

L&S USIC/CASI Joint Meeting

October 17, 2017

Tuesday, 10:30 a.m.

260 Bascom Hall

Present: Diana Allaby, Rebecca Dunn, Vicki Fugate, Billy Gates, Cheryl Adams Kadera, David Johnson, Julie Lindsey, José J Madera, Susan Martin Zernicke, Ewa Miernowska, Darin Olson, Anna Paretskaya, Jim Reardon, Alison Rice, Frank Rooney, Karen Thompson, Karl Scholz, Jana Valeo, Dee Vanruyven, Lori Ushman

Absent: Oh Hoon Kwon, Mary Noles

José Madera called the meeting to order at 10:30 a.m.

Minutes from the September meeting unanimously approved.

Karl shared his Dean's Report.

- [Monthly Message](#) will be sent to Department Chairs and Administrators on 10/18/2017.
- Karl highlighted the following information from the Monthly Message:
 - The biennial budget has been signed and is more favorable to the UW System than recent budgets.
 - The fall salary exercise will be similar to the salary exercise last year.
 - This year's funding will support modest raises for roughly 20% of faculty and 33% of University and Academic Staff (though the percentages in specific units may vary). There will also be a pool for one-time bonuses.
 - A link with full details of this year's [salary exercise](#) is provided in the message.
- L&S Administrative changes will be occurring due to retirements of many key administrators.
 - Later this week a Chief of Operations position will be hired. This position will be in charge of L&S operations and communication.
 - Steve Kean was recently hired as the new leader for UWFAA's L&S development team.
 - Eric Wilcots is serving as Interim Deputy Dean.
- The L&S communications team has started a monthly electronic newsletter titled Sift & Winnow to let people know all the great things that L&S is doing. You can sign up for Sift and Winnow by texting siftandwinnow to 22828.
- All new L&S students received a snazzy new L&S tee-shirt this fall. These shirts can be purchased and are on sale until 10/27/2017.
- Karl took questions from the committee.
 - Will employees who are on probation be eligible for an increase during the fall salary exercise?
 - Only if they are off probation by 12/31/2017. There was much discussion on looking at the policy and certain jobs to determine if the probation periods are appropriate.

University Staff Congress update (Jana Valeo):

- Laurent Heller gave an interesting presentation on where the money to fund the UW comes from.
- Vice Chancellor Heller was asked by a committee member why the removal of lead paint on the campus was hired awarded to an outside vendor and not removed by UW employees equipped to do the removal. Laurent said that he was curious as well and would look into it.

Academic Staff Update (Anna Paretskaya):

- Report from the Chancellor
- Discussion on Domestic Partnership Benefits that are no longer available to UW employees
- Discussion on Provost degree requirement language – bachelor degree no longer required for future System Presidents, Chancellors and Vice Chancellors.

Climate Committee Update (Rebecca Dunn):

- The committee met with Dean Scholz and discussed priorities and next on the list to accomplish for the next year. The committee will focus on providing feedback on the Performance Management Development Program, continued support for transparency and communication within the college and round 2 of the climate survey in fall of 2018 to see where/how climate has improved.

Update on University Staff Excellence Awards and Professional Development Grants from Diana Allaby:

- Excellence Award nominations due 11/1/2017
- Professional Development Grant applications due 11/3/2017.
- USIC committee members have scheduled meetings to review applications.

HR Updates:

- University Staff (Diana Allaby): None
- Academic Staff (Cheryl Adams Kadera):
 - [Title and Total Compensation project groups](#) will begin to meet.
 - Training for PMDP has ended. [Webinars](#) are available for a refresher or new employees.
 - Follow up email will be sent to departments to remind them to integrate to the new PMDP system.

Academic State Listening Session is scheduled for November 6, 2017
3pm Noland Zoology Building Rm 168

University Staff Listening Session is scheduled for November 15, 2017
8:30am Educational Services Building (1025 W. Johnson St.) Rm 228

Meeting adjourned at 11:30 a.m.

Minutes by Vicki Fugate