Immigration and International Issues Committee  
*(Faculty Policies & Procedures 6.61.)*  
Annual Report for 2019-2020

I. Statement of Committee Functions

The Immigration and International Issues (III) Committee in the University:

1. Provides general advice and recommendations to the administration and all governance bodies on immigration and international student, faculty, and staff issues.
2. Considers how immigration policy impacts UW-Madison students, faculty, and staff and then provides guidance to campus leadership, especially offices working with immigration issues.
3. Considers how international policies impact UW-Madison students, faculty, and staff and then provides guidance to campus leadership, especially offices working with international issues.

The committee’s “Operating Procedures” (18 September 2018) are available upon request from the Office of the Secretary of the Faculty.

Professor Alfonso Morales (DPLA) Chaired the committee in 2019-2020.

Committee members for 2019-20 included:

Faculty
ALEXANDRA HUNEEUS, LAW/; L&S/CTR LAW SOCIETY & JUSTICE (on sabbatical Spring 2020)  
WAN-JU LI, SMPH, ORTHO/REHABILITATION  
JOHN MACKAY, L&S/PHILOSOPHY  
ALFONSO MORALES, Chair, L&S/PLANNING & LANDSCAPE ARCH

Academic Staff
KRISTIN DALBY, Secretary, L&S/ENGLISH  
WEIJIA LI, EDUC/ELPA; L&S/GERMAN NORDIC & SLAVIC

University Staff
KIM BESTA, CALS/BACTERIOLOGY  
KORY BREUER, VCRGE/WID

Students
LENNOX OWINO OCHIENG  
GABRIELLA SCHULTZ  
PACHIA YANG
II. Activities

The Committee is in its second year and we engaged in further fact finding and discovery. We also developed new sources of information of use to the committee and those we serve. Additionally, we acted on behalf of undocumented staff by advancing resolutions to the Faculty Senate and the Academic Staff Association, discussed below.

The Committee hears concerns about III generally, as they are associated with different schools, colleges, institutes, and divisions as well as different demographic groups. For instance, engineering and laboratory science disciplines share a particular concern with securing visas for interested applicants. In the course of this year, Dean’s level administrators frequently asked the committee about immigration options for various staff/postdoctoral professionals. Those concerns prompted the Chancellor to constitute an ad hoc committee that took up the issue of immigration support during the Summer of 2020.

Chair Morales agreed to serve a third year to help establish continuity in the Committee’s activities. The Committee drafted a succession plan and sought a co-chair for 2020-21. John MacKay will be the Co-Chair in 2020-21. Morales established contact with several committees on campus whose work overlaps with III, e.g. Committee on Women. He also established contact with Cynthia P. Williams, International Policy Advisor of the International Division who is based in Washington DC. Morales will ensure that MacKay is a party to these relationships in 2020-21.

Maj Fisher requested and received feedback from the committee on the international resources webpage developed by staff in the International Division with input from the Office of Human Resources, Division of Student Life and other interested stakeholders

In order to hear and address various campus concerns, the III established three subcommittees:
   a. DACA: Maria Ahmad & Alex Huneeus
   b. Career Services: John McKay, Samantha McCabe, and Kristin Dalby
   c. Education of campus community: Samantha McCabe, Pachia Yang, and Jennifer Taylor

These individuals are commended for their work.

In the Spring semester, the sub-committees brought forward substantial concerns regarding the status of undocumented students and staff, as well as the status of the optional practical training (OPT) program. While the opportunity passed for the UW to join other universities in an amicus
brief on behalf of OPT, the committee commenced the work of raising the profile and problem of undocumented students and staff. The career subcommittee described the substantial momentum building for identifying and filling gaps in career services for international students. This relationship building could become important as campus restructures services for international students, staff, and visitors.

COVID-19 became a substantial problem we discussed in terms of combatting racist/xenophobic comments about coronavirus. Committee members commiserated on the problems represented by such reprehensible remarks and shared supportive lessons from various campus units that might be deployed on behalf of more humane behavior. Likewise, the Committee shared various resources for supporting students who remained in Madison following the closing of campus. The importance of community building and strong and supportive relationships among international students was discussed and committee members conveyed these messages to staff.

We learned of the deep and diverse mental health concerns among international staff, faculty, and students. We were particularly attentive to the plight of students and staff as well as their extraordinary interest in either attending the UW or working at the UW. We continued learning of the persistent inability of the UW to compete with peer institutions for students, faculty, postdocs, and staff. We also continued distinguishing between legal and administrative understandings of III situations.

**Ongoing Parallel Processes**

The Chair developed a relationship with Cynthia Williams in DC who regularly informs the III on federal relations and the work of other campuses, in the Big Ten and elsewhere working on III issues we share. The Committee acknowledges the related work being conducted by the Chancellor-constituted *ad hoc* committee on immigration support, which we discussed in our 2018-19 report, and the AVP Working Group on Faculty of Color. The III Committee discussed how the nature of such overlaps varies by the definition of “Faculty of Color” and the approach that the Division of Diversity, Equity, and Educational Achievement takes to immigration and international issues. However, we did not take any action or make recommendations on these observations.

**Research and Action**

Committee members brought substantial experience with III concerns from many parts of campus and in these peer-peer discussions among members, we came to a better understanding of the scope and scale of the III charge. We also solicited presentations by ex officio and other members of the UW. We collected resources from campus and community and researched other institutions’ efforts in the area of III.

Highlights of data collected:

- Jenny Faust of UW Strategic Consulting presented on the work of an ad hoc Chancellor’s committee on reorganizing how the UW serves international faculty, staff, students, and visitors.
- Cynthia P. Williams, International Policy Advisor of the International Division made frequent updates on the status of OPT, DACA, and other matters salient to the III.
Cynthia is commended for her work as many on the committee found her updates timely and useful.

III. Recommendations

As a result of III discussions and in collaboration with Cynthia Williams, Heather Daniels, Secretary of the Faculty, and Jake Smith Secretary of the Academic Staff we advanced two resolutions on behalf of DACA staff that were approved by the Faculty Senate ([https://kb.wisc.edu/images/group222/shared/2020-05-04FacultySenate/2894DACA_ResolutionforStaff.pdf](https://kb.wisc.edu/images/group222/shared/2020-05-04FacultySenate/2894DACA_ResolutionforStaff.pdf)) and the Academic Staff Association (“Resolution to Support UW-Madison DACA Employees” (ASA #737)).

Both bodies approved these in May of 2020.

IV. Agenda for 2020-21

The committee anticipates selecting, researching, and making recommendations on III concerns in the coming academic year.

In conclusion, the Committee Chair commends Cynthia Williams and Kristin Dalby in service to the III committee.