

L&S USIC/CASI Joint Meeting

March 30, 2017

Thursday, 9:30 a.m.

260 Bascom

Present: Adams Kadera, Allaby, Dunn, Fugate, Madera, Malekpour, Noles, Scholz, Schueller, Schultz-Burkel, Ushman, Valeo, Yaeger

Vicki Fugate called the meeting to order at 9:30 a.m.

Minutes from the February meeting unanimously approved as amended.

Karl shared his Dean's Report.

- Karl highlighted his March Message sent last week and asked the committee to review what he said.
- Karl took the opportunity to discuss the matter that was brought up in the last meeting in regard to Faculty Assistants.
 - The majority (80%) of Faculty Assistants are in L&S.
 - The majority of FAs are in two departments: Chemistry and ESL
 - The nature of the two markets (TA vs FA) is different. One group is from a national market and the other is from a local market, respectively.
 - Many of the comments made in the previous meeting by committee members were spot on with the situation.
 - The College does review titles periodically to address pay inequity.
 - Chemistry FAs are far more temporary than ESL FAs. The college plans to address the titling for those who are in a longer-term FA role and possibly omit the title altogether from that department.
 - Laurent Heller conducted a study of similar titles from peer institutions. His research found that the pay structure of FAs was in line with other institutions.
 - Schueller shared that this is the first year that German has had to hire FAs due to the lack of grad students applying to their program because of competition elsewhere. Her sense is that this title may become more popular as grad numbers go down in departments.
- Karl took questions from the committee.
 - What is the sense about the proposed recommendation requiring internships of all UW students before they graduate? (Schultz)
 - Labor Secretary is enthusiastic to work with UW.
 - Majority of legislators are not enthusiastic about that measure.
 - UW is working with the Milwaukee 7, which is made up of 7 Southeast counties in WI to develop partnerships for internship opportunities.
 - Self-Insurance? (Noles)
 - Not getting a sense that it will pass.
 - Students opting out of Seg. Fees may likely be a reality.
 - Deeply worried about Concealed Carry.

- New Budget Model will remain as it was for the foreseeable future.

Mary Noles shared information from the Congress.

- Majority of conversation was in regards to the titling and compensation study.
 - Trying to plan out what concerns the staff has during this study.
 - Even though it is early in the study, many staff members are concerned about having their voices heard.

Benjamin Schultz-Burkel shared information from ASA and Climate Committee.

José Madera shared that PDRC will meet this Friday to rank 19 applications for career awards.

HR Updates:

- The implementation of a Performance Management model for tracking performance reviews is being developed quickly; the Climate Committee will be consulted to provide feedback.
 - VCRGE model is is being considered by L&S but final decision has not been made.
 - Electronic system.

Meeting adjourned at 10:32 a.m.

Minutes by Benjamin Schultz-Burkel