

Committee on Academic Staff Issues (CASI) meeting minutes

11 a.m. Dec. 15, 2023
via Teams

Attendees:

Sumudu Atapattu
Jennie Broecker
Adam Bushcott
Rachel Burg
Eric Giefer
Andrew Norman
Bonnie Shucha
Scout Slava-Ross
Greg Wiercioch

Bethany Pluymers (ex officio)
Dean Dan Tokaji (ex officio)

Absent:

Jenner McLeod
Grace Kube

Order of business:

Meeting began at 11:03 a.m.
Jennie Broecker agreed to take minutes.

The minutes from the last meeting on Oct. 24, 2023, were approved.

HR updates:

1. Pay Plan:

Bethany Pluymers shared a brief update on pay plan since the Universities of Wisconsin Board of Regents just approved a proposal brokered by university leadership and Republican legislators to unlock a stalemate. One last step

remains: Legislators on the Joint Committee on Employment Relations are scheduled to meet Dec. 19 to approve UW employee raises: 4% retroactive to July 1, 2023, and 2% effective July 1, 2024.

An important note that employees probably are not aware of: The 2023 raise won't be paid on this tax year because the deal does not release it until Dec. 31. Also, raises could push some folks into a higher tax bracket in 2024 so they should pay attention to withholdings, although any extra taken will be refunded when filing taxes.

2. Retirement Planning:

Bethany and her HR professionals attended a campus HR conference and are inspired to create a positive culture around talking about planning for retirement; it should not be taboo. Eric Giefer suggested that CASI could hold a session to help educate people on this issue.

3. Performance Evaluations:

Bethany also noted they plan to create a culture around the value and importance of performance evaluations.

Welcome for new members:

Eric welcomed Scout Slava-Ross and Adam Bushcott, who were elected this week as the university staff members in our more inclusive CASI.

He also welcomed Andrew Norman, whom the dean appointed to fill the vacancy created by Moji Olaniyan's CASI resignation in October.

Since we had three new CASI members as of this meeting, everyone introduced themselves briefly.

Bylaws:

Changes to CASI bylaws, prompted by the move this year to include university staff as well as academic staff, were approved unanimously.

Permanent chair:

At the beginning of the academic year, Eric Giefer was voted as temporary CASI chair because we anticipated that CASI would grow to include university staff members. The board wanted to wait on a permanent chair until after they were elected.

Bonnie Shucha moved to nominate Eric as permanent chair. Jennie Broecker nominated herself. Eric noted that he and Jennie have been working together this year, and the idea of co-chairs was floated and favored in discussion. Eric and Jennie were

voted unanimously to be permanent co-chairs for the rest of the 2023-24 academic year.

Meeting schedule:

Upcoming meetings will be scheduled for February, April and June by using Office 365 / Outlook availability. In general, in-person meetings are preferred, though June will be virtual due to June being very busy.

Terms*:

Since CASI lapsed and restarted, all members were elected in 2023, but per our bylaws, we need to have membership rotating on a regular basis to retain institutional knowledge while also allowing for new voices.

After discussion, we agreed for academic staff seats:

1-year terms, up for election in summer 2024: Sumudu Atapattu, Grace Kube, Andrew Norman

2-year terms, up for election in summer 2025: Jenner McLeod, Bonnie Shucha, Greg Wiercioch

3-year terms, up for election in summer 2026: Jennie Broecker, Rachel Burg, Eric Giefer
And for university staff seats:

2-year term, up for election in summer 2025: Adam Bushcott

3-year term, up for election in summer 2026: Scout Slava-Ross

*All of the above are eligible to run again at the end of their term.

Next agenda and adjournment:

Items for the February meeting were solicited. They included dean's corner (standing item), strategic plan update, retirement planning session, pay plan update and the teaching professor title. Call for agenda items will be open until the agenda is finalized and posted in February.

Meeting was adjourned at 11:51 a.m.