

CASI – USIC Meeting
November 22, 2016
260 Bascom, 11:00 a.m.

Present: Allaby, Adams Kadera, Dunn, Fugate, Madera, Malekpour, Martin, Noles, Reardon, Scholz, Schueller, Ushman, Valeo, Yaeger

Absent: Miernowska, Rice, Schultz, Sumwalt, Thompson

Vicki Fugate called the meeting to order at 11:01 a.m. Fugate asked if anyone had changes to the drafted minutes. One change was made. The minutes were approved.

Dean's Report

1. Compensation exercise seems to be going fairly smoothly
2. Confirmation that the November message sent out last week was received
3. Positive & uplifting message
 - a) Awards recently won by L&S members
 - b) Plenary breakfast this morning with chairs & department administrators on Career Initiative; celebrate progress—we are the leader among other institutions; over 80% of all departments have participated in the CI in some ways, some more substantially than others
 - c) Sharing the “Shakesconsin Idea” – 200-student course on Shakespeare (100-level English course – how and why stories get told over time and to what effect) (Visit ls.wisc.edu/news/sharing-the-shakesconsin-idea)
4. Q&A
 - a) Compensation exercise question via email; seemingly contradictory messages from the College
 1. units will be allowed to reduce surpluses or go into (greater) deficit for rate and title increases
 2. units are encouraged to make awards to those who need it most
 3. there's not going to be a moratorium
 4. departments can share this information with staff—recommendation is for transparency
 - b) Are there any studies being done on potential gender bias regarding wage? Will there be any studies examining gender?
 1. No recent studies but salaries are scrutinized carefully; salary setting is complex and dependent on many factors; discrimination based on gender is illegal
 2. Discrepancies are not uncommon
 3. 8 years since the last compensation exercise
 4. College active in retaining people who get outside offers; can create salary disparities (e.g., if more men than women get outside offers)
 - c) Concern about library closings—why is this happening? Does the College see advantage in closing libraries or is this driven by forces outside of the College?

1. Driven by outside forces – when compared to other public universities, we spend a greater fraction of library budget on people than books and other resources
 2. Many small units distributed across campus ; resources are scarce; given our library resources, are we spending on the right things? Amount spent on acquisitions is low
 3. Focus is on changing use of space; Need to rethink the library in the 21st century
- b) Diversity—how is our push toward diversity on campus going? How are those involved viewing this process & progress made? Do we do enough to promote the idea that Madison is a diverse campus? Could this message be stronger? Have there been efforts to look at peer institution to see best practices elsewhere?
1. This is a huge challenge—have to create a climate where every student and employee feels able to succeed to their full potential, but we’re not there yet. For some, UW-Madison is diverse; for others, they’ve never seen a less diverse place. How can we help students and others feel comfortable in an environment that feels too homogenous?
 2. Need to get better at supporting students from historically underrepresented groups; the “majority” students need to embrace diversity, not yet successful at that; Freshman orientation – need to reach students early on.
 3. Karl senses a strong level of commitment and clear thinking on campus though we have taken major steps backward.
 4. Need to promote diversity as something that will make students’ experiences on campus great.
 5. Some units have made statements about inclusion (statements/posters); this idea of welcoming to all is an important message.
 6. We all need to do our part; it doesn’t change until we all embrace our responsibility.
 7. We are learning from others in our efforts to create a better environment.

Updates

- a) University Staff Assembly (Noles) Changing semester length in fall and spring to 69 days; eliminated single day semester start; commencement will always occur the same weekend in May; update by committee on Women in University; Omsbud office presented; campus Master Plan discussed- public information session planned (visit Masterplan.wisc.edu); public meeting at Gordon Commons (see website for specifics); Police Chief job interview finals.
- b) Academic Staff Assembly—no report
- c) University Staff Excellence Awards (Allaby) paid out last week; 5 individuals received \$3000 each; \$1538 spent on Professional Development Grants
- d) HR (Adams Kadera/Allaby) Self service entering hours; working on piloting early in 2017; lots of departments want this.

No new business/issues to share

Meeting adjourned at 11:48 a.m.

Minutes by Jeanne Schueller