

L&S CASI Committee Meeting
Thursday, May 17, 2012
10:00 – 11:00 am
101 South Hall

Members present: Dean Gary Sandefur, Asst. Dean Cheryl Adams Kadera, (ex officio members), Scott Mellor, Alex Squitieri, Ilia Guzei, Arrietta Clauss, Marilyn Larson, Ricardo Court, and Allison Kaplan.

Members absent: Melanie Jones, Rachel Weiss, Andrea-Teresa Arenas, and Amy Hartman.

1) Introductions

Dean Sandefur spoke on the purpose of the committee as an advisory body and how he relies on CASI, and how the committee represents the Academic Staff.

2) Approval of Minutes from May Meeting (sent in meeting notice)

Minutes: Motion to approve the minutes from the CASI meeting of May 17, 2012. Ilia moved, Scott abstained, other members approved.

3) Dean's report

Deans report: Dean Sandefur continued to speak on the role of CASI. Phil Certain started meeting with CASI every meeting. Dean Sandefur spoke on valuing the committee especially as it is able to advise him on specific issues. Spoke then on campus level initiatives moving forward.

1. HR redesign recommendations are now available online. Dean Sandefur recommended that we and all academic staff should read the recommendations carefully and to recommend changes before the plan is finalized. The Academic Senate met last week to consider the recommendations. Dean Sandefur let us know that the Committee on HR redesign meets once a week to report to the main group.

2. New resource allocation model. Past & Present: Dean Sandefur explained how L&S is also a division like the other divisions and that allocations have been, and continue to be assigned according to legacy allocations minus an apportioning of budget shortfalls. L&S was often disadvantaged by the legacy arrangement because L&S carried a disproportionate set of instructional duties. In exchange for less of a legacy allocation L&S was granted fewer deductions. Still, this did not make up the disproportionate shortfall. Future: Allocation of resources should be based on actual activities. Dean Sandefur working on a committee on the metrics to determine future allocations: Credit hours, student numbers, etc. Major searches ongoing: Dean of Pharmacy mentioned. Chancellor search should come down to five candidates who will meet with the public. The Regents of the University will choose the next Chancellor to be named late in Spring. College Dean search should start in late Oct. Dean Sandefur has given the names of strong internal candidates to the Provost. There has never been an outside

candidate for Dean of the College. New Chancellors come from the outside, as have the deans of other colleges. Candidates for Dean will meet with CASI. The new Chancellor will pick the new Dean. Dean Sandefur joked that he is not retiring but returning to the classroom for three more years. In hindsight, Dean Sandefur said that he has enjoyed the best job in the country, so we should encourage people we know to apply.

Arrietta: Don't you get a year off?

DS: Yes, I will spend some of the time in Oklahoma but will spend some time on campus preparing my research and classes I will teach. I am very excited about my projects, including my book research.

Scott: Hasn't it been challenging?

DS: Yes. People have great ideas and unfortunately we have not been able to fund all of them.

Arietta: What about the College of the Arts?

DS: It has bogged down. The Univ. Committee recommended that the Planning Committee should not vote on the proposal before a budget is presented in late Oct. How it moves forward will depend on costs. If they are low, I expect movement to resume. Music and Theater had split votes. Theoreticians are concerned about being isolated from the humanities in a school of performing arts. As things stand one cannot force someone to move into a college when they do not want to go. What are the cost ramifications of that? We do not know.

Arrietta: It seems that the costs will be high.

DS: It was estimated at \$2M. I think that it is high for a small part of the University. Business offices, HR, IT and other things will have to be duplicated in the new college. The Provost assures me that L&S will not be negatively impacted and I hope that is true.

Alex: Is there resistance from faculty for all recent changes? Will changes get done or get bogged?

DS: The resource allocation model will go through but there will always be glitches and changes needed over time. We may see a more formal model.

Scott: There is fear that of the new allocation model. Will a new model create a perception of stability?

DS: The new model will be transparent. The uncertainty comes from the biennium from the state budget. At least people will know why [particular allocations are made].

Allison: Will smaller departments be disadvantaged?

DS: Small departments deliver a lot for the college. The challenge for small departments is that they have fixed costs and it is impossible for them to keep doing what they are doing when they lose staff.

4) Updates

- a. Volunteers to campus-wide committees:
 - i. Dean search and screen
 - ii. Academic Staff Assembly

Dean Sandefur spoke on the upcoming searches particularly for Chancellor and for Dean of the College.

