



**ACADEMIC STAFF INSTITUTE**  
**WEDNESDAY, MARCH 27, 2019**  
**8:30AM – 1:30PM**  
**VARSITY HALL, UNION SOUTH**

**7:45 – 8:30 Registration and Breakfast**

**8:30 – 8:45 Welcome**

*Mallory Musolf, Vice Chair, Academic Staff Executive Committee*  
*Matt Kronberger, President, Madison Academic Staff Network*

**8:45 – 9:20 Keynote Address: “Our Current Immigration Policies: Reflections from Our Southern Border to Our Badger State”**

*Erin Barbato, Director of the Immigrant Justice Clinic, UW Law School*

**9:30 – 10:25 Breakout Session 1**

**Location**

**Active Career Management: Develop Your Plan**

*Elizabeth Schrimpf, Career Counselor, Division of Continuing Studies*

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

**Digital Learning Infrastructure and Programs**

*Steve Cramer, Vice Provost for Teaching and Learning*  
*Linda Jorn, Associate Vice Provost for Learning Technologies*

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

**Reaching for the STARS: Sustainability at UW-Madison**

*Missy Nergard, Director of Sustainability*

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

**What You Need to Know about the Title and Total Compensation Project**

*Diane Blaskowski, Director of Employee Services, Office of Human Resources*  
*Meghan Owens, Director of Compensation, Office of Human Resources*  
*Shana Ullsvik, TTC Project Manager, Office of Human Resources*

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

**10:35 – 11:30 Breakout Session 2**

**Location**

**ASPRO Legislative Update**

*Kathi Kilgore, ASPRO Executive Director/Lobbyist*

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

**Geology of the Baraboo Area: What the Rocks Tell Us about Wisconsin’s Ancient Past**

*Esther Stewart, Geologist, Wisconsin Geological and Natural History Survey, UW-Extension*

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

**Maximize Your Benefits: Early- and Mid-Career Retirement Planning**

*Thomasin Propson, Benefits Specialist, Office of Human Resources*

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

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10:35 – 11:30 Breakout Session 2 (Continued)	Location
<p><b>What You Need to Know about the Title and Total Compensation Project (Repeat of Session 1)</b>  <i>Diane Blaskowski, Director of Employee Services, Office of Human Resources</i>  <i>Meghan Owens, Director of Compensation, Office of Human Resources</i>  <i>Shana Ullsvik, TTC Project Manager, Office of Human Resources</i></p>	Northwoods (3 <sup>rd</sup> Floor)
<p><b>Short Sessions (Each short session presented three times, starting at 10:35, 10:55, and 11:15)</b></p>	
<p><b>Cybersecurity and Data Protection: News You Can Use</b>  <i>Ed Jalinske, Security Education Training and Awareness Lead</i>  <i>Office of Cybersecurity</i>  <i>Bob Turner, Director, Office of Cybersecurity</i></p>	Sift & Winnow (2 <sup>nd</sup> Floor)
<p><b>Employee Well-being at UW-Madison</b>  <i>Nicole Youngberg, Chief Employee Wellness Leader, Office of Human Resources</i></p>	Traditions (2 <sup>nd</sup> Floor)
<p><b>Hidden Treasure: Free Professional &amp; Career Development Resources for You!</b>  <i>Lynn Freeman, Director of Learning and Talent Development, Office of Human Resources</i></p>	Wisconsin Idea (2 <sup>nd</sup> Floor)
11:40 – 12:35 Breakout Session 3	Location
<p><b>Campus Safety: Current Issues and Collaborative Approaches</b>  <i>Kristen Roman, UW-Madison Chief of Police</i></p>	Agriculture (3 <sup>rd</sup> Floor)
<p><b>Dealing with Stress: Focusing on Your Circle of Influence</b>  <i>Tina Ngo, Training Instructor, Wisconsin Department of Health Services</i></p>	Northwoods (3 <sup>rd</sup> Floor)
<p><b>Inclusivity for LGBTQ+ Pops: More than Rhetoric</b>  <i>Katherine Charek Briggs, Assistant Director, Gender and Sexuality Campus Center</i>  <i>Warren Scherer, Director, Gender and Sexuality Campus Center</i></p>	Industry (3 <sup>rd</sup> Floor)
<p><b>The Wisconsin IceCube Particle Astrophysics Center (WIPAC)</b>  <i>Michael DuVernois, Senior Scientist, WIPAC</i></p>	Landmark (3 <sup>rd</sup> Floor)
<p><b>Short Sessions (Each short session presented three times, starting at 11:40, 12:00, and 12:20)</b></p>	
<p><b>Academic Staff Governance Opportunities</b>  <i>Donna Cole, Administrator, Wisconsin Alzheimer's Institute</i>  <i>Academic Staff Executive Committee (ASEC) Member</i></p>	Sift & Winnow (2 <sup>nd</sup> Floor)
<p><b>Employment Immigration at UW: An Overview</b>  <i>Jennifer Taylor, Director, International Faculty and Staff Services</i></p>	Traditions (2 <sup>nd</sup> Floor)
<p><b>Supporting International Students on Campus</b>  <i>Tetyana Schneider, Assistant Director, International Student Services</i></p>	Wisconsin Idea (2 <sup>nd</sup> Floor)
<p><b>12:35 Lunch</b></p>	Varsity Hall

