

## **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, December 14<sup>th</sup>, 2020

Zoom

Minutes: Nagesh Adluru

### **1:30 Call to Order**

- **Present:** Shane Hubbard, Nagesh Adluru, Jenny Hackel, Moira Harrington, Lauren Meyers, David Richards, Peter Johnson, Julie Karpelenia, Chris Huffman

### **~1:30 – RSP**

#### **Guest speaker: Kim Moreland, Associate Vice Chancellor for Research Administration and Director of Research and Sponsored Programs (RSP)**

RSP Overview

NSF audit in progress, Not IRB ethics audit but financial spending audit

PPE expenses due to pandemic moved from NSF to CARES Act funding

Concerns for possible impacts on service due to expected budget cuts

### **~2:05 Subcommittee Reports and Other Discussion**

#### **Communication (Jenny Hackel)**

Additional subcommittee members.

October minutes were not approved.

November minutes lost.

**Personnel policies and procedures no update.**

#### **Professional Development and Recognition (Moira Harrington)**

Results of the PD grants.

#### **By-Law Updates**

Review Abandonment language into by-laws.

LMeyers drafting absenteeism. Moira to engage in some way. Written communication. E.g., maternity leave.

Appoint someone consult with Steve? As if the position is vacant for six months.

### **ASEC minutes review**

Talking hard about budget cuts. How they are going to be implemented.

Bring to Provost.

### **Budget Updates (Julie Karpelena)**

Administrative units are going to be taking the biggest cuts. OVCRGE etc.

Centers are going to take a smaller cut.

Lesser cuts on research than on administration.

FY 21 vs. FY 22. Centers are aware of their cuts.

Academic means administrative. RSP.

Sometimes the Centers are not going to fill a position.

Cut to your compensation. Not non-compensation. Get taxed pretty severely for doing a non-compensation cut.

Admin 6% cut. Centers 4.25% L&S, academic units.

Most units not layoffs. No center laying off people.

FY 21 vs. FY 22.

How are the losses being projected for FY 22. Vaccine effects taken into account?

Our testing for Spring is going to be intense. Not much money from the govt. A lot of COVID activities covered.

Management style been centralized. Having to make decisions before meeting as a group.

Administrative units like OHR, Keller office. 7% cuts. DOIT is an administrative unit. 5-7% cuts for the administrative. Not a fixed cut.

Total expenses not just grants. Not involved in the modeling. Based on total expenditures including grants. Math is kind of a little bit goofy.

Schools and colleges use all funds.

Admin. units no grants. Look at 101 budget and determine the cut from there.

Facilities planning and management. Food service. Not using buildings. Things don't have to be cleaned as often. That's where you are going to see some cuts.

What is OVCRGE-CASI's role regarding budget cuts? Can OVCRGE-CASI help in a way?

Waisman is approaching one way to maintain their people.

Can Space center benefit from that?

No major uproar from Center directors.

Whatever they can to keep people.

They are so far down the road so not sure OVCRGE-CASI can do much.

Decision made in a very short amount of time.

Leadership hoping the cut won't be that big. Someone has to pay the bill.

We don't want to cause wide spread panic either. People are already stressed out already. Home schooling. Funded on grants facing the issues (audits) Kim Moreland brought up.

We want to add value as a committee.

Shane will talk to Steve.

### **HR update (Julie Karpelenia)**

Round 2 furloughs starting in January.

Pay plan is coming through. 2% increase. \$15 min. wage.

Sexual violence, harassment training.

Various supervisors not current on that.

Board of Regents had their meeting last week. 2021 2022 pay plan. 2% and 2.5% increase in the second fiscal year. In line with what UW System is proposing. Compensation FY22 and FY23. Propose a general wage adjustment.

Lot more testing in Spring. Undergraduates. Graduates.

Working on furlough letters to be sent out by Dec. 23rd.

FSCRA. Additional 80 hours of leave done by the end of the month. What about beyond the end of the month.

Vaccination. Groups of people. 1A, 1B etc. UWPD? Residence. Dining. Lot of work being done on that as well. UW is not planning on modifying the plan. Mask and physical distancing etc. would be continued.

Audits. HR undergoing an audit. Office of federal contract labor equal opportunity. Compliance reviews. Contractor maintained certain records? Employment, recruitment etc. covered under this audit. UW has been selected for audit for compliance review. Sometime in the Spring, April 2021. The timeline: 30 days to respond. Quite a heavy lift to do this. Under pressure to go through the audit. Audit doesn't necessarily mean something wrong was done. > 50000. Auditors have never been on campus. Don't know how university works and structured. Typically lot of positive things come out of these.

Will be gearing back up with TTC. Looking at July 1st implementation date. Heavy lift. More on the research professor title. OVCRGE will be determining. Center directors asking for guidelines but not timeline. Hearing from OVCRGE in the near future.

CASI could help be ambassadors. Moving towards single pay. Bi-weekly basis. Huge lift. Happening in July. Joint with UW System. Excited a number of academic staff.

**3:13 adjourn**