

L&S CASI/USIC Committee Meeting Minutes
Tuesday, September 12, 2017

Attending: USIC: Fugate, Noles, Valeo, Ushman, Van Ruyven
CASI: Dunn, Johnson, Madera, Miernowska, Olson, Paretskaya, Reardon, Rice
Ex-officio: Adams Kadera, Scholz

Welcome and introductions

Correction and approval of CASI/USIC Minutes- May 17, 2017: no corrections suggested; motion to approve; passed.

L&S Dean's Report (Scholz):

--Announcements:

1. Set of upcoming title/total compensation forums –see <https://hr.wisc.edu/title-and-total-compensation-study/forums/>
2. Performance Management and Development Program (PMDP)—training for supervisors, employees, and administrators available at: <https://kb.wisc.edu/ls/page.php?id=23050>
3. “Shout-outs” to recently retired staff and award-winning staff.

--Issues Facing College:

1. Need for resources (for compensating faculty, staff, TAs);
2. Need for strategic investments (some progress has been made—131 programs have grown from \$1M to \$16.5M during JKS's tenure);
3. L&S is on the edge of being able to accommodate the larger incoming classes which are foreseen—need to make sure L&S gets its fair share of additional campus resources;
4. L&S will be hiring faculty aggressively, but “compensation gap” between UW and peers remains;
5. Charlottesville: chancellors' statement excellent: “our commitment to free expression compels us to allow the exchange of viewpoints, even those that violate the values for which this campus stands”.

--Student-centered developments:

1. Rebranding of L&S Career Services: it is now SuccessWorks <https://careers.ls.wisc.edu> ;
2. SuccessWorks has opened interview space in the 3rd floor of the UW Bookstore—Suite 300, 711 State St.

--Organizational changes at L&S Admin, due to retirements; open PVL for Chief of Operations.

--2016-2017 Annual Review: Dean Scholz interested in feedback, especially negative feedback.

<http://ls.wisc.edu/news/category/ls-annual-review-2016-17>

--Student Retention:

1. 96% of freshmen entering UW in fall 2015 returned to enroll in fall 2016. This is better than UW's peer institutions, and as good as the elite—a testament to SOAR and advising;
2. 6-year graduation rate not so good; there is a gap between historically underrepresented groups and others;
3. Will need to build out advising and student services to accommodate expected extra students in the near future.

Campus-wide Committee Updates:

--University Staff Congress (Noles):

1. Transgender resolution has been brought to floor of USC (already passed by other two governing bodies on campus);
2. presentation by Mike Lehman (UW interim CIO) on IT and security.

--Academic Staff Assembly (Paretskaya):

1. Report on transition to new phones;
2. Report on titling/compensation study (questions and concerns about process and outcomes were raised).

--Climate Committee (Fugate, Dunn): committee yet to meet

--Professional Development and Recognition Committee/University Staff Excellence Awards/Professional Development Grants (Allaby/Madera): No new updates

HR Updates (Adams Kadera):

1. ~20 draft job families; upcoming forums to seek definitions of job families/sub-families/job titles;
2. Additional upcoming opportunities to learn about PMDP (Performance Management Development Program)—seminars; webinar: (https://mediaspace.wisc.edu/media/L%26S+Performance+Management+and+Development+Program+%28PMDP%29+Training+for+employees+and+supervisors/0_51rix3kg);
3. Deadline for completing sexual harassment/violence training: 9/30/17

Feedback to Dean's Report (all):

Q/A regarding expected upcoming enrollment increases.

Adjourn

Respectfully submitted for approval—Jim Reardon