

L&S CASI/USIC Committee Meeting Minutes
October 8, 2019; 8:00-9:00 am @ 55 Bascom Hall

Present: Cheryl Adams Kadera, Meredith Beck Mink, Rebecca Forbes Wank (note taker), Bruce Goldade, Emily Hall, Lisa Jansen, Sarah Jedd, David Johnson (meeting chair), Oh Hoon Kwon, Julie Lindsey, Jennifer Noyes, Darin Olson, Frank Rooney, Nicole Senter, Deb Shapiro (ASEC liaison), Kate Skogen, Dee Van Ruyven, Eric Wilcots

Absent: Billy Gates (excused), Peter Haney, Tina Hunter, Liana Lamont, Elizabeth Rose

Johnson called the meeting to order at 8:01 am.

Welcome and Introductions

Members of the committee who had not been at the September meeting introduced themselves.

Approval of September Meeting Minutes

Motion to approve September minutes passed unanimously.

L&S Dean's Report & Feedback

Dean Wilcots noted there has been a lot of praise for the new band director. The new Assistant Dean of Research is John Varda, who has had various roles on campus. The Salary Increase exercise for faculty and Discretionary Compensation Fund exercise for staff are well under way. During the upcoming plenary, the TTC will be discussed with department chairs.

Dean Wilcots asked for feedback regarding the recent controversy with the campus homecoming video. He noted that diversity is a tall order with no easy answers, and staff is often key. At the college level they are working on hiring diverse faculty and holding hiring workshops, including TA training and recruiting. He noted that welcome of new students falls on departments

Comments/Feedback:

- Writing Center fellows had not seen the Campus Climate Survey. The Writing Center has created an inclusivity statement and a graduate team leadership position for inclusivity.
- Large gateway courses are a good point of entry, can we all agree on an inclusivity statement?
- Hallway talk: administration swooped in to fix the problem instead of letting the students fix it.
- The WAA email feels like furious backpedaling.
- Students need to understand that inclusivity is everyone's responsibility.
- Where did the decision-making break down? How was the Homecoming Committee selected?
- We cannot assume people who look similar do not have diverse experiences.
- Do first-generation students lack the background to compete? How to even the playing field?
- Dean Wilcots noted that positive reinforcement of differences in the classroom and the REACH program should help. We'll all have to talk to each other during this election season!
- Diversity is everyone's responsibility but is often foisted off on HR.
- Bar is set really high for hiring. Students who had to work during school are at a disadvantage for number of publications they have produced.

- Advanced Opportunity Fellowship decisions are made later than at other schools, so we are losing out on good candidates.
- Departments have to work to find information online. Please share best practices.
- Dean Wilcots asked if a webpage or newsletter would be most useful. He hopes to have something in place by the end of the semester.
- Inclusivity should be incorporated into everything we do; e.g., assessment of student writing can be unfair to those from disadvantaged backgrounds.
- Five diverse student employees all said the university took care of the issue, but students are adults and should be part of the solution. Feedback needs to be from them and not just to them.
- One bright spot: students felt confident enough to bring up the issue right away.
- In Econ 101, the first question on the first assignment is to look up unemployment statistics by demographics. Unpleasant conversations need to happen right away to show students that not everyone has the same background and experiences.

HR Updates

Benefits Fair 9-5 on October 8th. Benefits enrollment period is through October 25th. TTC mapping workbooks are going to department administrators on the 8th with copies to chairs. The workbooks will come back to HR by the end of the month and descriptions will be loaded for discussions in December. There will be upcoming forums, as well as training for HR and supervisors, and an email regarding these upcoming sessions will be sent this week. DCF submission deadline was October 7th. Timing for payments is still being worked through. The Fair Labor Standards Act has been revamped to \$35,568 annual salary for non-exempt. This takes effect on January 1, 2020. One issue is that PAs are covered by this and will have to start doing timesheets, but overtime payments can affect their tuition remission.

New Business/Issues to Share

Final exam conflicts for gateway classes. Problem is getting worse with more students on campus and the final exam period condensed. Maybe this could be a computing problem for Comp Sci 101?

Committee Updates

1. Academic Staff Assembly – have agenda for October.
2. University Staff Congress – Chancellor spoke at September meeting and presented the Pringle Award. People are concerned about the lack of progress from TTC – time to slow the process down?
3. Climate Committee – draft result of climate survey, clarifying data.
4. PDRC – University Staff Excellence Awards/Professional Development Grants – information for applying has gone out.
5. TTC Shared Governance Advisory Committee – two each faculty, academic staff, university staff. Topics include: appeals process, distinguished title series, cutover plan from current to new system, draft of salary guidelines. Still figuring out if everyone can see the library of job descriptions in November or December. Many pathways for getting TTC information: local HR, L&S HR, TTC project website and information sessions, governance.

Meeting adjourned at 8:57 am.