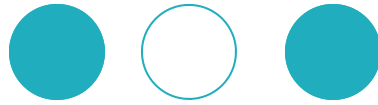


March 9th, 2009



University of Wisconsin-Madison  
Office for Equity & Diversity

# OED Newsflash

## From the desk of the Director

In this newsflash, we share with you information concerning upcoming conferences and symposia and about enhancements to our processes for obtaining and documenting AA/EEO applicant data.. OED continues to offer campus-wide professional development and learning opportunities for students, graduate assistants, staff and faculty. I invite you to contact us for assistance and information. Best wishes during the Spring 2009 semester.

Luis Piñero

Director of Office for Equity and Diversity

## Sandwich Generation Part II

**“When Is There Going To Be Time For Me?”** Has become the rallying cry of the middle aged sandwich generation? No wonder we sometimes feel resentful— then of course, we feel guilty about feeling resentful and, finally, we’re angry, because look who’s making us feel guilty again.

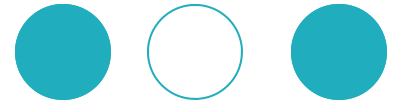
We invite you to mark your calendar on April 2, 2009 from 9:00am-12:00pm. Please join us to explore approaches and strategies to address needs; ease the burden of meeting these responsibilities and answer questions. This event, co-sponsored by OED and OHRD, is free and will be held at 21 North Park Street Room 1106-1108. Please contact Bonnie Sundal at [bsundal@vc.wisc.edu](mailto:bsundal@vc.wisc.edu) should you need any accommodations. Please visit the following web link to register:

[http://www.ohrd.wisc.edu/reg/catalog\\_course\\_detail.asp?course\\_key=24027](http://www.ohrd.wisc.edu/reg/catalog_course_detail.asp?course_key=24027)

Our presenter, June Partoll, is a Registered Nurse Certified in Gerontology, a Licensed Social Worker, Nursing Home Administrator, and a faculty member at M.A.T.C. She has worked in the field of care giving for more than 25 years, and through her professional responsibilities and private consulting firm, she has been able to help individuals find the answers to many complex questions. This is the second session that she has offered on our campus.

[www.oed.wisc.edu](http://www.oed.wisc.edu)

## Upcoming Events



### WAEO Conference

May 20th-23rd, 2009 at the Kalahari  
Resort in the Wisconsin Dells

[www.waéo.com](http://www.waéo.com)

### Eye Opening Perspectives: A Disability Awareness Conference

Saturday March 28th:

[http://www.mcburney.wisc.edu/information/  
eyeopening.php](http://www.mcburney.wisc.edu/information/eyeopening.php)

We are in the process of scheduling the **Fall  
2009 GAEW workshops.**

As soon as our schedule is finalized, we will  
post it on our website, [http://  
www.oed.wisc.edu/workshop\\_sched.html](http://www.oed.wisc.edu/workshop_sched.html) .

### IRE Conference

UW-System Institute on Race and Ethnicity is  
hosting a symposium April 2009.

[http://www.uwm.edu/Dept/IRE/  
conferences\\_events/IRE\\_events.html](http://www.uwm.edu/Dept/IRE/conferences_events/IRE_events.html)

## OED – AA/EEO Compliance Documentation Moves Toward The Paperless Environment

### The Old Process for Documenting Applicant Flow (Pre 2009)

The Affirmative Action Data Questionnaire (AADQ) has always been a paper intensive process. The departments ordered our permit stamped envelopes, they mailed paper copies of the AADQ forms to applicants, and applicants returned these to the OED office. The OED office returned completed AADQ's back to the hiring department to be tallied on the (ADC) Applicant Data Card and then a copy of the ADC card was sent back to OED to meet our federal and state aggregate reporting needs.

### The New Process (2009 and Beyond)

The AADQ is available on [www.oed.wisc.edu](http://www.oed.wisc.edu) , in a .pdf format. Applicants can complete and forward it electronically to [bsundal@vc.wisc.edu](mailto:bsundal@vc.wisc.edu) right from the web site. In the future, we plan to develop an Adobe version of this form with a submit button. This will enable applicants to complete and submit the form with fewer steps. The ADC card will be completed by OED with a call to the hiring department to request additional information on the hire. A copy of the ADC will be sent to the hiring department when completed. This will save dollars in postage, person hours and of course our precious trees. Our new process will reduce costs, and processing time, minimize impact on the environment, increase response rates and enhance the quality of service.