



## Grad School Equity and Diversity Committee Meeting

**Date:** Thursday, December 8, 2011

**Start/End Time:** 2:00 – 3:30 PM

**Location:** 350 Bascom Hall

### Attendees

Michelle Holland (Molecular Biology), Marchel Hill (Molecular Biology), Anita Herrick (Ice Cube), Anne Moser (Aquatic Sciences Center), Peter Vanderveer (Biotron), Eric Thompson (SSEC), Joanne Brown (Primate), Sheila Hessman (Institute on Aging), Toni Gunnison (UW Press), Carey Hannan (RARC), Carrie Arneson (Waisman Center), Chris Moore (SRC), MB Stone(Grad School), Molly Fifield-Murray, Chair (Arboretum)

### Note Taker:

Peter Vanderveer, Biotron

## Minutes

### WELCOME, MINUTES, ANNOUNCEMENTS, AGENDA REVIEW

Meeting called to order at 2:05 PM. Minutes of previous meeting were not available.

No announcements.

Agenda approved with no changes or additions.

### SUB-COMMITTEE UPDATES

Ad-Hoc: Annual report timeline recommendation to committee:

August 1 template out to Center Directors from Dean of Graduate School (Martin).

October 1 back to E&D committee from Dean of Graduate School office.

December 1 compiled report back to Dean of Graduate School to be used for January Center reviews conducted by Dean.

This year's report will cover 9/10 to 10/12. The last annual report was dated 11/18/10.

Timeline approved by committee.

Request for Peter to send out Annual Report Template to all members.

Discussion on how to handle Climate Survey process within Qualtrics. Must have individual log in to access survey within Qualtrics. Once logged in the individual has total access to edit, delete, launch, etc survey. Suggestion made to create a Grad School E&D committee folder within Qualtrics.

Professional Development: Currently working on a list of speakers/presenters for the professional development seminar/workshop series.

Communications: The Graduate School Equity and Diversity web page has been updated; exit interview template, climate survey (draft) and climate survey process/instructions have been updated and added. Please check out the web page, add to your bookmarks and suggest improvements or additions to Anne/committee. <http://www.grad.wisc.edu/admin/committees/edc/index.html>

The suggestion was made to have a watermark(draft) on the climate survey pdf to discourage freelance use without going through the process with OHRD and OQI.

**General Discussion**

A general discussion on the development of the campus wide new HRS system ensued. This discussion generated more questions than answers. How will the change effect the E&D committee? Possible future agenda item with Julie providing an overview from the Graduate School HR office.

**BRAINSTORMING STAFF EQUITY AND DIVERSITY NEEDS**

The committee met with Damon Williams-Vice Provost for Climate and Diversity in September, he asked if our committee would develop three recommendations on staff (classified, unclassified and academic) equity and diversity. The committee broke this discussion down to three categories:

HIRING	CLIMATE	EQUITY
Freeze more work, same pay	Staff morale	Salary
Recruitment, more diversity	UW wide focus or just Grad Sch	Opportunities for promotion
Retention packages for classified	Leadership sensitive to climate	Re-class
	Clear work expectations	Equal benefits
	Open information	

Discussion about casting a broad net to various staff committees on campus to solicit suggestions. Possible committees are attached as a pdf.

Relevant issues from discussion Peter had with Heather Daniels chair of ASEC.

- diversity numbers for academic staff have not changed for many years other than increase number of Asians
- some students see more academic staff than profs
- recruitment for mid-lower level academic staff not using recruitment resources, local only
- many academic staff searches close to fast for comprehensive recruitment
- long term recurring climate issues are poor supervisors, lack of respect
- as units lose staff, remaining staff expect to do more for same pay
- streamline base adjustment/raises to reward staff

**ADJOURNMENT AND NEXT MEETING AGENDA**

Meeting adjourned by Molly at 3:15.

Next meeting:

Thursday January 12, 2012

2:00 – 3:30pm

Work on recommendations for staff equity & diversity ideas for Damon.

**TALKING POINTS**

- 1) Dates for annual report information collection process.
- 2) Climate survey posted on web page as DRAFT.