

L&S CASI/USIC Committee Meeting Minutes

September 29, 2020; 9:00-10:00 am @ Virtual meeting on teams

Present: Julie Anderson, Bruce Goldade, Peter Haney, Boyd Hillestad, Mary Noles, Rebecca Forbes Wank, Cheryl Adams Kadera, Tina Nielsen, Eric Wilcots, Liana Lamont, Meredith Beck Mink, Lisa Jansen, Elizabeth Rose, Emily Hall, Sarah Jedd, Pamela Garcia-Rivera, Wyl Schuth, Cathy Auger, Nibedita Pattnaik, Debra Shapiro, Rita Richter, Todd Anderson, Jana Valeo, Lori Demeuse

Absent: Tina Hunter,?

Peter Haney called the meeting to order at 9:01 am

Welcome & Introductions

Peter Haney welcomed returning and new members to the meeting. All members introduced themselves.

Corrections and Approval of May Meeting Minutes

Motion (Bruce Goldade) to approve May 2020 minutes with one minor spelling correction, seconded by Rebecca Forbes Wank, passed unanimously.

L&S Dean's Report & Feedback

Tian Nielsen, Chief of Operations and Staff, will be participating in future meetings.

Thanked everyone for serving on governance committees. Values meetings to get input regarding the current climate in L &S

State of the college, Wrestling with COVID 19. The health of the institution went well with the expansion of the enrollment. College continues to be great and receive many teaching awards and we are getting many research funds from external sources. We are second (behind MPH) in getting external funding for research.

Overall, in a good position. COVID reminds of the strength of our position due to the hardworking staff and faculty.

Research was shut down in March and April and the reintroduction of those activities went well over the summer and continues to go well.

In person instruction we tried to ramp up at the start of the semester and had to back out for two weeks. We are currently focused on getting in person instruction going for courses that need to be taught in person (labs). If there is another spike and we need to back off again we will probably stay backed off for the rest of the semester. We have the ability to test the campus community for COVID 19 frequently. We plan on ramping up testing even more. We need to determine how we will proceed in the next month or so. Currently we don't know the modality of teaching in the spring, as it is dependent on the state of the virus. We should have clarity soon on the budget for next semester and there is lost revenue from housing and athletics. The governor has announced a lapsed budget for this year, and we don't know how this will affect the UW budget including L &S. We will need to wait until next spring or summer to know how the budget situation will affect UW Madison.

Questions to think about: What are the things we are learning about ourselves? This is a time to learn from the COVID experience. Looking forward: How can we be better as a college? Dean Wilcox wants to make sure the college is reaching out to get as much research funds as possible from external sources and to push research forward. The college will address curriculum issues after COVID. We all need to focus on diversity and inclusion. We want to increase diversity on campus and need to work on our climate to ensure inclusivity. A new L & S Dean will be brought in to focus on Diversity and Inclusion.

Title & Total Compensation will involve a lot of work this year, though Wilcots is hopeful the initiative will do the right thing allowing job titles to match with current workplace market.

Comments/Feedback:

- Discussed talking points for how to share the positive fiscal year with colleagues and peers.
- Shared enrollment expansion challenges and considerations. Wilcots has heard that 2020-21 enrolment numbers should be flat due to the larger-than-anticipated incoming class of 2019-20. Facility challenges continue as departments deal with larger enrollment numbers, but not enough large classrooms for lectures and exams. Bucky Tuition Promise awarded to 1 in 5 Wisconsin residents admitted in 2018-19; awaiting to learn about 2019-20 numbers. Concerns about Bucky Tuition Promise opportunity getting to rural Wisconsin communities was discussed, which Wilcots will pass along to others.

HR Updates

Cheryl Adams Kadera has spoken to supervisors so that they are communicating with their staff frequently. Furlough time ends in October and needs to be used by the end date. Cheryl is looking into how un-used furlough should be handled for Faculty and Academic staff. University staff does not have to worry because their pay was already adjusted. L & S received funding for the Teacher/Research Professor positions. The university didn't have time to complete the TTC mapping, but campus wanted to get the criteria settled. Once campus gives L & S the go-ahead, we will move people into those titles. Campus criteria is available and has been given to administrators and chairs.

TTC stage we are looking for feedback regarding staff and supervisor communications. There have been significant changes to the TTC guidelines right before COVID shutdown. Cheryl sees TTC starting back up in spring. Campus is looking at expanding federal legislation regarding COVID19 funding to include student hourly. FFC response funding

Cathy Can furlough be taken after October 31st? Currently does not have a firm answer.

University Staff have furlough deducted automatically from paycheck. Others have it deducted as they use it.

Rebecca. Can you have employee supervisor meeting remotely? Cheryl – There were a lot of changes to the TTC library and they want to verify that people are mapped correctly with the changes.

New Business/Issues to Share

N/A

Lisa Jensen: She is wondering if we should record meetings? Lisa asked if we want to promote the meetings more widely. This will be brought up at a future meeting. There was concern over recording meetings because individuals might not feel comfortable bringing up sensitive issues.

Peter: We currently publicized today's meeting which resulted in additional guest attendees. Currently we have attendees that heard about it and are attending. Thoughts about recording meetings.

Committee Updates

1. Academic Staff Assembly – Executive committee met in September with the faculty senate. Recording on Faculty senate website. The committees retired to separate committee. The faculty voted to remove a break from spring semester. Debra Shapiro will answer questions
2. University Staff Congress – Goldade meeting by email next meeting October third Monday. Actions shared two updates from the last meeting: 1) Library of Policies & Procedures is trying to get all current policies listed online and archive outdated ones; and 2) TTC and its timeline was discussed.
3. Climate Committee – Climate survey is posted on website.
4. Noyes said committee plans to share the 2018-19 survey results in a spring semester 2020 report.
5. PDRC – University Staff Excellence Awards / Professional Development Grants – no updates.

Meeting adjourned at 10:00 am