

CASI-USIC Meeting
February 28, 2017
260 Bascom, 9:30 am

Present: Adams Kadera, Dunn, Fugate, Madera, Miernowska, Noles, Reardon, Rice, Scholz, Schueller, Schultz, Sumwalt, Ushman, Valeo, Yaeger

Absent: Allaby, Hill, Martin-Zernicke, Malekpour, Thompson

Guests: United Faculty & Academic Staff (UFAS) members: Chad Alan Goldberg; president of the AFT Local 223 that advocates for AS; Alyssa Franze (ESL), Jambul Akkaziev (ESL), and Matt Sanders (Chemistry)

Fugate called the meeting to order at 9:32 am. Motion to approve three sets of minutes from the December 2016 joint CASI-USIC meeting and the separate January 2017 CASI & USIC meetings. Minutes approved.

Campus-wide Committee Updates

USC (Noles)

- University System needs to be in the title and compensation study; PPT by HR regarding how titling & compensation will be handled. Anyone interested, please let Mary Noles know and she will send the PPT
- Finalist for Dean's Search in the Business School; committee members will report
- Crystal Potts (Director of State Relations works with state legislature, lobbies on UW's behalf): Issues include self-insurance, news items
- Hostile & Intimidating Behavior policy—no education or training yet; Wayne Guthrie & Mark Walters from HR were asked about training and were told that it was one to two years out; USC would like training held sooner rather than later

ASA (Schulz)

- Tim Dalby and guests faculty assistants title & pay inequities
- Academic Staff Assembly districts, sizing/redistricting in progress; two listening sessions being held (Ben will send out meeting information to the group)

Climate Committee (Fugate)

- Group met with the dean to discuss recommendations and how to proceed
- Plan to run the survey again in Fall 2018
- Pending approval, 2-page summary of recommendations from the CC will be posted on the KB soon

Professional Development (Madera)

- Met last week to discuss awards; names to be forwarded soon

Dean's Report / Q & A

- Governor's budget—seems like a good budget for campus but some problematic aspects, e.g., segregated fee; pay for university personnel is tied up with proposed change to health systems (self-insurance) but other state employees' raises are not; new money for UW tied up in "performance measures, "which is also problematic, e.g., number of students who end up in jobs in their major; hopefully the details will be ironed out. Budget restores some of the money taken away, new investments (disbursement criteria have yet to be determined). Take-away: It is not a cut! A lot will still happen between now and when the budget will be finalized. Debates going on regarding tuition increases (e.g., sticker vs. net price)
- College of Letters and Science underfunded but has not seen new cash flow; Dean has ambitions
- Discussion of "Direct Admit Program": UW-Madison has traditionally been a university that admits students to the UW hoping they will find their way while they are here; many other universities you apply to the College you want to be in. We are less structured than other schools. E.g., Engineering has switched to a system that admits students to Engineering as high school students; this is also affecting School of Business. No longer "pre-business" or "pre-engineering" with default to L&S. What matters are the credit hours. Seems to be a student-friendly move; allows students greater clarity from the start about what they'll be doing but puts greater burden on advising. An arts & sciences degree is valuable even if students ultimately want to study business, etc.. We are working to make L&S a destination college on campus.

Report from UFAS regarding pay inequity for Faculty Assistants

- Presentations already made to ASEC and will be made to the Faculty Senate
- Instructors completed program and are no longer TAs; experienced pay drop after becoming Faculty Assistants; TA salaries have increased but Faculty Assistant rates have not
- Considering a re-classification for instructors in ESL (e.g., changing to Associate Lecturers for higher pay)
- Chemistry has experienced a similar situation (e.g., recent PhDs) take a pay cut while doing the same job
- Issue is not simply poor pay—the issue is pay inequity; comparable work but not comparable pay; members of the union are trying to get more recognition for the situation; inequity needs to be resolved, but how or when
- Eligible for benefits only if appointment is above 50%
- FA teaching 2 classes costs a little below \$14,000 for salary & fringe benefits; TA would be \$14,600 for salary, benefits, & tuition remission (for one class)
- Faculty Assistant does the same job as a Teaching Assistant but is paid less despite often having a PhD; no raises until position is renewable; TAs have "Standard" and "Experienced" rates
- An urgent solution is needed; Faculty Assistants should be involved in the process of compensation and retitling
- Have been reaching out to many people but everyone seems to "pass the buck"

- 50 out of 63 faculty assistants on campus affected (under \$150,000 annually to address the inequity) (13 are paid above the senior TA rate); all 50 are in L&S
- Incentive is to expand this category to save money, so it could become a bigger a problem
- Career path of Faculty Assistant? Professionals in their discipline and do not always get a full time employment; some have been in their positions for 10 years (in ESL); in Chemistry does not encourage this; when there are not enough graduate students to hire, departments turn to Faculty Assistants; in Chemistry undergraduates were hired to teach courses (and they are paid more than faculty assistants)
- Dean Scholz: national market for recruiting graduate students; Faculty Assistants have pension entitlements; TAs have tuition remission; everyone is undercompensated
- Argument is for equity; TA salaries are low in the Big Ten Academic Alliance (BTAA)
- Intent is not to be antagonistic, would like to understand where the administration stands; not the right time & place for discussion

Meeting adjourned at 10:33 a.m.

Minutes by Jeanne Schueller (jmschuel@wisc.edu)