

## **Oct 12<sup>th</sup>, 2020 OVCERGE CASI MEETING MINUTES**

Office of the Vice Chancellor for Research and Graduate Education  
Committee on Academic Staff Issues  
1:30 p.m. – 3:00 p.m., Monday, October 12<sup>th</sup>, 2020

<https://uwmadison.zoom.us/j/95204961416?pwd=WmNzMHk2ZUZxUE9PZVpzUVF3RVpudz09>

Meeting ID: 952 0496 1416

Passcode: 651758

(312)-626-6799

Minutes: Lauren Meyers

Attendees: Nagesh Adluru, David Richards, Lauren Meyers, Shane Hubbard, Denny Hackel, Jenny Hackel, Moira Harrington, Chris Huffman, Peter Johnson

Absent: Rebecca Adams

Guests: Cheryl Gittens, Bill Curtis, Dave Tobin

### **1:30 Call To Order**

### **1:31 Dr. Cheryl Gittens – Interim Deputy Vice Chancellor for Diversity and Inclusion & Chief Advisory Officer**

- Update on the UW campus' diversity and inclusion efforts on campus
  - Q (Hubbard) – Tell us about your position and how it interacts with campus entities
  - A (Gittens) - Sees her role as the key “energizer” in communicating and articulating what it means to appreciate and value diversity at UW-Madison. 1. Measure the ways in which students feel inclusion (climate survey) which tells how students are feeling in different places and how we can support our students in valuing and making them know it's meaningful to them. Defer a year to see if newly implemented programs make a difference Division is broken up into two focus areas. Engage in recruitment/retention; scholarship, academic excellence (1600 undergrad, 1000 off campus), Compliance outreach and engagement on campus. Education/learning/PD. She is trying to grow this fiscal year – VP teaching/learning, campus diversity offices, provost, deans, and executive group – looking to learn ways to better engage members of community including AS. To better understanding diversity, value diversity, and what are the key things we should know as campus members – building campus climate.
  - Q (Hubbard) – have there been specific things on this campus that have changed?
  - A (Gittens)- There has been lot of change, energy, effort in a lot of areas. Restructure of the Diversity office to administratively oversee, develop and support compliance programs. Research and Assessment improve student outcomes and support some of our outreach efforts. There has been a conscious effort to expand educational programs (diversity [book club](#) and [forum](#)). Equity influence training program (20 senior level UW exec) develop leadership and management across campus
  - Q (Hubbard) – are there still some challenges we have, institutional or personnel challenges?
  - A (Gittens) - Quite a bit of challenges, in terms of what's happening in divisions, leadership and community developing strategic plans and communicating what individual groups are doing. Ensuring representation of student body as well as staff. As the community builds and communicates, they are beginning to implement new ideas. There have been recent appointments of division level diversity officers who report to senior leaders. Seeing more community building based programs at the division level.

Difficult and courageous conversations around race/race relations. Cited OUR WISCONSIN curriculum. Diversity 101 of sorts expected of all incoming students.

Q (Meyers) – which programs/efforts are you most proud of or excited about?

A (Gittens) – Availability and new initiatives in staff training. Learning Communities for Institutional Change and Excellence. Communities of practice facilitation. Book Club. Efforts in support of graduate students. Expanded reach of the [PEOPLE program](#), efforts toward a seamless pre-college experience and retention.

Q (Nagesh) – Are there federal compliance and/or guidelines UW follows?

A (Gittens) - Chief diversity officers of all big ten schools communicate and build off each other's ideas – compare data, growth, and successes. [Diversity inventory tool](#)/product to collect all diversity initiatives across campus other benchmark institutions are sharing.

Q (Hubbard) – precollege program – how does it work?

A (Gittens) - PEOPLE program – 20-year program partner with school districts in Madison and Milwaukee to be positioned with counselors, after school tutors, summer programs focusing on typical core classes and career development and STEM exploration. Starts in 8<sup>th</sup> grade. Summer research and summer internship activities. At least two college visits/year. If students meet admission requirements and accepts here at UW, UW provides a scholarship.

Q (D. Hackel) - Do you have data on faculty/staff targeting different places on campus that may need help in this area?

A (Gittens) - Affirmative Action reporting and employee disability resources. Workforce related data. Diversity Office builds workforce reports for all schools/colleges/units for AA planning and guides/suggests action in terms of recruiting a representative workforce.

(Closing remarks – Gittens) I hope and encourage you to continue to participate with us, attend diversity forum, in trying to promote the value of and encourage diversity at our university campus. There are a lot of needs to be addressed when talking about an inclusive campus. Glad to engage anytime and is available to consult and look for educational platforms. Goal is to live out real change and implement the plan of diversity framework.

