3<sup>rd</sup> Floor)*

Professor Steve Quintana, *UW-Madison Dept. of Educational Psychology*

Alyssa Ramirez-Stege, *Graduate Student*

Nancy Herrera, *Graduate Student*

Recent research shows the frequency of microaggressions as well as the challenges in responding to them. This workshop will explain why and how they happen and what can be done to prevent them and also to respond. We will focus on a few kinds of microaggressions, especially gender and race, but also review other microaggressions.

**Coping with Workplace Conflict**

*Northwoods (3<sup>rd</sup> Floor)*

**When It Just Won't Go Away**

Sharon Colby, *Trainer and Consultant from Slipstream Collaborative*

Sometimes, despite our best efforts, conflicts remain. When that's the case, we need to strengthen our capacity to work effectively in the midst of it. We'll look at the individual and organizational layers of response, along with practical strategies you can cultivate which match each of them. (Note: we'll not focus on conflict resolution and mediation models, but rather the living alongside conflict.)

**Four Ways of Hearing: A Practical Tool for Effective Communication in Difficult Interactions**

*Agriculture (3<sup>rd</sup> Floor)*

Debra Claire, *Disability Specialist, Emeritus, UW-Madison*

Jennifer Warnick, *Director of Wisconsin Empathy Guild*

During tough exchanges in the workplace we often find ourselves losing our balance and our ability to collaborate effectively. We will explore how to recognize a fuller range of choice in how we hear difficult messages, thus reducing friction and allowing us to be more productive.

**What You Need to Know Before Things Go Wrong**

*Industry (3<sup>rd</sup> Floor)*

Barbara Gerloff, *Co-Chair Academic Staff Appeals Committee*

Paige Reed, *UW System Legal Counsel*

Many members of the academic staff have a limited understanding of their grievance and appeal rights on this campus – until things go wrong! Suddenly, you may find yourself considering this route. You may discover that someone you supervise has filed an appeal or grievance related to your supervisory actions.

This session will help you be proactive in understanding the components of the appeals and grievance process at UW-Madison. Topics will include: situations that can generate a grievance or appeal, how to avoid these situations, stages of the actual process, the role of the appeals committee, how decisions are made, and resources for more information. Please note: this session is not designed to help individuals decide whether or not to file an appeal or grievance, but to educate academic staff about the process. The presenters are not able to discuss individual situations because of their role in this process.

## **SPECIAL THANKS**

### **Organizing Committee**

Suzanne Broadberry  
Aaron Crandall  
Heather Daniels  
Heather McFadden

Mallory Musolf  
Noel Radomski  
Amy Rettammel  
Consuelo Springfield

### **Conference Assistance**

Sharon Colby  
Moriah Consigny  
Heather Daniels  
Mary Johansen

Troy Reeves  
Jodi Roberts  
Kathleen Smith  
Tammy Starr

### **Speakers**

Deb Brauer  
Lavar Charleston  
Jennifer Cheatham  
Debra Claire  
Sharon Colby  
J. Michael Collins  
Ray Cross  
Ellen Dixon  
Sarah Esmond  
Ann Fillback Watt  
Barbara Gerloff  
Jess Gorzelitz  
Melissa Greendeer  
André Harris  
Nancy Herrera

Karen Holden  
Kathi Kilgore  
Jesse Markow  
Thomasin Propson  
Steve Quintana  
Alyssa Ramirez-Stege  
Paige Reed  
Jim Rogers  
Linda Scholl  
Douglas Tiedt  
Julie Underwood  
Marcia Villa  
Jennifer Warnick  
DeVon Wilson  
Bridget Woodruff