

L&S CASI Meeting

January 11, 2018

Thursday, 10:45 am

101 South Hall

Present: Karl Scholz, Daun Wheeler (for Cheryl Adams Kadera); Rebecca Dunn, David Johnson, Oh Hoon Kwon, Julie Lindsey, José J Madera, Darin Olson, Jim Reardon, Karen Thompson; Jennifer Noyes (guest).

Absent: Ewa Miernowska, Anna Paretskaya, Alison Rice, Frank Rooney

José Madera called meeting to order at 10:45 am.

Minutes from December meeting unanimously approved.

Dean's Report (Karl Scholz):

- Salary Exercise:
 - JEMS has been down, so process moving slowly, but effective dates of salary increases have not been changed, and no one will be out any money;
 - 8 departments still have missing information (process, performance reviews, or mandatory online sexual harassment training).
- John and Tashia Morgridge have donated \$20 million to UW:
 - Half for professorships, half for aid for students who demonstrate need;
 - It took only 6 days for alumni to match the Morgridges' donation;
 - L&S now has ~\$12 million more for faculty positions than it did before the Morgridges' donation and matches.
- Two items from the Deans Council:
 - Vice Provost Michael Bernard-Donals gave a presentation on the new resources UW has created to combat hostile and intimidating behavior (HIB). New trainings are being initiated; for updates check: <https://hr.wisc.edu/hib/> .
 - Casey Nagy (Special Consultant to the Vice Chancellor for Research and Graduate Education) is the point person for the upcoming merger of UW—Madison with UW—Extension, which is scheduled to happen July 1. If you have a special interest in getting involved in the merger process, be on the lookout for updates.
- Restructuring of L&S administration continues; Jennifer Noyes highly involved, following departure of long-term staff.
- Program reviews (~15/year) are keeping the L&S administration busy.
- This is peak faculty retention season: L&S is competing to keep key faculty at UW.
- UW anticipating a >3% enrollment expansion for fall 2018 (and subsequent years, totaling 15% over 4 years).
- Expect a new Climate Committee survey next year.

Feedback to Dean's report/spontaneous Q&A session:

Q. When should Departments notify staff that raises are happening?

A. (Daun Wheeler): When Department administrator receives automatic email that raise has been entered in system.

Q. The new spring academic calendar seems shorter than it used to be—for example, there are now two fewer MW class days than there were last year—why this compression?

A. (Karl Scholz): The Chancellor took an interest in putting a 4-week summer session before MMSD let out for the summer. Keep in mind that UW's number of instructional days is high compared to its peers.

Q. The new Tommy G. Thompson Center on Public Leadership—is it under L&S?

A. (Karl Scholz): Yes! It's a terrific opportunity for public leadership conferences and speakers on public leadership. No teaching.

There followed an extended discussion regarding recent media accounts of hostile and intimidating behavior at UW.

Campus-wide Committee Updates: None

HR Updates (Daun Wheeler, on behalf of Cheryl Adams Kadera):

- Title and Total Compensation study: job descriptions are being scrutinized this spring; supervisors will be expected to review job descriptions (assuming a new campus-developed tool is ready).
- Performance Management and Development Program: perhaps more work on the front end, but after first year all should be easier. Dean Scholz comments that PMDP should dramatically increase the fraction of supervisors who perform evaluations, which addresses a major complaint received by the Climate Committee.

New Business (José Madera):

- Dates of spring CASI meetings have been set:
Tue. Feb. 13, 8:30-9:30 am Room 52
Thur. Mar. 15, 8-9 am Room 52 (note added 1/30: rescheduled to 3/22)
Tue. April 17, 8-9 am Room 52
Tue. May 15, 10-11 am Room 52

Meeting adjourned 11:45 am.

Minutes by Jim Reardon.