# BREAKOUT SESSION 1

## 9:30 – 10:25

### **Active Career Management: Develop Your Plan**

**Agriculture, 3<sup>rd</sup> Floor**

*Elizabeth Schrimpf, Career Counselor, Division of Continuing Studies*

Unsure about the next step in your career? In this reflective and interactive workshop, participants will learn about the career management cycle, have time to consider some key questions and engage in discussion about their career plans. Whether you are just starting out, comfortable in your role or preparing for a change, learning how to actively manage your career will help you make educated decisions, take advantage of opportunities and build a picture of what your next steps will be—whenever you choose to take them.

### **Digital Learning Infrastructure and Programs**

**Landmark, 3<sup>rd</sup> Floor**

*Steve Cramer, Vice Provost for Teaching and Learning*

*Linda Jorn, Associate Vice Provost for Learning Technologies, Director of DoIT Academic Technology*

Join Steve Cramer and Linda Jorn as they provide attendees with an overview of the emerging student digital ecosystem at UW-Madison, including the four campus domains for advancing that ecosystem to scale and the committee structure that supports this work. Bring your ideas and questions as almost half the presentation time will be for questions and discussion.

### **Reaching for the STARS: Sustainability at UW-Madison**

**Industry, 3<sup>rd</sup> Floor**

*Missy Nergard, Director of Sustainability*

Sustainability is more than just energy and recycling. In this session, you will learn what sustainability in higher education entails as well as how institutions are rated nationally in STARS (Sustainability, Tracking, Assessment and Rating System). Participants will also take a look at what actions the UW-Madison campus has taken, what you can expect to see in the future, and how everyone's roles contribute to a more just and sustainable world.

### **What You Need to Know about the Title and Total Compensation Project**

**Northwoods, 3<sup>rd</sup> Floor**

*Diane Blaskowski, Director of Employee Services, Office of Human Resources*

*Meghan Owens, Director of Compensation, Office of Human Resources*

*Shana Ullsvik, TTC Project Manager, Office of Human Resources*

Attendees will learn what's coming up with the Title and Total Compensation Project and important points for academic staff on how the project impacts them. Attendees will also learn about upcoming opportunities to get engaged with the project.

## **BREAKOUT SESSION 2**

### **10:35 – 11:30**

#### **ASPRO Legislative Update**

*Kathi Kilgore, ASPRO Executive Director/Lobbyist*

**Agriculture, 3<sup>rd</sup> Floor**

Hear a legislative update from ASPRO's (the Academic Staff Professionals Representation Organization's) lobbyist on how the state budget could impact you. 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.

