

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, May 10th, 2021
Minutes: Peter Johnson

Present: Shane Hubbard (vice-chair), Peter Johnson, Moira Harrington, Chelsea Dahmen, Lauren Meyers, Jenny Hackel, Rebecca Adams, Julie Karpelenia, Chris Huffman, Nagesh Adluru, Tina Chorlton (1:45), Emily Reynolds (1:55)

1:34 Call To Order

Discussion on the 5 Year report

- 5 year report (2015-2020) survey results (so far)
 - n=78 as of today, a reminder will go out to all AS closer to the end of the survey window. About half the respondents have been at UW <5 years, 1/2 don't know what the CASI does or who their rep is. Over half weren't sure if CASI would represent their views to UW leadership. Results suggest we need to do a better job connecting with our members and lowering the barriers to two-way communication.
 - In light of prelim survey results, the deadline for 5-year report sections moved back to the end of June.
- 2021 Retreat
 - Need to set a date, usually held in summer (August). Shane suggested we push it back to September once some of the major changes coming to campus (payroll, TTC) are further along, and we might be able to meet in person. Shane will send out a doodle poll to find a date in the second half of September.

Subcommittee Reports

- Communications (J. Hackel)
 - Members have been busy going through 5 yrs of annual CASI reports. They are thin on subcommittee accomplishments, so they are asking for help from the rest of the CASI to find some highlights.
 - PPP and Communications have met to discuss potential name change, raison d'etre, etc. of their subcommittees.
 - CASI website is main way we are interacting with AS (no twitter, FB page, emailed meeting summaries to our district members has stopped). Updates to website happening regularly.
 - Maybe create an onboarding checklist for new members?
 - Who CASI is and what CASI should be doing was raised; we shouldn't just resend information from OVCRGE, that's redundant and not very helpful. But we can reach

out after new messages from OVCRGE leadership go out and solicit reaction/responses from AS.

- Nominating and Districting (Johnson(*chair), Hubbard)
 - Elections for four seats were run last month, congrats to winners. Shane was re-elected to another 1yr term as vice-chair
 - Redistricting will come after TTC realignment.
- Personnel Policies and Procedures/HR Design (Meyers(*chair))
 - Very appreciative of Julie's HR updates, it's helpful to have the expert attending our meetings.
 - Discussed dropping 'Personnel' from name, looking at other campus CASIs to see how they're named/organized.
 - Changes to bylaws to end uncontested elections are coming soon.
- Professional Development and Recognition (Adluru(*chair), Adams, Huffman)
 - Looking for new chair, discussions are ongoing among members.
 - Survey appears to have been successful/useful, results will be analyzed and a summary report will go out to the CASI when available (aim is for end of June).

Business

- Academic staff from the 8th district raised an issue to the CASI, regarding the September 8 start to next semester.
 - The first day of instruction falls on Rosh Hashanah, and the staff member asked their CASI representative to investigate if it can be moved. Complicating matters, the semester has to begin after September 2 by law, September 6 is Labor Day. UW will not move the start date, instead it has asked all fac/staff to accommodate any students impacted by the conflict, and that materials be available ahead of time so students, TAs, and profs who will not be in class don't miss anything.
 - The Aquatic Center core Equity and Diversity committee is preparing a letter to the Chancellor asking for more thought/awareness when it comes to non-christian holidays.
 - Tina Chorlton will raise this issue at the larger OVCRGE Equity and Diversity committee meeting this week and will report back to CASI.
- HR update from Julie
 - TTC: project deadline was extended to November 7th. , Employee mapping continues; many new hires since the last mapping exercise happened, so OVCRGE-HR has been working with the Centers to review and update their employee mapping spreadsheets. OVCRGE-HR is reviewing all employee mapping for consistency with job functions and titles across the Centers and will work closely with them on issues that arise. Once the employee mapping is complete, conversations

between managers and employees will begin. The conversations are to be completed by early September 2021.

- COVID update: OVCRGE-HR has been on call since August 2020 for employees who test positive for COVID and work onsite. They are responsible for alerting supervisors and Center Directors to follow the campus guidelines when employees test positive. Friday, May 7th was last day for divisions to be notified by UHS for employees who test positive for COVID. Now, if an employee tests positive through UHS they are not required to report it. Employees should report it to their manager so work units can take the necessary steps. Access to campus facilities will no longer be managed by Badger Wellness Ambassadors.

While Badger Wellness Ambassadors will not be staffing building entrances, a green Badger Badge may be specifically required for members of the campus community to access certain spaces, events, or other in-person activities. For example, some laboratories may require a green Badger Badge for entry, instructors may choose to require a green Badger Badge for students participating in in-person instruction, and operating units may ask those attending group meetings to have a green Badger Badge. Visitors and guests, who are unable to use the Safer Badgers app, will not have access to these spaces, events, or other in-person activities. As noted below, a green badge can be obtained by regular COVID testing or proof of vaccination.

While the campus anticipate fewer locations will require a Badger Badge check to enter, they expect all members of the campus community to maintain their green/building access granted Badger Badge to ensure they can access all facilities and events, without limitation, throughout the summer. This can be done through regular testing or proof of vaccination.

- Remote work: OHR received hundreds of comments from the campus community and are looking at these and at which areas of the policy need to be addressed. A variety of issues have been identified.

Emerging themes:

- Tone – there are concerns about the policy’s tone, particularly the opening language which stresses onsite work. The language is viewed as discouraging remote work and/or not appropriate for the remote work policy, even if it needs to be elsewhere.
- Equity Issues – there are different standards across campus and within work units which may lead to discriminatory actions.
- Faculty/Graduate Assistant exclusion from the policy
- Definition of Remote Work – particularly the difference between remote work and workplace flexibility. This needs more clarity. Individuals who occasionally work from home is not “remote work.” Remote work is regular activity that is agreed upon.

The Office of Human Resources will be engaging Executive Leadership Team and should have an update in the future.

There will be numerous resources created to support the policy.

- Furlough reductions: The number of furlough days was reduced by one day.
- State budget: The Joint Finance Committee met on May 6th and made a number of changes to Governor's budget proposal. We are hoping that the UW will get most of the funding that was originally identified. We will see more action regarding the budget, but we are not expecting it to be finished by the end of our fiscal year (June 30th).
- Discuss outstanding minutes
 - December 2020 and January 2021 minutes approved without changes
 - New UWBox account for OVCRGE-CASI was created last month so as to avoid losing essential CASI documents when the vice chair changes, representatives cycle off, etc.
- Next OVCRGE-CASI meeting June 14th, 2021
 - Shane will be away, any district representatives interested in leading the meeting? May have to cancel otherwise.

3:05 Adjourn

Future Minutes

June – Chris

July – Chelsea

August – Tina

September – Olyvia

October - Emily