**L&S CASI/USIC Committee Meeting Agenda  
Tuesday, December 10th  9:00 – 10:00 a.m.  
Bascom 55**

**Note taker:** Liana Lamont

**Welcome & Introductions** (5 minutes) – All

*Guests: Bill Tishler (CASI – Continuing Studies)*

**Corrections and Approval of November Meeting Minutes** (5 minutes) – All

*Corrections: None of instructional team is intended to be housed in Hamel Music Center. Only performers are intended to be housed there.*

**L&S Dean’s Report** (20 minutes) – Wilcots

*Exciting week! Commencement is on Sunday. Honors reception is Saturday evening. Grading, etc underway.*

*Board of Regents meeting last week. Major announcements:*

* *Enrollment expansion. 3600 WI freshman set; increase out of state.*
* *Reframing that commitment: We’d like to think about transfer students and Minnesota reciprocity as part of that commitment, too, as part of that in-state commitment. Now that’s about 5200 students in each class from WI and MN; freshman and transfer.*
* *Rolling three-year average instead of single year targets. Admissions is complicated; yield is difficult to predict.*
* *Clarifying question: expects 3600 WI freshman and 5200 WI and MN; freshman and transfer.*

*December plenary topic: Appreciate our remarkable colleagues!*

* *Three faculty lost this year*
* *MacArthur Genius award winner: Target of Opportunity hire (Geoscience department): Andrea Dutton*
* *Linda Barry (MacArthur Genius award)*
* *Packard award: Greg Nimmit*
* *Undergrads: 3 finalists for Rhodes Studies*

*Writing Center turns 50! Recruiting new director*

*Dream Up WI: challenge to raise 10,000 families income by 10% in two-years. Requires campus and community partnership.*

*Landscape architecture in public space: WI Idea*

*Listening Sessions:*

* *L&S understands the concerns, confusion, angst around TTC. Forwarding to Campus HR partners.*
* *Pause in process is a result of hearing of these challenges. Departments and units are facing big challenges. We’ll continue to share information as quickly and deeply as possible.*

*Grading schedule: when is the drop-dead date now? (Not well-communicated)*

* *144 hours (6 days) set from the last day of classes if you don’t have an exam.   
  Papers due on 15th or 16th need to be graded by 21st or 22nd.*
* *Or December 26th according to DoIT?*

*FLSA: transition academic staff non-exempt – coming later*

*Tech grants: we should be #1 in line if Feds hand out money.*

*Drop in research expenditures rankings to #8. Historically in the top 5.*

* *Possibly due to the size of faculty and staff grant writing. Why?!*
* *Many of University of California other campuses are rising. UCSF is a power house.*
* *We’ve been flat or decreasing.*
* *A lot of our peers are getting money from private industry. We’re low in that regard compared to our peers.*
* *We tend to not get large grants from Sloan (etc)*
* *What are the incentives of academic staff to contribute to research when it’s not built into our job descriptions? There are only a small number of AS grants within campus.*
  + *Center of Humanities has “First Book”, but only faculty are eligible.*
  + *John Varda: New Asst Dean of Research: goal to increase research in humanities. Dean Wilcots will raise this idea with them.*

**Feedback to Dean’s Report** (5 minutes) – All

**HR Updates** (5 minutes)

*DCF letters for staff going out.*

*FLSA: salary threshold change effective Jan 1. Letters sent to departments.*

* *Non-exempt: need to report hours biweekly.*
* *Forums continue; supervisors (dept admins) informed to invite employees.*
  + *Dec 12, Dec 16 (PA-specific)*
* *Benefit impact due to A-cycle having only a few days; employees may choose how/when to pay for benefits.*

*Academic staff moving to non-exempt will stay AS.*

**New Business/Issues to Share** (10 minutes) – All

*Listening Sessions attended by David Johnson:*

* *Streamlining of job titles.*
* *How do we deal with people up for a promotion concurrently with TTC changes.* 
  + *If people are there or close: do it now!*
  + *Moving forward: we imagine there will be different tool. We don’t know details at this time.*
* *Grievance procedures: Title only; no salary procedure.*
  + *Employee has ability to file appeal for title with Department HR, may raise to division HR, and possibly campus HR.*
  + *We’re using market-informed data. (But no one has seen it.)*
  + *HR’s hope is that it will all work out well!*
  + *Transparency is crucial. They want to release data to all at once so that there is fairness.*
  + *Goal is to get SJD database correct first.*
* *How do we move horizontally within salary range?*
* *Why aren’t we hearing the market value salary ranges?* 
  + *OHR don’t know it either!*
* *Pay plans moving forward will return to past practices.*
* *Employee-Manager Conversations: March 1 target end-date will likely be extended.*

