

L&S USIC/CASI Joint Meeting Minutes

Tuesday, April 17, 2018

8:00 a.m. 52 Bascom

Present: Mary Noles, José J Madera, J Karl Scholz, Jennifer Noyes, Rebecca Dunn, Julie Lindsey, Karen Thompson, Alison Rice, Oh Hoon Kwon, Billy Gates, Frank Rooney, Cheryl Adams Kadera, Susan Martin Zernicke, Ewa Miernowska, Jana Valeo, David Johnson, Lori Ushman (recorder)

Absent: Anna Paretskaya, Jim Reardon, Darin Olson, Vicki Fugate

Madera called the meeting to order at 8:00 a.m.

Minutes from March 22, 2018 reviewed. Noles motioned to approve; Valeo seconded. Motion to approve passed unanimously.

Dean's Report

Dean Scholz met recently with 140 alumni and 40 students at Carnegie Hall. UW-Madison ranks 28th in the world, and has produced 20 Nobel and 38 Pulitzer winners. We're in the top 10 producers of fortune 500 company CEOs, and we're number 1 (!) for Peace Corps volunteers.

- Our applications are up 20% from our previous all-time high.
- Applications from international students are up 30%
- 95.3% of our freshmen return for their sophomore year
- Our 6-yr graduation rate is 86.2%
- The average time to degree is 4.03 years
- Median student graduates with \$0 debt (\$27,000 is the average debt for those who carry it)
- On any given year, we graduate more students than Harvard, Princeton, Yale, and Columbia combined.
- Every year we successfully retain colleagues recruited by the finest universities in the world.

Facilities/L&S Master Plan

Every ten years the Campus Master Plan is done. The last plan was done in 2015 and focused on three areas: green spaces, storm water, and transportation. The L&S Master Plan for buildings has been going on for approximately the past 2 ½ years, in conjunction with the Department of Administration and UW-System. The L&S Master Plan aligns with the Campus Master Plan.

Eight of Fifteen departments in the top 15 are identified as being in sub-standard buildings. A team of architects, engineers, and F&M reps had an in-depth tour of L&S buildings. They met with all department chairs and directors to discuss needs. An exhaustive process went into the "Facilities Quality Index (FQI)," which is a single measure that combines the assessment of facility value, condition, and functionality. FQI scores do not necessarily correlate with the age of buildings. L&S buildings with the highest FQI scores are: Music Hall, Science Hall, Birge, Goodnight, Daniels, Zoology, Brogden, and Communication Science and Disorders.

Issues: Too little research and lab space and a lack of flexible, modern teaching spaces. We won't be able to address these issues immediately as it depends on available resources. The value of the L&S Master Plan is if/when resources become available, we'll be ready to take action.

The need for five new buildings was identified in the L&S Master Plan (in no particular order):

- Humanities Hall
- Ingraham Hall addition
- Computer Science, Statistics, and the Information School
- Psychology, Communication Science and Disorders
- Integrative Biology

Dean Scholz mentioned the possibility of alternatives at a lower cost. This was followed by questions and a brief discussion.

On May 6th, the next installment of the L&S Fueling Discovery will be published and inserted in the WSJ newspaper.

Committee Updates

Academic Staff Assembly (Anna via e-mail):

The April ASA meeting was short and fairly uneventful; the most significant item on the agenda was the first reading of the resolution stipulating years of service for the academic staff from the Extension who will be joining our campus later this year. The vote on this will take place in May.

University Staff Congress (Jana):

- The last meeting was yesterday, during which a round of applause was given for FP&M in thanks for snow removal.
- A Protest Response Advisory Team is forming.
- Bus pass fees will increase as a result of a change in tax code, but the university is picking up some of the cost.
- A representative from University Relations gave a presentation on myth busting.
 - Bylaws excitement closed out the meeting.

Climate Committee (Rebecca): The committee has been quite active the last six weeks, and will meet tomorrow with Dean Scholz. L&S administration has responded very well to issues from the most recent survey done 2.5 years ago. There are a few issues to raise for the next survey as a result of over 400 comments and three listening sessions. The committee will make three recommendations.

PDRC – University Staff Excellence Awards / Professional Development Grants:

The names of staff receiving awards have been forwarded. The L&S University Staff Excellence award ceremony is May 9th at the Fluno Center at 4:00. All are welcome to participate. USIC meets in May to make professional development recommendations.

HR Updates (Cheryl Adams Kadera)

The Performance Management System (PMDP)

Shelly Vils Havel (Talent Management) is our point person. A webinar will be available in early May for top issues/answers. If you have specific concerns or questions, forward them to Cheryl.

Title and Total Compensation

The process continues; sessions will be held next week. Everyone needs to attend, as job descriptions are going to look very different. Training will roll out to departments this summer and fall, with instructional titles reviewed in the fall. Make sure employees attend a session or view online. Review of job descriptions will be a huge workload for units.

New Business / Issues to Share (José J Madera)

An email will be sent to academic staff regarding nominations to CASI for next year. Three new representatives are needed for the next three years.

Next year (2018-2019), USIC will lead the meetings and Susan is retiring. A replacement process is on the agenda for the May USIC meeting.

Meeting adjourned at 8:55.