L&S USIC/CASI Committee Meeting

Tuesday, December 15, 2015, 9:30-10:30 AM, 260 Bascom Hall

Minutes

Present: Shirin Malekpour, Doug Dummer, Sara Yaeger, Jim Reardon, Mary Noles, Alisenne Sumwalt, Peggy Nowicki, Kari Fernholz, Tony Jacob, Jeanne Schueller, Benjamin Schultz, Abike Sanyaolu, José Madera, Andrea Lowe, Jim Lacy, Angela Powell, Cheryl Adams Kadera, Diana Allaby, Ewa Miernowska, Karl Scholz

1. Welcome
2. Approval of Minutes: November USIC/CASI minutes approved
3. Public Comment: There were no public comments
4. Dean’s Report
	1. Student Academic Affairs search for new Associate Dean
		1. Search led by Sabine Gross (German, Honors Program)
		2. Wren Singer interim
	2. HR reform/redefine update
		1. Performance reviews required of all faculty & staff that serve as supervisors
		2. Two-way conversations about expectations are an important part of climate
	3. Discretionary compensation exercise
		1. L&S has 15.6% of $1 million pool to allocate to all University and Academic Staff
		2. Plan is to target lowest wage earners on 12-month appointments with a threshold in the mid $40,000 range; approximately $1200 or 3% salary increase
		3. Departments need to match 30% and employee needs to have a solid performance review
		4. Departments/units will receive a list by Dec. 21 with eligible people covered
		5. Recommendations due in January; will take effect by early March; just under 30% of AS/US will benefit
		6. Faculty side—money will go toward retention and post-tenure review of professors who are 5 years past promotion
	4. Climate survey
		1. L&S internet survey with no incentives yielded over 50% response rate with more than 400 open-ended comments
		2. Goal is to get a baseline in the College
		3. Preliminary results are positive
		4. Climate Committee will have results (with redacted open-ended comments) and discuss with Dean Scholz ways to improve climate issues
		5. Some respondents expressed concern about the amount of identifying information asked for on the survey
	5. Recent success in the College
		1. College has a Rhodes Scholar (Colin Higgins)
		2. Eight UW-Madison doctoral students have won Fulbright scholarships
		3. Three separate undergraduate journals
		4. Jim Leary (Comp Lit, Folklore & Scan Studies) nominated for a Grammy
		5. Craig Werner (Afro-American Studies) & Doug Bradley have had great success with their book We Gotta Get Out of This Place: The Soundtrack of the Vietnam War
	6. Listening Session with AS & US
		1. open dialog in both sessions; people were comfortable talking about issues
		2. attendees voiced general dissatisfaction & frustration in College, e.g., being asked to do more with fewer resources
		3. some solutions/recommendations were suggested
		4. “I wish the Dean knew …” cards revealed problems and concerns; the Dean plans to use them again at future listening sessions
	7. Other questions
		1. Chancellor pledged to have 3600 WI students enrolled in Madison next year – historically a high number & could be challenging to meet
		2. No cap on the number of out-of-state students (previously capped at 27.5%); Plan is to increase modestly the number of out-of-state students
		3. Enrollment estimated at 6300/6400 total for next year
5. University Staff Congress (Angela)
	1. Chancellor’s spoke
	2. Climate discussed
6. Academic Staff Assembly (Kari)
	1. Guest Speaker: Rebecca Blank, Chancellor
	2. Topics discussed: HR changes; enrollments next year; negative publicity & raids on our faculty; still need state funds—gifts are not spendable; they’re endowments
	3. ASA voted on resolution opposing the Senate bill that would allow dangerous weapons on campus.
7. Climate Committee (Ben and Jeanne)
	1. meeting in January; waiting for results of survey
8. Excellence Awards Professional Development Grants (Diana)—Nothing new to report
9. HR Updates (Cheryl)
	1. Academic Staff category A salary maximums went up 10% effective Dec. 1
	2. Integration of L&S HR & payroll office
		1. More generalist approach for all categories of employment for AC & US
		2. Weekly training sessions being offered
		3. Departments will be contacted with more details
10. New Business / Issues to Share
	1. Break-out small (mixed) groups for discussion/brainstorming of ideas of USIC/CASI goals. Topics to consider include:
		1. Long-term goals
		2. What roles do we fulfill?
		3. What should be try to accomplish as members? As a committee?
	2. Tony & Kari will collect and share ideas brainstormed during the meeting

**Next USIC/CASI meeting: Tuesday, January 19, 9:30-10:30 am, 260 Bascom**