**CASI / USIC**

**11:00 a.m. – Noon Wednesday, March 23, 2022**

Note taker: Julie Anderson

**Present:** Anderson, Auger, Dalby, DeMeuse, Forbes Wank, Hall, Haney, Hanson, Hillestad, Jedd, Kujak-Ford, Lacy, Martinez, Nielsen, Rose, Schoville, Schuth, Wilcots, Wheeler

**Absent:** Garcia-Rivera, Hunter, Noles

**Review and Approve Previous Minutes – All**

Minutes are adopted without changes.

**The Dean’s report was distributed before the meeting, and Dean Wilcots added:**

* Congratulations to Lori DeMeuse on receiving the Robert A Alesch Award.
* L&S placed 2nd in total dollars raised!
* Academic Staff Appreciation event April 18
* University Staff Appreciation event May 18
* New HR Director may begin in May 2022
* Please attend the 3:30PM May 23 Listening Session in Grainger Hall
* Tim Dalby, we’re grateful for your great work

**Feedback to Dean’s Report -All**

* **LACY:** What are the Remote Work Agreement stats / norms?
* **WILCOTS:** We’ll start tracking the procedure, as some are not using agreements
* **HANEY:** How will they change?
* **WILCOTS:** Future (**RWA)** Remote Work Agreements might allow more frequent in-person work & office sharing, which is different from workplace flexibility
* **HILLESTAD:** Should it be Supervisor/Employee, or HR/Employee as it relates to appeals?
* **WHEELER:** Some of the terminology is unfamiliar to me, but maybe 50/50?
* **MARTINEZ:** L&S on lower end of pay scale across campus. 2% raises every two years doesn’t cut it. Please address equity in pay / retention policy relating to raises during salary exercises. For instance, new advisors are paid more than long-timers, but no salary increases?
* **WILCOTS:** Schools and colleges have flexibility to strategically divvy up the monies that campus leadership allocate. Schools and colleges avoid straight across the board distribution, which (to the State) would appear to be raises. We’re looking into salary compression and salary inversion issues too. Especially since TTC, we need more money. The COVID Budget cut into our ability to address the salary issues that have come up. Lets pay new employees what we need to, and also fix the salary issues regarding those people who have been here longer and are paid less.
* **MARTINEZ:** TTC and now salary parity. If HR can’t identify what employees are doing, if titles are messed up and duties aren’t recognized, how can we get proper titles?
* **WILCOTS:** The actually got vast majority correct. TTC will next address the problems with staff salaries. We’ve previously addressed faculty and TA salaries. For instance, we used to be at the bottom of faculty and TA salaries, and now in the top ten we’re at the upper half.
* **SCHUTH**: RWA are good retention tools.
* **KUJAK-FORD:** Yes, RWAs are a curious marketing tool for hiring. Good points Wyl. Thanks for bringing it up. People have reach out to me, saying that they will not apply to a recent vacancy without a RWA. And…community building is important. We were just discussing how to build community in new ways.
* **DALBY**: UW has 343 RWA out of 1259 total paid appointments in L&S. 35.26% executed.
* **WILCOTS:** Yes, performance evaluations and salary issues are on my mind, especially with ATP down the road.
* **WILCOTS:** What is the masking climate, have you heard?
* **JEDD:** In a recent class, 3 / 200 students wore no mask.
* **AUGER:** Students are still wearing masks.
* **SCHOVILLE:** I felt more comfortable meeting with a recent student in the hall, because of his excessive coughing.
* **HALL:** Some are wearing masks yet.

**Committee Updates**

* **LACY:** Academic Staff Assembly – Awards are moving forward
* **HANEY**: University Staff Congress – We’re doing a survey, and we had elections.
* **DALBY**: ASEC – 25% not masked, no resolutions passed. New variant questions…

**Announcements**

* **WILCOTS:** Yes, we will reinstate the mask mandate if necessary

Yes, there’s a sense of belonging with pay raises, we are happy to retain!

**Adjourn at Noon**