
Advisory Committee for the Office for Equity and Diversity Annual Report for 2015-2016

Committee members: Parameswaran Ramanathan (chair), Catherine Stephens, Steffen Lempp, Thomas Browne, Steven Kosciuk, Pilar Ossorio, Kyung-Sum Kim, Tim Shedd, Audrey Tluczek, Stephanie Diaz de Leo, Veronia Sundal, Trenton Yadro, Nicole Galicia, Eduardo Munaiz.

- The committee had meetings on September 18, 2015, October 16, 2015, November 18, 2015, February 19, 2016, and April 15, 2016.
- At its September 18, 2015 meeting, the committee heard reports from Director of the Office for the Equity and Diversity. He reported that campus has created a new Office of Compliance and some of responsibilities may move to this new office. At that time, Ray Taffora was serving as Acting Director of the Office of Compliance. The committee discussed the issue of Conflict of Interest issues raised by this appointment. As Director of Office of Compliance he will be leading an office that will responsible for investigating compliance violations and as Chief Legal Officer for the campus, he will also be responsible for defending the University if such issues are not resolved internally. Although this dual role is not a violation of law, it raises several troubling issues. With Cathy Treuba's appointment as the Director of Office of Compliance the issue has become as less important. Nevertheless, the campus should be vigilant about the chain command from Office of Compliance to reduce perceptions of conflict to the maximum extent possible.
- At its October 16, 2015, meeting Vice Provost Patrick Sims discussed the ongoing initiatives in his office. Since the Office of Equity and Diversity (OED) is under the purview of Vice Provost Sims, we discussed, at great length, the changing responsibilities of this office.
 - o OED's responsibilities have been expanding since its founding in 1984.
 - o Some of the current functions of OED include: Affirmative Action, Applicant Tracking, Accommodations Specialists, Compliance related to HiPPA, Title IX, FERPA, Open Records, ADA, Complaint Investigator, Outreach through Consultations, Graduate Assistant Equity Workshop, SACS, etc.
 - o Vice Provost Sims initiated an internal review of OED in February 2015 and the review was complete in Summer 2015.
 - o Vice Provost Sims is looking to revamp OED structure in light of the new Office of Compliance.
- At its November 18. 2015 meeting, OED staff member Veronica Sundal described challenges of the Applicant Tracking and Employee Tracking.
 - o Both of these activities are currently a manual process. However, a new software called PageUp is being considered. It may contain features to make Applicant Tracking more automated.
 - o When it comes to faculty hiring, departments often use their own approach without relying of UW-Madison software. For example, all Mathematics departments in the US using a single site (mathjob.org) where potential candidates enter their applications. Unless that site contains the information needed for Applicant Tracking, manual process will be required to track Mathematics applicant. Similar challenge with many other departments.

o Employee Tracking involves tracking terminations, promotions, salary progression, etc. However, in many cases, we do not have electronic documentation of why employee raises were given. This information is needed for us to comply with the Equal Pay directive from the Obama administration.

- At the end of its November 18, 2015 meeting and from the OED internal review report, the Advisory committee felt that OED did not have adequate staff to meet all its responsibilities. The committee wrote a letter to Vice Provost Sims and Provost Sarah Mangelsdorf highlighting lack of adequate staff at OED. Thus far, the Advisory Committee has not received a response from either Vice Provost Sims or Provost Sarah Mangelsdorf.
- At its February 19, 2016 meeting, the committee met with Tonya Schmidt. She talked about the Tonight program and the process currently used in sexual assault investigations. In 2015, there were 24 sexual assault investigations that resulted in 8 hearings in from a sanctions panel.
- At its April 15, 2016 meeting, the committee met with David Blom. He is the campus Title IX coordinator in the Office of Compliance.
 - o He suggested that the campus should encourage Graduate Student Associations to take responsibility to conduct sexual harassment and climate surveys.
 - o The Advisory Committee may want to contact all department chairs and unit directors to see whether climate surveys have been done recently.