Allison asked for nominations for the L&S Dean search. Allison, Scott, and Ricardo nominated themselves.

b. Elections - Nominating form from Elaine

Allison announced a call from Elaine Klein for nominations for the Academic Planning Council (APC). We are in a time crunch for an election by Oct 2. (It won't happen). Technically speaking, the 3rd year CASI members (Ilia, Guzie, Melanie, Scott, and Rachel) serve as the election committee for the group.

Ilia: How difficult is it to set up an election?

Cheryl: Send out an email.

DS: Described the duties of the APC, projects, allocation of resources. Discussions have been very interesting in the last year, particularly around the College of the Arts.

Ilia: The problem is like when we called for candidates for CASI and got no candidates.

Scott: Getting instructional staff this late will be problematic for reasons of schedule.

Allison: Yes, it should have been earlier, but we need to move forward and put a slate together.

DS: We do have someone in Econ who is willing to stay on, Maria [Muniagurria] but we will still need to have an election. We need to think of who would be good and then get them to run.

Allison will work with them to put a ballot together.

c. Dean's Listening Session

Deans listening session: we don't have dates yet. Co-chair [Allison] will work with the Dean's staff to schedule a meeting. In the past listening sessions have not been well attended, but that is no reason not to have them.

Allison: I will report back with times.

Alex: Will we have an agenda or question?

DS: We will suggest and solicit questions.

Allison: Are we interested in a guest? We should give four weeks notice so that people can put it in their calendars.

DS: Yes, we are looking at November.

d. Climate Working Group – Ricardo

Ricardo: Update on the CWG. We had a listening session and are currently working on a schedule to analyze the comments left. The listening session elicited visceral responses from a wide range of classified and academic staff.

DS: gave the history of the group: 3 faculty, 3 academic staff, 3 classified staff. The group wanted to continue from being an ad hoc group to a permanent committee and I am ok with that.

e. Professional Development and Recognition Committee (PDRC) – Ilia

Ilia: a request for proposals went out yesterday. Details of proposals to come in November.

Scott: We have a budget of \$55K which has not changed in 15 years. The value of the dollar has gone down and the number of proposals has gone up. We need to petition system for more funding. Also, we want to go online next year.

Ilia: potential problems?

Scott: coordination with faculty and departments probably.

f. HR Updates & Redesign Committee – Cheryl

Cheryl: HR plan went out last week. There is a web chat today at 11am. Please read through the proposal. I will be happy to answer questions about changes. There will continue to be an exempt class. Some of classified staff will migrate to academic staff including a new exempt 'University Staff' hourly staff. Groups governing the process are continuing to meet as is a group to fund 'critical compensation'. There will be a review committee for increases for departments with fewer than three staff for retention, market value, and equity.

Alex: I have a question on 'section H' and ARLA.

Cheryl: There will be cap on ARLA of six months. People with ARLA will not lose what they have accrued.

Movement of classified staff to academic staff will be by choice. No one will be forced. The person does not change, the position does. Once a person has moved, however, that person will not be able to move back.

On vacation, we want you to use vacation. Carry over to ARLA applies only to a few people and they should use their vacation.

g. Visitors to our meeting?

Issue tabled until next meeting

Meeting adjourned 11:10

Next meeting: Oct. 19, 10-11am (every 3rd Friday)

Current CASI Members

(3rd year)	(2st year)	(1st year)
Ilia Guzei Senior Scientist Chemistry	Ricardo Galliano Court* Advisor/Lecturer International Studies Major	Andrea-Teresa Arenas Faculty Associate Director Office of Service Learning and Community Based Research
Melanie Jones** Associate Faculty Associate Psychology	Allison Kaplan, Co-Chair Faculty Associate School of Library & Information Studies	Arrietta Clauss Editor Department of Chemistry
Scott Mellor Distinguished Lecturer Scandinavian Studies	Amy Hartman Clinical Associate Professor Communicative Disorders (Completing Casey Martin's term)	Marilyn Larsen Research Program Manager II Assistant Director Center for Limnology
Rachel Weiss Senior Outreach Specialist Center for South Asia		Alex Squitieri Information Processing Consultant Department of Physics

*Rotating secretary for today's meeting (** = alternate)

Ex-officio members:

Gary Sandefur, Dean, L&S

Cheryl Adams Kadera, Assistant Dean, L&S