

NOVEMBER AGENDA

November 3rd @ 1 PM | Birge Hall (Room 158) and online

Attendees: Auger, Ives, Warneke, Monahan, Erlich, Link, Lee, Wilkinson, Vandenberg

1. Appoint Simons Family Diversity in Science Research Fellowship subcommittee

- Tony Ives and Cathy Auger take the lead on this subcommittee, coordinating with the Awards committee
- Develop process and documentation for award administration for future years and share with Julie Lindsey and likely Awards committee
 - Cathy continuing to assist with application process in WISH
 - Recognition that this award is unique and needs to remain distinguished from other types of undergrad research fellowships. Representative from CDI committee may need to sit on Awards sub-committee for this reason?
- Interviewing the fellowship recipients from this year to determine changes needed before the next cohort in 2024

2. Update on Response to 2022 Staff Climate Survey and discussion of further actions or support needed from committee – discussion led by Laura Monahan

- Subcommittee met with iBio leadership in Spring 2023 to discuss the climate survey outcomes for our department and university. Note: Staff rated the iBio dept higher than the university of average for most categories, but still room for improvement.
- Action items out of that spring 2023 subcommittee meeting:
 - Encourage supervisors of department staff to be more transparent about how money is allocated in the department (e.g., how reserve funds are used)
 - Increasing transparency around promotion and career development: TTC (title and total compensation program) was supposed to make promotion and compensation more transparent
 - Process of receiving DEI-related complaints/concerns: Make it known who to contact if someone has a DEI issue—it is not the chair... there needs to be a clearly identified contact person→ we need to have a protocol on this issue
 - DEI training: like the Title IX training that occurred at a staff meeting a few years ago, there is interest in bringing in a DEI trainer or resource officer to an iBio staff meeting.
 - Possible contacts: <https://diversity.wisc.edu/about/>
 - L&S DEI Resource Hub: https://kb.wisc.edu/lis/page.php?id=128409&no_frill=1
 - Acknowledging staff contributions to community work (e.g., committee service) outside of job duties.

- Advise supervisors to recognize and consider committee service during annual review? Potentially a problem if this becomes a job duty
- Process or advising of the leadership team to consider committee service during annual salary exercise? Again, could be issues tying compensation to non-job duties.
- Make sure staff are listed on committee spreadsheet

3. Feedback on department-wide adoption of \$15/hour minimum rate proposal

- March 2023 faculty discussed and agreed to putting \$15/hr for positions in new proposals, should this be adopted for all department positions?
 - Offering a living wage is critical for making research-related opportunities available to all students and not just those who can afford to be paid less
 - Discussed the gap between ability to fund the blanket raises and reality of being able to fund these positions
 - Non-grant funded student hourly positions are coming from very limited resources and would need departmental or college support to make a reality
- Developed subcommittee (Vandenberg, Link, Ehrlich) to study options and report back to the full committee

4. Organizing climate and diversity-related trainings for department – Tabled given time remaining and how it relates to committee goal setting (next agenda item)

5. DEI Strategic Planning Discussion: What does an equitable, diverse, and inclusive Integrative Biology department look like and how do we get there? Developing goals and a road map for the Climate and Diversity Committee

- Individually reviewed feedback from 2021 listening groups
- L&S Best Practices for Dept Diversity:
<https://uwmadison.box.com/s/idzih0wz5ds2haf8pi2aqb5x262fbco7>
- Recommended action, agreed to by committee: Contribute to virtually mapping current and recent initiatives onto the feedback from the 2021 listening groups and brainstorm next steps for areas not currently being addressed (at least not in full).
- December meeting: discussion of our next steps and development of a DEI action plan for the committee