

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, June 13th, 2022

Bascom Hall, Room 52

or by video conference

<https://uwmadison.zoom.us/j/97312169669?pwd=Sm9Wa3gwQVk4M2xzVFcydzllbW1oQT09>

Meeting ID: 973 1216 9669

Passcode: 507801

Minutes: Emily Richards

- I. **1:30 Call To Order / Agenda Review**
- II. **(item moved) 1:31 Steve Ackerman, Vice Chancellor for Research and Graduate Education**
 - A. Thanks the CASI. His initial goals when he first became the VCRGE was to get more involved with CASI. Thinks we can do a lot more in partnership in terms of supporting research across campus and graduate programs. COVID prevented that engagement. He now wants to engage in CASI and proceed with monthly meetings with the leadership to keep informed about what's happening with CASI in general, and he'd like to come for the first half hour of the CASI meetings to update us but then leave during the business.
 - B. Incoming Chancellor is on campus this week. Steve had a couple meetings with her and her executive team. Will be interesting to learn what her perspectives are on moving campus forward. She likes to get her head around things and understand issues, which will be good for the research world.
 - C. Time to be thinking strategically about research centers and WARF resources invested and infrastructure we provide researchers. 2023 is the 175th anniversary of the university, so we want to make sure the research enterprise is not left out of those discussions. So over the summer think about what we should be celebrating in our 175th university year.
 - D. Congratulations to the recipients of the Professional Development grants!
 1. Shane will investigate how many total grants were awarded to see how many of the grants total were for the OVCRGE.
 - E. Thanks Shane for leading the CASI as Vice-Chair.
 - F. Shane asks if there are guidelines for the Research Professor or Teaching Professor positions that are comparable to tenure packages. Steve says he doesn't think they are as specific. He wants to know if there are things that are

prohibitive preventing people from going for the Research Professor title right now (each Center has its own guidelines of what needs to be submitted to request the title).

III. **(item moved) 1:45 Introduce new member**

- A. Already elected: Bradley Herrick from the Arboretum, starting a 3-year term a little early.
- B. Already elected: Mat Gunshor from the Space Science and Engineering Center, starting a 3-year term a little early.

IV. **(item moved) 1:48 Approve Minutes**

- A. Julie sent changes to the May minutes so we can't approve them now.
- B. April minutes approved by unanimous consent.

V. **(item added by Shane) 1:49 CASI meeting modality**

- A. Wants to encourage people to come in person. Zoom link would still be available to people who ask.
- B. This is a large campus, but we could be open to looking for meeting space in other areas of the campus.
- C. Has never met some folks on the call in person and would like to.
- D. Emily Reynolds asks why the change to not proactively providing a link?
 - 1. Shane wants to see people, and especially wants more people to be in the room when there are speakers there.
 - 2. Shane says it is hard to get interaction with Zoom.
 - 3. Emily says the logistics of getting the Zoom link just to people who need it is difficult, especially if agendas are not sent out early enough.
 - 4. Emily adds that this will create a barrier for participation to people who may not be able to attend due to disability, caretaking responsibilities, or difficulty with transportation. Putting the onus on these employees to ask for a link creates an administrative burden for them to participate.
- E. Shane created a new onboarding document for Vice-Chairs.
- F. Jackie Lee asks if there is visitor parking available.
 - 1. No.
 - 2. Julie says some lots may have a day pass that could be purchased.
 - 3. Shane says this is why moving the meetings around campus might help.
 - 4. Steve notes the Arboretum has lots of parking.
- G. Shane says that a Zoom link will always continue.
- H. Steve points out a disadvantage—there's a lot of conversation in the Zoom chat that people who are physically present don't see.
- I. Molly Zeller – is in favor of going to Bascom and finds she gets distracted when participating in online meetings.
- J. There are other comments in the chat from people who are concerned about the burden of having to request a link every month as well as district rep Jenny Yuan saying she sees value in on-site interaction.
- K. Shane would encourage an outdoors meeting sometime.

VI. **1:50 Committee Reports**

- A. Communications (Chelsea Dahmen, Molly Zeller)
 - 1. Talked about Google Groups for districts (see below).
- B. Nominations and Districting (Peter Johnson, Shane Hubbard, Olyvia Kuchta)
 - 1. Google Groups – if there are any issues with the Google Groups for CASI districts, email Peter Johnson
 - 2. Shane currently updates the Google Groups, but notes moving forward it would make sense for the Nominations and Districting subcommittee to do this.

