
OED Advisory Committee Report to Faculty Senate, 2012-2013 and 2013-2014

2012-2013

Committee members: Que Lan (chair), Catherine Stephens (co-chair), Elizabeth Larson, Kyung-Sun Kim, Steffen Lempp, Asifa Quraishi-Landes, Parameswaran Ramanathan, Michael Ramsey-Musolf, Thomas Browne, Steven Kosciuk, Sheila Hessman, Patricia Paskov, Spencer Pforsich

- October 2012 meeting, Committee set goals to focus on disabled access to campus in various aspects such as access to buildings, available parking, online campus maps and access routes.
- OED staff member Stephen Appell shared an overview of the new Office of Civil Rights law regarding violence against women -- the Jeanne Clery Act and UW compliance.
- May 2013 - Patrick Kass, Transportation Services Director attended meeting and shared an overview of campus attention to available accessible parking, answered questions about accessible access to buildings, and shared planning to meet ADA compliance.
- Luis Piñero and Stephen Appell shared overview of current issues with the OED, trends and statistics, new federal laws and regulations requiring action by UW Madison, and connection with campus diversity planning.
- Committee discussed but tabled a suggestion to require all new and current faculty including instructional staff to undergo diversity training.
- Committee approved working on recommendation to create training officer position to support Office for Equity and Diversity program initiatives and advocate for an ADA coordinator at the Vice Provost level.
- Committee members submitted feedback to share with UW Transportation Services after reviewing new online, interactive campus map. Feedback focused on raising issues of highlighting accessible entrances to buildings and attention to web accessibility protocol.

2013-2014

Committee members: Que Lan (chair), Catherine Stephens (co-chair), Kyung-Sun Kim, Elizabeth Larson, Steffen Lempp, Parameswaran Ramanathan, Samer Alatout, Thomas Browne, Steven Kosciuk, Sheila Hessman, R. Spencer Atkinson, Shenell Edwards, Daniel Roque

- Luis Piñero, Director of OED, shared an update with committee on several issues.

Highlights:

- Online training module for employees is in the works and new resources posted on the OED web site.
- UWPD has proposed creating two new positions to address Clery Act compliance.
- New UW-System Board of Regents Rule 14-6: Obligation of UW-System schools to train and publicize about discrimination, sensitivity, protections, and policies.

- On September 24, 2013, the U.S. Department of Labor's Office of Federal Contract Compliance Programs published a Final Rule in the Federal Register that makes changes to the regulations implementing Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) at 41 CFR Part 60-741. Section 503 prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities (IWDs), and requires these employers to take affirmative action to recruit, hire, promote, and retain these individuals. The new Section 503 regulations became effective on March 24, 2014, establish a nationwide 7% utilization goal for qualified IWDs, and requires that contractors document and update annually several quantitative comparisons for the number of IWDs who apply for jobs and the number of IWDs they hire. The new regulations require that contractors invite applicants to self-identify as IWDs at both the pre-offer and post-offer phases of the application process, using language prescribed by OFCCP and also require that contractors invite their employees to self-identify as IWDs every five years, using the prescribed language.
- On September 24, 2013, the U.S. Department of Labor's Office of Federal Contract Compliance Programs published a Final Rule in the Federal Register that makes changes to the regulations implementing the Vietnam Era Veterans' Readjustment Assistance Act, as amended (VEVRAA) at 41 CFR Part 60-300. VEVRAA prohibits federal contractors and subcontractors from discriminating in employment against protected veterans, and requires these employers to take affirmative action to recruit, hire, promote, and retain these veterans. These new regulations became effective on March 24, 2014. The new regulations require that contractors establish annual hiring benchmarks for protected veterans and that they document and update annually several quantitative comparisons for the number of veterans who apply for jobs and the number of veterans hired. Contractors are required to invite applicants to self-identify as protected veterans at both the pre-offer and post-offer phases of the application process.

Data Collection Analysis of Protected Veterans (41 CFR Section 60-300.44 (k)) and Individuals with Disabilities (Section 60-741.44(k)) must show, number of applicants, hires, and promotions for those who self-identify as protected veterans or individuals with disabilities.

The national benchmark for Veterans is 8% and the Wisconsin benchmark is 6.8% based on the total number of veterans in the state. Surveys to comply with these regulations are to take place in 2014 and then every 5 years thereafter.

Piñero serves as the Assistant Vice Provost for Workforce Equity and Diversity and as the campus Title IX Coordinator.

- OED Special Assistant to the Provost-Complaint Investigator, Stephen Appell provided an update about the Clery Act and implications for UW Madison.
- Committee drafted letter to faculty senate with recommendation to share with the Provost. "Recommendation to appoint a vice provost for academic affairs to ensure campus wide compliance with federal and Wisconsin laws, and enhance the capacity of the Office for Equity and Diversity to carry out their mission" (see attachment-Appendix A). Letter put

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forth position to advocate for Title IX Coordinator as a position reporting directly to the Chancellor or the Provost, and contacted the chair of the faculty senate and University committee to propose Que share letter with faculty governance. Committee attempted to bring this to the faculty senate, but this was denied by the University Committee. Committee then voted to bring letter and recommendations to the new chancellor.

- Instead, Committee chair Que Lan arranged a meeting with Ray Taffora of Office of Legal Affairs, with committee member Steffen Lempp and Luis Piñero. Taffora responded positively, and stated that large parts of our proposal were underway to ensure compliance with federal regulations. In particular Taffora expressed reservations about serving as both Director of Legal Services, and ADA Campus Coordinator.
- Committee Chair Que Lan passed away unexpectedly in March 2014. Committee proposed plans to acknowledge her long term commitment and service to the University on issues of equity and diversity.
- May 2014, Committee co-chair Catherine Stephens, Steffen Lempp and Luis Piñero met with Ray Taffora of Office of Legal Affairs to learn about progress with designating an ADA Coordinator.
- Committee member Elizabeth Larson reported working with Patrick Kaas, Director of Transportation on a pilot to improve accessible parking at the Medical Sciences building.
- Committee reviewed the new campus Diversity Framework, and shared feedback.
- Luis Piñero and Barbara Lanser shared an update with committee regarding UW Madison efforts to track and recruit veteran employees at UW Madison.