

Minutes

Office of the Vice Chancellor for Research and Graduate Education
Committee on Academic Staff Issues
1:30 – 3 p.m., Monday, April 11, 2022

Present: CASI members Shane Hubbard, Moira Harrington, Olyvia Kuchta, Chris Huffman, Peter Johnson, Chelsea Dahmen, Dave Richards, Molly Zeller Guests from other OVCRGE units.

1:30 Call To Order / Agenda Review – no adjustments to the agenda

1:31 Approve Minutes – March 2022 minutes were unanimously approved

1:32 Announcements

1:35 Vice Chair Report

Hubbard reported on a conversation with VC Steve Ackerman to implement a process to have the CASI vice chair (currently Hubbard, whose term expires on July 1, 2022) meet monthly with the CASI chair, which is Ackerman, to maintain a good dialogue on issues. The new vice chair would continue the practice. Also, the VC would also assume the role of meeting chair whenever attending the monthly meetings.

Ackerman would like the CASI's involvement in reviewing the use of the research professor title throughout OVCRGE. He is a proponent of the title and would like to see its adoption more broadly. Feedback from Dahmen is that at the Space Science and Engineering Center a policy is in place but she, as the associate director for administration, has been waiting to get go-ahead from OVCRGE HR to actively work with staff on using the title, highlighting a disconnect in communications. This may be partially what is behind the lack of title use throughout OVCRGE. Suggestion from Reynolds that Ackerman offer a charge to either CASI as a body or an ad hoc committee formed by CASI to look into the title and its use within OVCRE. Hubbard will work with Ackerman on developing that charge.

Ackerman is supportive of the CASI and its function and will take an active role in recruiting people to fill current and future vacancies.

2:00 Telework Agreements

Reynolds provided a report on feedback she has received from those in her district regarding the OVCRGE remote work policy as laid out to cover July 1, 2022-June 30, 2023, specifically that supervisors will be in the office 80 percent of the time, if they choose to submit a request for remote work. Non-supervisors would remain at the current 60 percent in the office, if they choose to submit a request for remote work. There was also feedback on the requirement that there be full coverage in an office every day. To maintain anonymity of the 20 people who provided her with feedback, she summarized their reactions to these policies as having a negative effect on employee recruitment and retention, questioned the data behind the policies, said the policies will push people in marginalized groups out of leadership positions and questioned the assertion that supervisors do a better job in supervising if they are face-to-face with colleagues. There was also a desire to have a [remote work guide](#) similar to that of the School of Medicine and Public Health.

Hubbard said this topic has also arisen within the Academic Staff Executive Committee. He suggested the survey on campus climate (to be released on April 12, 2022) may address remote work issues. If it does, he will ask if OVCRGE-specific data can be pulled and shared with CASI. If not, he suggested looking into doing an OVCRGE survey on remote work policies. There was support from other CASI members for that suggestion.

2:10 Business

- ASEC Update (Hubbard / Musolf-not in attendance)

TTC appeals are moving forward for about 75 people on campus. There is a push to have campus lead on sustainability initiatives. Had a presentation from LeVar Charleston, chief diversity officer. Covid-19 testing on campus will be further reduced.

- Next OVCRGE-CASI meeting May 9, 2022

Ackerman will attend the May meeting. Hubbard said feel free to submit questions to him prior to the meeting for Ackerman's response.

3:00 Adjourn

Minutes submitted by Moira Harrington.