- C. Professional Development and Recognition (Nagesh Alduru, Chris Huffman, Emily Reynolds)
 - 1. No report, other than PD grants were awarded.
- D. Personnel Policies and Procedures (Moira Harrington, David Richards)
 - 1. No report.
- VII. **(item moved) Vote for new Vice Chair**
 - A. Christopher Huffman was the only nomination for Vice Chair.
 - B. Huffman was approved as Vice Chair by membership vote. Congratulations!
- VIII. **2:10 Business**
 - A. Ad Hoc Committee on AS Professor Titles
 - 1. Will send out an advertisement across the OVCRGE asking for people who would want to participate. Would not have to be part of the CASI.
 - 2. A person from the CASI (probably the Vice Chair) would participate in the meetings to make sure everything is running smoothly.
 - 3. Emily volunteers to help draft the email out to the OVCRGE about the Research Professor and Teaching Professor titles.
 - 4. (Unrelated to subcommittee) Side conversation about CASI leadership
 - a) It can be discouraging to people interested in being Vice Chairs when the Vice Chair does so much.
 - b) Good to distribute workload across the subcommittees.
 - c) Shane's onboarding document for new vice chairs and members is already going to help lower that burden.
 - d) Possibly having two or three vice chairs in the future might be a model for leadership to consider.
 - B. Communication to the incoming Chancellor
 - 1. Item was skipped.
 - C. ASEC Update (Shane Hubbard)
 - 1. Patrick Kass, Assistant Vice Chancellor for Transportation Services, came to talk about changes to parking.
 - a) Flex parking prices increased from \$8 to \$12.
 - b) ASEC asked why parking fees were not based on income (eg people who make more pay more). This was related to morale issues on campus. There are equity issues with this, especially that people who are required to work on campus (eg people in maintenance) are the ones who will have to pay for parking.
 - c) They looked at that extensively and said it was not a viable option but there was not an explanation for that.
 - 2. Letter to the new Chancellor with things the Chancellor really needs to look at and address. One of those is remote work. The current policy is very confusing because different people do different things.
 - 3. They put in a resolution thanking Chancellor Blank for her service.
 - 4. They also put in a resolution recognizing that morale for academic staff is very low and they want to see that addressed.
 - 5. Mallory Musolf is the new chair of ASEC. Donna Cole from SMPH will be the Vice Chair for ASEC.
 - D. HR Update (Julie Karpelenia)
 - 1. **Diana Hess – Interim Vice Provost**
 - a) Diana Hess has been appointed Interim Provost effective June 1, while Provost Karl Scholz serves as Interim Chancellor until Chancellor Mnookin starts in August.
 - 2. **Compensation Package**

- a) There will be a communication this week to campus regarding the upcoming compensation package.
- b) This will be similar to the compensation exercise that was done in the fall. There will be several adjustments available for Faculty, Academic Staff, Limited, and University Staff.
- c) OHR is strategizing to find ways to ease the administrative burden related to these types of initiatives.
- d) This compensation strategy will support schools, colleges, and divisions in rewarding and retaining faculty and staff, as well as to assist in addressing issues discovered by the TTC Project due to better market data.

3. **Post-doctoral Leave.**

- a) OHR and the Office of Postdoctoral Studies have partnered with UW System Administration to create a leave policy for post-docs to provide leave with pay for medical or personal reasons and legal holiday pay.
- b) The policy will apply to postdoctoral and research associate positions.
- c) The amount of leave is based on FTE and prorated for less than full time. They will also receive 9 traditional legal holidays (no floating holidays).
- d) More information will be shared as this moves forward. The leave banks will be in HRS, so post-docs will submit requests and receive approvals in a manner similar to other employees. Being in HRS also allow for formal leave allotment and tracking.
- e) Emily asks about doing automatic leave for graduate student assistants too. It's a ton of time for HR calculating it out manually. It is on Julie's radar. The HRS Service Center is now more interested in changing to allow for leave tracking within HRS than they have been previously, so it seems like there may be traction on automating graduate student appointment leave.

4. **Parking Updates**

- a) There is an overall 1% increase for base lot permits – this only affects daytime and annualized permits – it does not apply to afternoon/evening permits or bus passes. Expenses have been increasing and there are also millions of dollars in maintenance to complete in the next few years to keep facilities operational.
- b) Flex parking – The rate has not increased in 10 years. The program was initially set up for individuals using alternate modes of transportation to access campus, but who needed to drive occasionally. The program was extended during COVID to help those working from home. That extension has grown the program tremendously. The idea was that the cost of the program would be 80% of the cost of visitor parking. Transportation Services has held off on increases while trying to find a better way to manage the program – people have trouble accessing the app (especially in underground garages), some people abuse the program, and some have had challenges with credit cards. They used COVID as a time to review the program. Going forward, for garages, people will prepay by loading money into an account and it will debit as it is used. Surface lots will still need to use the app. For garages, the

gates will be tracking the device so people will not have to call in to start or end a session.

- c) Rates have increased from \$8 to \$12. \$12 is the daily rate but most people don't use that. Under the old program there was a four-hour minimum, but now people will only pay for exactly what they use – that will benefit many people.

5. **Remote Work Agreement requests**–

- a) OVCRGE-HR is working hard to review remote work requests by July 1.

E. **2:51 p.m. Meeting adjourned early due to severe weather warning.**

IX. *Items not discussed:*

A. *Future speakers – Jake Smith (August), Amy Wendt (September)*

B. *Next OVCRGE-CASI meeting July 11th, 2022; video conference, for decision*

X. **3:00 Adjourn**

Future Minutes

July – Olyvia Kuchta

August – Mat Gunshor