## **2:00 Director Bill Curtis – University of Wisconsin – Madison, Emergency Management Director**

- Discussion on the UW campuses response to COVID-19

Hubbard intro – involved in system, managing team of COOP, Occupant Emergency plan and other emergency response protocols. Function of emergency management – housed within police department – make sure that three core functions of emergency services are working together. His job is to help police, fire, and FPM, UHS work together in response to emergencies. Pre-covid “normal” one off emergencies. COVID changed dynamic of team.

Q (Hubbard) - How is Covid 19 different in terms of challenges in emergency response?

A (Curtis) The duration of the disaster. Prior to COVID, average duration of emergency responses was roughly two weeks. Pandemic started in January with notice from WHO, and institutions making considerations for overseas personnel. March full activation of emergency response mechanism on campus planning for a responding to covid on campus and has been operating continuously since then. The Emergency Response group was in full The Smart Restart initiative provided a break and was the beginning of secondary role for the group. Now they have daily meetings with various key players on campus, help with resolution. 1. Length of incident 2.

Q (Hubbard) Can you talk about some of the supply chain challenges on campus?

A (Curtis) - We all heard stories of limited supplies. University was not immune to logistical constraints. In Jan, we increased supplies of critical items on campus. Every major institution was doing the same thing. March things became more urgent and demand outstripped resources available. The random offers that came in from multiple bizarre sources – questionable third parties and chasing offers that didn't materialize. Manufacturers are increased production and federal stockpiles opened up. As pandemic evolved, needs evolved – from PPE to plexiglass and cleaning materials. Every step of the way logistical programs related to supply chain.

Q (Hubbard) - At what point is a pandemic more daily life than emergency?

A (Curtis) - We're allowing pandemic to impact daily operations on campus and intentionally normalize activities happening in pandemic. Smart ReStart, Spring semester. Team works with UHS testing operations, free and regularly available test. Focused a lot of emergent issues related to pandemic. Staffing challenges and needs. The Emergency Management Office went from managing the whole issue to weighing in on various groups' specific challenges.

Q (Hubbard) – testing seems to be a success, why?

A (Curtis) - Anticipated a large spike when semester started, but through testing and aggressive contact tracing, and quarantine operations, UW was successful in identifying and controlling outbreak. Less than 1% testing positive.

Q (Hubbard) – How will the current situation affect future emergency operations? Any strain on emergency management?

A (Curtis) - Pandemic paired with civil unrest was a considering a dual emergency. Specific strain on the response community affected action across the board. Do normal duties to respond to unrest and quell violence and do it within the lens of a pandemic. Really stressed SOPs. We like to directly interact with citizens. Dynamic changed in a big way.

Closing Remarks - The institution is an “amazing apparatus” when we all work together. Highly successful in preparing and responding to pandemic. Teaching students and continuing research were critical as well as taking care of staff. Incredibly proud of work that was done.

## **2:30 Dave Tobin - Discussion on the Draft Furlough Statement from District 4**

Tobin is a scientist at the SSEC – competitive grant work for years (NOAA, NASA). Current chairperson of SSEC advisory council. Polled various people interested to write thoughts in memo. Wanted to get thoughts out there and share them with people making decisions. Memo advocates that staff not supported by general fund should be exempt from future COVID related furloughs. Very encouraged by response but wants to make two points. 1. One argument against concept is that furloughs should be applied to everyone the same way. His view is that the way it's being applied is already unfair. 2. The awkward second to last sentence in memo. Furlough should be modified in a TBD way, but also exempt those who primarily provide support to federally funded research, even though they may be supported on general fund. (D. Hackel) – maybe CASI puts together a whitepaper? Peer institutions and/or UW schools. (Tobin) keep same tiered approach but its' no longer based on total salary it's based on what comes from general fund.

## **2:40 CASI discussion on Furlough Statement**

Moved to vote on supporting the concept of exempting federally funded employees from future furloughs, but not necessarily endorsing the constituent provided document. Instead decided to ask VC Ackerman what OVCRGE CASI can do to help/what information he needs, and then provide an endorsement of the concept to OVCRGE Leadership.

**2:50 Business**

- Approved September meeting minutes – approved with eight votes
- Committee Reports – bylaw changes will go out for comments/feedback and a final version provided two weeks before next meeting so they can be voted on.
- Next OVCRGE-CASI meeting November 9<sup>th</sup>, 2020; video conference, for decision

NOTES: **Questions for VC Ackerman by Nov. 2<sup>nd</sup> to Hubbard**

**Hubbard requested feedback on format on having various campus leaders at future meetings. Group likes the format, suggests one/meeting rather than two, so there is time for business.**

**3:00 Adjourn****Future Minutes**

Bendfelt (Nov), Nagesh (Dec)