7:45 – 8:30  Registration and Breakfast

8:30 – 8:45  Welcome
Tim Dalby, Chair, Academic Staff Executive Committee (ASEC)
Emily Reynolds, President, Madison Academic Staff Network (MASN)
Jenny Dahlberg, Board Member, Academic Staff Professionals Representation Organization (ASPRO)

8:45 – 9:20  Keynote Address: “The Importance of the Wisconsin Idea for Traumatized Black, Brown and Low-Income White Children”
The Honorable Reverend Everett Mitchell, Dane County Circuit Court Judge

9:30 – 10:25  Breakout Session 1

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| **Can I Do This? The Role of Self-Efficacy in Mentoring**  
*Amber R. Smith, Associate Director, WISCIENCE* | Industry, 3rd Floor |
| **Enhancing Employee Engagement, Innovation and Performance by Leading Inclusively**  
*Binnu Palta Hill, Assistant Dean for Diversity and Inclusion, Wisconsin School of Business* | Northwoods, 3rd Floor |
| **Insights from the 2019 Academic Staff Worklife Survey**  
*Heather Daniels, Secretary of the Faculty*  
*Russell Dimond, Associate Director, Social Science Computing Cooperative* | Agriculture, 3rd Floor |
| **Organic Agriculture in Wisconsin: Growing Food and Rural Economies**  
*Erin Silva, Associate Professor, Department of Plant Pathology* | Landmark, 3rd Floor |

**Short Sessions (Each short session presented three times, starting at 11:40, 12:00, and 12:20)**

- **Employee Assistance Services:**  
  *Making Life Work...Better*  
  *Susan Fuszard, Consultant, Employee Assistance Office*  
  Governance, 2nd Floor

- **The Ombuds Office: A Campus Resource for You**  
  *Mike Ashmore, Ombuds*  
  *Ann Hoyt, Ombuds*  
  Alumni, 2nd Floor

- **TTC Job Title Appeals**  
  *Meghan Owens, Director of Compensation, Office of Human Resources*  
  Scholars, 2nd Floor

| 12:35 | Lunch** | Varsity Hall |

**For those who are interested, there will also be members of the TTC Team who will have a couple of tables set up in Varsity for any questions that you might have about the Title and Total Compensation Project that were not answered at the breakout sessions.**
Navigating Performance Reviews: For Supervisors  
*Christopher East, Organizational Career Specialist, Office of Learning and Talent Development*  
*Elizabeth Schrimpf, Career Counselor, Division of Continuing Studies*

Performance reviews are often as difficult for supervisors as they are for employees. In this session, Elizabeth Schrimpf and Christopher East—staff who work specifically on improved employee development—will help untangle some of the common issues supervisors face when performing reviews and give practical tools and techniques to more effectively coach your employees through this process. Supervisors will have a chance to share some of their best practices and learn new skills that can help make this process smoother for everyone.

Pay Tools, Progression and Promotion in the New Titling System  
*Diane Blaskowski, Director of Employee Services, Office of Human Resources*

As a result of the Title and Total Compensation Project, there will be some changes to the pay tools that are available to employees. Attendees will learn about these changes, as well as the difference between progression and promotion—and what each means for you—in the new titling system. Attendees should bring their questions on these topics.

A Wisconsin Film Festival Primer  
*Ben Reiser, Outreach and Community Engagement Manager, Wisconsin Film Festival*

Join Ben Reiser to learn about the history of the Wisconsin Film Festival. The Festival is currently in its 22nd year. This year’s Festival will take place on and off campus from April 2-9, 2020. In addition to learning about the Festival’s history, you can also be the first to see some exclusive trailers from this year’s Festival selections!

