

UW Law School CASI Board
Annual Report of the Chair
2017-18

The Committee on Academic Staff Issues (CASI) Board is a body of nine elected members (three clinicians & six members from other academic staff areas) that represents academic staff across the Law School and is an important part of shared governance at UW-Madison. CASI's role is to advise the Dean and represent the approximately 80-90 Law School academic staff in the formulation and review of all policies and procedures concerning the School's academic staff. CASI also supports education, networking, and recognition for academic staff.

The CASI Board term runs from September 1st through August 31st. In 2017-18, the Board met bimonthly during the fall and spring semesters. The following Law School academic staff members served on the Board: Sumudu Atapattu, Jeff Glazer, Ben Heidke, Wenjie Hu, Michael Keller, Ben Kempinen, Sarah Orr, Kim Peterson, and Bonnie Shucha (chair). Ex officio member, Associate Dean for Administration, Bethany Pluymers, also regularly attended meetings to update the Board on human resource and administrative matters including compensation and campus HR redesign developments.

This year, the CASI Board's biggest initiative was a campus proposal requesting tuition assistance for university employees. Michael Keller and Kim Peterson spearheaded this initiative. They developed the proposal after researching the availability of this benefit at peer institutions. The proposal highlighted the potential advantages of this benefit including increased employee retention and job satisfaction, ability to attract more qualified job candidates, and an increase in employee skills and professional development. Several other UW Madison CASIs endorsed the proposal including Athletics, Librarians Assembly, Office of Vice Chancellor for Research and Graduate Education, School of Medicine and Public Health, School of Nursing, and School of Pharmacy.

In February, the Board shared the proposal with Lindsay Stoddard Cameron, our Academic Staff Executive Committee liaison, who formally forwarded it to ASEC. The proposal was then forwarded to the campus Title and Total Compensation Committee who is currently acting upon it. According to Mary Luther, UW Madison OHR Director of Compensation and Titling, the TTC team is researching benefits at peer universities, a select group of private universities, and some state/local businesses that recruit from the same pool of prospective employees as UW-Madison. In fall 2018, the TTC team will survey campus employees about benefits. In response to the CASI Board's proposal, there will be attention to tuition reimbursement. The Board would like to thank Associate Dean Pluymers for her guidance and support in developing the proposal and bringing it to the attention of the appropriate campus connections.

Education was also an initiative for the CASI Board this year. In November, CASI partnered with Assistant Dean for Student Affairs, Emily Kite, to sponsor a training session on suicide prevention. Valerie Donovan and Ben DeBoer of University Health Services shared information on how to recognize signs of distress in students, strategies for intervening, and information about mental health resources on campus.

The CASI Board also provided feedback to Law School Administration on several issues this year including the online report for instructional staff and the new online performance management process. CASI also recommended academic staff member Lindsay Healless to the Law School Diversity and Inclusion Task Force.

In May, the Board reviewed the Report and Recommendations of the Diversity and Inclusion Task Force. Per the report, several Law School academic staff cited concerns about workplace climate, such as feeling siloed, reluctance to engage in discussion, and witnessing/experiencing discriminating, harassing, or intimidating behavior. The Task Force and the Dean's Office encouraged CASI to explore these issues. They will be considered by the Board next year.

A majority of 2017-18 CASI Board members have terms that expire in August: Sumudu Atapattu, Jeff Glazer, Michael Keller, Ben Kempinen, Kim Peterson, and Bonnie Shucha. This spring, an election was held to replace these outgoing board members. Several new members were elected to the CASI Board for three-year terms beginning in 2018-19: Emma Babler, Malinda Constant, Erin McBride, Kim Peterson (second term), Gretchen Viney (elected chair), and Christopher Yue. They will join continuing members Ben Heidke and Wenjie Hu, and Sarah Orr.

Respectfully submitted by

Bonnie Shucha, Outgoing CASI Board Chair

August 2018