**Committee Updates** (10 minutes)

**TTC Shared Governance Advisory Committee:**

*Committee hasn’t met recently; meetings keep getting cancelled.*

*No information about “Pause” communicated.*

*ASEC Rep (Debra): Central HR in charge of producing agendas for meetings.*

* *We agreed to cancel November meeting since TTC forums were occurring.*
* *December meeting cancelled because TTC staff weren’t ready to meet yet.*
* *TTC website is very user-friendly and good place for information: go.wisc.edu/ttcproject*

*Quality Assurance (QA) is occurring.*

* *Lisa is working on IT titles. Working meeting with campus IT and HR experts on Dec. 16.*
* *QA may lead to SJD changes and additions*
* *Work is continuing on Faculty Associate and instructional staff SJDs* 
  + *Teaching Professor title is not ready yet; will be merit-based eventually*
  + *All may be referred to as Teaching Faculty?*
  + *There is not market-value for Faculty Associate because it’s not used elsewhere.*
  + *Instructional Administrator doesn’t have enough teaching.*
  + *Lecturer sounds like a demotion.*

*SJD mapping definitions are changing mid-conversation to make it more complicated!*

**Academic Staff Assembly**

*No January meeting.*

*Protesting of University President Search has no academic staff on it.*

*TTC will effect spring election voting since districts may change.*

**University Staff Congress**

*Ray Cross coming on Monday.*

*Parking amnesty occurred over Thanksgiving Friday. No permit needed for surface lots!*

**Climate Committee**

*Draft finished of climate survey. It will be submitted to dean.*

**University Staff Excellence Awards / Professional Development Grant**

*Awards have been awarded. Updates on KB.*

**Adjourn**

**USIC Members 2019 - 2020**

|  |  |  |  |
| --- | --- | --- | --- |
| Peter Haney  Early Career  Chicana/o & Latina/o Studies | Billy Gates Elected Member Physics | Bruce Goldade  Elected Member Chemistry | Rebecca Forbes Wank  Elected Member German, Nordic & Slavic |
| Tina Hunter  Exempt Member Sociology | **Dee Van Ruyven \*\*** Elected Member AOS | **Kate Skogen**  Dean’s Appointee Integrative Biology | Eric Wilcots  Interim Dean – L&S  Cheryl Adams Kadera  Assistant Dean – L&S |

**\*\* USIC Chair**

**CASI Members 2019 - 2020**

|  |  |  |  |
| --- | --- | --- | --- |
| 3rd Year | 2nd Year | 1st Year | Ex-officio |
| David Johnson \*\*  Senior Lecturer  Economics | Lisa Jansen Associate Director  Learning Support Services | Elizabeth Rose Admin Program Specialist  Psychology | Eric Wilcots  Interim Dean – L&S |
| Nicole Senter  Admin Program Spec  German, Nordic, and Slavic  Studies | Meridith Beck Mink Admin Program Spec  Administration | Emily Hall Faculty Associate  English | Cheryl Adams Kadera  Assistant Dean – L&S |
| Oh Hoon Kwon  Assoc. Fac. Assoc.  Mathematics | Liana Lamont Fac. Assoc.  Chemistry | Sarah Jedd Assoc. Fac. Assoc.  Communication Arts | Jennifer L Noyes  Associate Dean – L&S |
| Julie Lindsey  Senior Admin. Prog. Spec.  Integrative Biology | Debra Shapiro  ASEC Liasion |  | Alicia Arnold - HR |
| Frank Rooney  Assoc. Fac. Assoc.  Mathematics |  |  |  |
| Darin Olson  Assoc. Fac. Assoc. Mead Witter School of Music |  |  |  |

**\*\* CASI Chair**

**NEXT CASI/USIC MEETING:**