Your Mid- and Late-Career Benefits: Do You Know What You Should Know?  
*Thomasin Propson, Benefits Specialist, Office of Human Resources*

As Wisconsin Retirement System (WRS) employees at the UW-Madison, we have a benefits package that includes insurance, a pension plan, and leave time. Are you confident you’re using your benefits strategically, and the plans in which you participate now are preparing you for a strong retirement? In this session, we will discuss some of your benefit options and how understanding them now can mean a more successful retirement. We will discuss:

- How the State Group Health insurance and Health Savings Account (HSA) may help employees prepare now for their future health needs
- Sick leave: using it as an employee when ill vs saving what you can for its value in retirement
- Your WRS statements and estimating your future pension
- Compare and contrast the supplemental retirement plan options: UW’s 403b, State’s 457b, and WRS’s Additional Contributions
Creating Inclusive Workplaces: Identifying and Interrupting Hostile and Intimidating Behavior
*Michael Bernard-Donals, Vice Provost for Faculty and Staff*
*Tamie Klumpyan, Program Manager, Building Inclusion@UW*

Have you ever witnessed something that left you uneasy or concerned for another person at work, but you didn’t know how to step in and improve the situation? UW-Madison is committed to preventing Hostile and Intimidating Behavior (HIB) and fostering inclusive workplaces for all employees. This interactive session will introduce you to what Hostile and Intimidating Behavior (HIB) looks like, campus policies and processes to address it, and options you can use to interrupt concerning behavior with care and confidence.

Pay Tools, Progression and Promotion in the New Titling System
*Northwoods, 3rd Floor*  
(Repeat of Session 1)
*Diane Blaskowski, Director of Employee Services, Office of Human Resources*

As a result of the Title and Total Compensation Project, there will be some changes to the pay tools that are available to employees. Attendees will learn about these changes, as well as the difference between progression and promotion—and what each means for you—in the new titling system. Attendees should bring their questions on these topics.

Reckoning with Our History: The UW-Madison Public History Project
*Landmark, 3rd Floor*
*Kacie Lucchini Butcher, Public History Project Director*

The Public History Project is a multi-year project that aims to research, compile, and present the histories of racism and discrimination at UW-Madison. By reckoning with our past, we believe we can create a more equitable campus community. This session will provide more information about the origins of the project, the work currently being done, and the final outcomes of the project.

UW-Madison State Relations: An Overview of the 2019-20 Legislative Session
*Agriculture, 3rd Floor*
*Crystal Potts, Director of State Relations*
*Ben Van Pelt, Assistant Director of State Relations*

This session will provide an overview on the Office of State Relations and the role of government relations at UW-Madison. The session will also include a look at a number of key pieces of legislation that have been proposed in the 2019-20 legislative session.
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 2nd floor.

Academic Staff Mentoring Program: An Introduction and Overview  
Governance, 2nd Floor
Chris Logterman, Undergraduate Advisor, English Department, Co-Chair of Academic Staff Mentoring Committee
Jake Smith, Interim Secretary of the Academic Staff, Mentoring Program Participant

This session will provide an overview of the Academic Staff Mentoring Program, goals, and how mentor/mentee matches are made. We will also share the lessons we have learned as participants, both as mentors and mentees, and how mentoring really serves all participants in the best ways possible.

LASA: Latinx Academic Staff Association  
Alumni, 2nd Floor
MollyJo Bautch, College Advisor, PEOPLE Program
Arturo “Tito” Diaz, Program Coordinator, Multicultural Student Center
Joselyn Diaz-Valdes, Senior Financial Aid Advisor, Office of Student Financial Aid
Rachelle Eilers, Senior Advisor, Chican@ and Latin@ Studies Program
Mary Eldridge, Victim Advocate and Survivor Services Coordinator, University Health Services

LASA is a newly formed organization that started in August of 2019 to create a supportive community that nurtures Latinx as a visible and viable part of the UW environment. LASA members will talk about how LASA advocates for the needs and concerns of the UW Latinx community and collaborates with other cultural and ethnic groups to promote our common missions. LASA also celebrates the diversity and richness of the Latinx community to highlight the multiplicity of cultural identities among our people.

