

Graduate School Equity & Diversity Committee Meeting Minutes

Bascom Hall Rm. 350 @ 2:00PM

Tuesday, November 13th, 2012

Present:

Molly Fifield-Murray (Chair) – Arboretum
Russell Schwalbe – Grad School
Terri Peck – Waisman Center
Toni Gunnison – UW Press
Chris Moore – SRC
Wayne Davis – BioTech Center
Daniel Kleinman – Grad School
Joanne Brown – Primate Center
Anita Herrick – Ice Cube
Anne Moser – Aquatic Sci Center
Michelle Holland – Molecular Biology
Marchel Hill – Molecular Virology
Rebekah Franklin – RARC
Eric Thompson – SSEC

Absent:

Peter Vanderveer – Biotron
Mary-Butler (MB) Ravneberg – Grad School
Darrell Hamilton – PSL
Sheila Hessman – Institute on Aging
Julie Karpelenia (*ex. Officio*)

Scribe:

Eric Thompson – SSEC

Notes:

2:05 – Call to Order (Molly)

All housekeeping stuff put off until next month.

We will meet in December – Hopefully Peter will be present to review FY 2011-12 Progress Report

All of this meeting will be focused on HR Design Project.

(No objections – Committee OKs)

2:07 – Introductions

2:08 – HR Design Project Presentation

Steve Lund (with Harry and Dave)

Handouts reviewed:

- Project Parameters
- 2 resolutions
- HR Design Project PowerPoint
 - o Why? Act 32, Flexibility
 - o July 2013 deadline for completion
 - o JCoER (State legislature) needs to approve
 - o Not related to Act 10 – restricted Collective Bargaining rights

- This was from State budget bill, request from UW
 - (also erroneously tied to badger partnership)
- To create a single UW Personnel system, instead of the current 2 (UW & State of WI)
- Current System: Out-of-date / Inflexible job titles and pay structures
- Perception of hierarchy is cultural, is not address by the new system
- We are still State employees, part of the State of Wisconsin
- Just cause and due process remain for those who currently have these rights
- No pay cuts (or increases)
- Does not eliminate (already limited) collective bargaining rights
- Governance rights not diminished, but expanded
- Exempt (high level / senior) classified staff will be offered the opportunity to move to academic staff
- New category – “University Staff” (former classified), everyone who isn’t Academic Staff
- ‘Market’ assessment will not be used to lower/lessen compensation, benefits
- Permissive Transfers (UW only) may be added back into the plan...
- UW-Madison will still present plan to Board of Regents for acceptance/approval (even though not required to do so – Madison Chancellor has the right to approve)

(see also website: www.hrdesign.wisc.edu, presentations)

Next Meeting: Thursday, December 13th @ 2:00PM in Rm. 350 – Bascom Hall

Add PD Survey to agenda for December.

Also: Engagement survey.

Reports from all committees.

3:30 – Adjourn (Molly)

Molly had a nice vacation at Cape May to watch hawks.