

L&S CASI/USIC Committee Meeting Minutes

September 5, 2019; 9:00-10:00 am @ 8417 Sewell Social Sciences Building

Present: Cheryl Adams Kadera, Meredith Beck Mink, Rebecca Forbes Wank, Billy Gates, Bruce Goldade, Peter Haney, Tina Hunter, Lisa Jansen, Sarah Jedd, David Johnson (Meeting Chair), Liana Lamont, Julie Lindsey (note taker), Jennifer Noyes, Frank Rooney, Nicole Senter, Kate Skogen, Dee Van Ruyven, Eric Wilcots

Absent: Emily Hall, Oh Hoon Kwon, Darin Olson, Elizabeth Rose

Johnson called the meeting to order at 9:00 am

Welcome & Introductions

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

Corrections and Approval of May Meeting Minutes

Motion to approve May 2019 minutes with one minor change passed unanimously.

L&S Dean's Report & Feedback

Wilcots provided information about his background and professional career. Some internal L&S organizational changes are taking place to serve departments/centers better including unified HR and payroll structure, enhanced business services, reorganization of strategic communications team, and restructured Dean's Office Assistant position. Research services is adding an Assistant Dean for Research Services position who will work with staff handling pre- and post-award, corporate and industrial relations, and animal research.

A new L&S School was established for Computer, Data, & Information Sciences (CDIS). Academic departments will maintain their autonomy, but unity under one School should assist with major demand and foster collaborative efforts in the future.

Revenues are up within L&S due to summer term, other 131-funded program endeavors, and campus enrollment expansion. Enrollment expansion exceeded its mark for 2019-20; its additional resources are allowing us to expand our mission and better serve the state. Encouraging departments to look at their financial resources and identify how to spend them in a holistic way.

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

Adams Kadera mentioned the new reference check process for hiring regarding sexual harassment questions has been implemented. Student hourly rates are going up to \$10/hour. Title & Total Compensation (TTC) workbook distributed to L&S HR staff who are working on the implementation process coming soon to departments/centers. L&S will be matching 1,747 employees with a new job title. Standardized job title exercise will not review salary ranges. Concerns regarding communication of salary in regards to TTC project expressed. Adams Kadera will be on a campus committee looking at Research Assistantship policies. Discretionary Compensation Fund (DCF) salary exercise will take place again this year with exercise due to L&S on 10/7/2019. Discussed importance of transparency regarding salary exercise and limitations with base adjustments to staff near the top of their pay range.

New Business/Issues to Share

N/A

Committee Updates

1. Academic Staff Assembly – First meeting is Monday so will share updates at next meeting.
2. University Staff Congress – Goldade 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 – Noyes said committee plans to share the 2018-19 survey results in a spring semester 2020 report.
4. PDRC – University Staff Excellence Awards / Professional Development Grants – no updates.

Meeting adjourned at 10:06 am.