Recreation and Well-being  
Scholars, 2nd Floor
Mackenzie Lucius, Coordinator of Member Services, RecWell

Our mission is to move Badgers to play hard, get fit, and live well. During the presentation, you will learn about RecWell facilities and program offerings, including: open recreation opportunities, group fitness classes, personal training, small group training, classes and lessons, intramural sports, and memberships. Wherever you are on your well-being journey, we celebrate your purpose and hope you’ll pursue it with us.
Can I Do This? The Role of Self-Efficacy in Mentoring
Amber R. Smith, Associate Director, WISCIENCE

Self-efficacy is the belief in one’s ability to do a specific task, which greatly impacts behavior and performance. Mentors can play an important role in helping to develop mentee self-efficacy and promote independence. During this session, participants will learn about the four factors that influence self-efficacy and practice strategies for building mentees’ self-efficacy.

Enhancing Employee Engagement, Innovation, and Performance by Leading Inclusively
Binnu Palta Hill, Assistant Dean for Diversity and Inclusion, Wisconsin School of Business

This session will focus on the core characteristics of inclusive leaders and strategies to develop related skills. We will also examine research showing the impact of inclusive leadership on employees and organizations.

Insights from the 2019 Academic Staff Worklife Survey
Heather Daniels, Secretary of the Faculty
Russell Dimond, Associate Director, Social Science Computing Cooperative

The 2019 Academic Staff Worklife Survey asked academic staff members about their experience working at UW-Madison: climate, compensation, the programs that helped them and the things kept them from getting their work done; what makes them excited to be here and what makes them think about leaving. In this presentation we'll talk about what we learned from this survey and how the results have changed since 2016.

Organic Agriculture in Wisconsin: Growing Food and Rural Economies
Erin Silva, Associate Professor, Department of Plant Pathology

Wisconsin is a leader in organic agriculture, with the second highest number of organic farms of any state in the nation. But how do farmers produce this food, and what does it mean for eaters and rural communities? This session will talk about what the organic label means to farmers and consumers, and the work UW-Madison is undertaking to support this sector of our agricultural economy.
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 2nd floor.

Employee Assistance Services: Making Life Work...Better
Susan Fuszard, Consultant, Employee Assistance Services
Governance, 2nd Floor

Issues at home can impact our work lives, and stress from our jobs can affect our relationships at home. UW-Madison employees use employee assistance services for a variety of reasons: for brief counseling, legal or financial resources, travel planning, child or elder care providers, and much more. Learn about these free, confidential services and how you and your dependent family members might benefit.

The Ombuds Office: A Campus Resource for You
Mike Ashmore, Ombuds
Ann Hoyt, Ombuds
Alumni, 2nd Floor

What is an Ombuds? What does the Ombuds Office do? Who can use Ombuds services? Learn the answers to all of these questions in a short session about how the Ombuds Office can help employees with a variety of workplace concerns.

TTC Job Title Appeals
Meghan Owens, Director of Compensation, Office of Human Resources
Scholars, 2nd Floor

As a result of the Title and Total Compensation Project, employees may be getting new titles. For those who are unsatisfied with their titles, there will be an appeals process. Attendees will receive a brief overview about how this process will work and who will be involved at each step of the process.
Special Thanks

Organizing Committee

Aaron Crandall       Brady Minter
Tim Dalby           Mallory Musolf
Heather Daniels     Kevin Niemi
Amy Fruchtman      Leslie Petty
Danielle Hairston-Green Deb Shapiro
Heather Mc Fadden   Jake Smith
Amy Zwaska

Conference Assistance

Heather Daniels       Godwill Oke
Kelsie Fye            Jake Smith
Lisa Genson           Tammy Starr

Speakers

Mike Ashmore       Ann Hoyt
MollyJo Bautch     Tamie Klympyan
Michael-Bernard Donals Chris Logterman
Diane Blaskowski   Mackenzie Lucius
Kacie Lucchini Butcher Everett Mitchell
Heather Daniels     Meghan Owens
Arturo “Tito” Diaz Crystal Potts
Joselyn Diaz-Valdes Thomasin Propson
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Christopher East    Elizabeth Schrimpf
Rachelle Eilers     Erin Silva
Mary Eldridge       Amber R. Smith
Susan Fuszard       Jake Smith
Binnu Palta Hill    Ben Van Pelt

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