

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, February 8th, 2021

Present:

David Richards, Lauren Meyers, Shane Hubbard, Chelsea Dahmen, Chris Huffman, Moira Harrington, Rebecca Adams, Olyvia Kuchta, Jenny Hackel, Nagesh Adluru, Peter Johnson, Julie Karpelena

Minutes: David Richards

1:33 Call To Order

1:34 Discussion on the 2021 direction of the CASI

5 year report (2015-2020)

- Per our bylaws, the CASI is due to review the structure and function of the CASI. This report is in place to assess the effectiveness of the CASI and is submitted to the Dean and ASEC and made available to all academic staff.
- The following sections of the report need to be reviewed: Annual Reports Review, Bylaws Review, Strengths & Challenges, Opportunities & Recommendations. These reviews will be performed by below as follows:
 - o Annual Reports Review: Communications
 - o Bylaws Review: Personnel Policies and Procedures
 - o Strengths & Challenges: Professional Development and Recognition
 - o Opportunities & Recommendations: Nominations and Districting
- Drafts of these reviews are due by NLT 10MAY21
- Current questions:
 - o Should we add Sub Committee review and does this review belong inside of the 5 year report?
 - o Does there need to be a restructure of current subcommittees?
 - o What is the scope of the subcommittees?

Subcommittees

- Membership is currently balanced across all subcommittees (Communications [COM], Nominations and Districting [ND], Professional Development and Recognition [PDPR], and Personnel Policies and Procedures [PPP]).
- A review the makeup of the committees is tabled for future discussion for additional opportunities for CASI members.
- Current questions:
 - o How do we handle outreach?
 - Note: Outreach has always been under-represented in CASI function
 - Note: Community engagement has historically been challenging
 - Note: Having Steve Ackerman available could drive outreach engagement
 - o Should outreach become a separate subcommittee or be added under an existing one?
 - Note: COM and PPP could work together to accomplish expanded scope, but the implementation needs to be discussed prior to any movement.
 - Note: As we are not especially large, an additional group could strain the resources available of the CASI.
 - o Should PDPR have more guidance for districts in terms of support?
 - o Is the scope of the subcommittees appropriate as it stands?

By-Law review

- Per the 5 year report
 - o Bylaw reviews should include more explicit direction on elections
 - Election timeline needs to be included in this guidance

Permission has been given to remove district representation

- Objections can be lodged over email

2:11 Subcommittee Reports

Communications (J. Hackel)

- Anything we are missing on the website?
- CASI to reach out to districts regarding Research Reboot and current COVID Response guidelines
- No changes will be made to existing campus guidelines
- Quick campus changes leave little room for feedback
- What is the current expectation in regards to district feedback?

Nominating and Districting (Johnson(*chair), Hubbard)

- No updates presently
- When is redistricting occurring?
 - o After TTC is implemented
 - o Title change is key
- Concern is towards numerical district member balance

Personnel Policies and Procedures/HR Design (Meyers(*chair))

- HR
 - o July 1 target date from UW system for title change
 - o Lots of heavy-lifting over the next several months from HR side
 - o Title change process is arduous
- Single Payroll Transition / Split Benefits Deductions
 - o July 1 implementation
- Telecommuting Policy
 - o Campus leadership is looking into a more liberal policy
 - o Updates delayed until the fall at the earliest
 - o Policy is currently outdated (<https://kb.wisc.edu/ohr/policies/page.php?id=53021>)
 - o Should districts be surveyed?

Professional Development and Recognition (Harrington(*chair), Adluru, Adams, Huffman)

- The current focus is review of PD grants.

2:41 Business

- Approve December minutes
 - o Vote by email following review
- Approve January minutes
 - o Will vote next meeting
- By-Laws Review and Discussion
 - o Language for removal has been approved
 - o All changes will be incorporated following review and voted on at that time (May / June)
- Website updates
 - o Any updates should be sent to Shane
- Other HR updates
 - o Testing Update
 - You can enter a building to get tested regardless of status
 - Delayed results issues, TAT is gradually improving
 - o Vaccinations
 - UHS and Dane County is making decisions that get rolled down
 - Currently in the 1B category

- Goal is to have all employees vaccinated by end of Spring semester
- Vacation
 - FY20 days need to be used by JUN21
- Next OVCRGE-CASI meeting March 8th, 2021; video conference, for decision

3:12 Adjourn