#### **Geology of the Baraboo Area: What the Rocks Tell Us about Wisconsin's Ancient Past**

*Esther Stewart, Geologist, Wisconsin Geological and Natural History Survey, UW-Extension*

**Landmark, 3<sup>rd</sup> Floor**

About one-and-a-half billion years ago, Wisconsin was situated near the coast of an ancient continent covered by flowing rivers and sandy beaches. Evidence for these ancient environments is preserved in rock outcrops and historic mine records from the Baraboo Hills. Through compiling this evidence into new geologic maps, we gain an understanding of ancient Earth environments before the evolution of animal life as well as how this oldest bedrock influences southern Wisconsin's groundwater resources.

#### **Maximize Your Benefits: Early- and Mid-Career Retirement Planning**

*Thomasin Propson, Benefits Specialist, Office of Human Resources*

**Industry, 3<sup>rd</sup> Floor**

Are you 15-20 years or more from retirement? Learn how strategies you employ as a new or mid-career employee can better prepare you for retirement. Presentation topics include: free and reduced-cost resources; a review of the 3 retirement plans available to academic staff; options if your employment ends before age 55; and the value of saving sick leave now to help pay for health insurance in the future.

#### **What You Need to Know about the Title and Total Compensation Project (Repeat of Session 1)**

*Diane Blaskowski, Director of Employee Services, Office of Human Resources*

*Meghan Owens, Director of Compensation, Office of Human Resources*

*Shana Ullsvik, TTC Project Manager, Office of Human Resources*

**Northwoods, 3<sup>rd</sup> Floor**

Attendees will learn what's coming up with the Title and Total Compensation Project and important points for academic staff on how the project impacts them. Attendees will also learn about upcoming opportunities to get engaged with the project.

# BREAKOUT SESSION 2, CONTINUED

## 10:35 – 11:30

### Short Sessions

These are 15-minute short sessions including Q&A. Participants are able to attend 3 presentations per breakout session. Each presentation will be given 3 times from 10:35 – 11:30, starting at 10:35, 10:55, and 11:15, with 5 minutes between each session for attendees to switch rooms. The rooms for these sessions are all conveniently located in the same hallway on the 2<sup>nd</sup> floor.

#### **Cybersecurity and Data Protection: News You Can Use**

**Sift & Winnow, 2<sup>nd</sup> Floor**

*Ed Jalinske, Security Education Training and Awareness Lead, Office of Cybersecurity*

*Bob Turner, Director, Office of Cybersecurity*

UW-Madison is moving "Forward" with several cybersecurity initiatives which includes more visible security awareness opportunities and events. This presentation will highlight several of those projects.

#### **Employee Well-being at UW-Madison**

**Traditions, 2<sup>nd</sup> Floor**

*Nicole Youngberg, Chief Employee Wellness Leader, Office of Human Resources*

Learn about what employee well-being is at UW-Madison, what resources you have available and how individuals and departments can create cultures of well-being. This is intended to help employees understand how they can get involved in the campus initiative and be a champion for themselves and others.

#### **Hidden Treasure: Free Professional & Career Development Resources for You!**

**Wisconsin Idea, 2<sup>nd</sup> Floor**

*Lynn Freeman, Director of Learning and Talent Development, Office of Human Resources*

UW-Madison supports your professional and career development through free or low-cost seminars, conferences and classes throughout the year. Whether you want to grow your skills and abilities in leadership, managing people, inclusion, career development, emotional intelligence or self-awareness, we have learning opportunities for you! Join us to talk about current and emerging offerings.

# BREAKOUT SESSION 3

## 11:40 – 12:35

### **Campus Safety: Current Issues and Collaborative Approaches**

*Kristen Roman, Associate Vice Chancellor and UW-Madison Chief of Police*

**Agriculture, 3<sup>rd</sup> Floor**

UW-Madison Police Department Chief Kristen Roman will discuss current safety issues facing our campus and the collaborative approaches underway to address them. Time will also be dedicated to solicit feedback and answer questions.

### **Dealing with Stress: Focusing on Your Circle of Influence**

*Tina Ngo, Training Instructor, Wisconsin Department of Health Services*

**Northwoods, 3<sup>rd</sup> Floor**

In the face of today's many challenges, do you find yourself spinning your wheels or stuck in the negative? Do you want to grow your influence so that you can positively impact work you care deeply about? In this session, you will learn to focus your energies on the things you can control rather than waste efforts on the things you can't control. You will explore how you can be a force of positive change by focusing on the thing you have most control over—you.

### **Inclusivity for LGBTQ+ Pops: More than Rhetoric**

*Katherine Charek Briggs, Assistant Director, Gender and Sexuality Campus Center*  
*Warren Scherer, Director, Gender and Sexuality Campus Center*

**Industry, 3<sup>rd</sup> Floor**

In this session, participants will encounter a brief overview of LGBTQ+ populations (pops), exploring and practicing pronouns. Participants will also examine inclusive practices beyond claiming "allyship" and conclude with time for Q&A.

### **The Wisconsin IceCube Particle Astrophysics Center (WIPAC)**

*Michael DuVernois, Senior Scientist, WIPAC*

**Landmark, 3<sup>rd</sup> Floor**

WIPAC scientists and engineers from UW-Madison have built and currently operate the world's largest telescope, the IceCube neutrino telescope located at the South Pole. We'll look a little at the construction, operation, and scientific results of this experiment.

# **BREAKOUT SESSION 3, CONTINUED**

## **11:40 – 12:35**

### **Short Sessions**

These are 15-minute short sessions including Q&A. Participants are able to attend 3 presentations per breakout session. Each presentation will be given 3 times from 11:40 – 12:35, starting at 11:40, 12:00, and 12:20, with 5 minutes between each session for attendees to switch rooms. The rooms for these sessions are all conveniently located in the same hallway on the 2<sup>nd</sup> floor.

#### **Academic Staff Governance Opportunities**

**Sift & Winnow, 2<sup>nd</sup> Floor**

*Donna Cole, Administrator, Wisconsin Alzheimer's Institute and Academic Staff Executive Committee (ASEC) Member*

Academic Staff governance is an opportunity to have your voice heard and matter. There are many ways to get involved with governance on campus. This session will discuss the various offerings and answer the question "Why is my participation in governance important?"

#### **Employment Immigration at UW: An Overview**

**Traditions, 2<sup>nd</sup> Floor**

*Jennifer Taylor, Director, International Faculty and Staff Services*

This session will provide a very brief overview of immigration services that UW-Madison provides for its international faculty and staff, including a look at how to obtain permanent residency and the temporary statuses UW-Madison employees have while they are employed with the institution.

#### **Supporting International Students on Campus**

**Wisconsin Idea, 2<sup>nd</sup> Floor**

*Tetyana Schneider, Assistant Director, International Student Services*

In this session, attendees will receive an overview of international students at UW-Madison and what services the office provides to support international students with maintaining their F1 or J1 visa status, as well as with a successful transition in becoming a part of the campus and the community.

# **SPECIAL THANKS**

## **Organizing Committee**

J.J. Andrews	Brady Minter
Aaron Crandall	Mallory Musolf
Tim Dalby	Kevin Niemi
Heather Daniels	Deb Shapiro
Matthew Kronberger	Jake Smith
Heather Mc Fadden	Amy Zwaska

## **Conference Assistance**

Sophia Calzavara	Betsy Pierce
Heather Daniels	Jake Smith
Lisa Genson	Tammy Starr

## **Speakers**

Erin Barbato	
Diane Blaskowski	Meghan Owens
Katherine Charek Briggs	Thomasin Propson
Donna Cole	Kristen Roman
Steve Cramer	Warren Scherer
Michael DuVernois	Tetyana Schneider
Lynn Freeman	Elizabeth Schrimpf
Ed Jalinske	Esther Stewart
Linda Jorn	Jennifer Taylor
Kathi Kilgore	Bob Turner
Missy Nergard	Shana Ullsvik
Tina Ngo	Nicole Youngberg

## **Sponsors**

Academic Staff Governance  
Academic Staff Professionals Representation Organization (ASPRO)  
Madison Academic Staff Network (MASN)  
Office of Learning and Talent Development  
Office of the Secretary of the Academic Staff



# NOTES

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