

Committee on Academic Staff Issues (CASI) meeting minutes

2:30 p.m. April 26, 2024

Lubar Conference Room (7205)

Attendees:

Jennie Broecker
Adam Bushcott
Rachel Burg
Grace Kube
Andrew Norman
Bonnie Shucha
Scout Slava-Ross
Sumudu Atapattu

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

Absent:

Jenner McLeod
Greg Wiercioch
Eric Giefer

Order of business:

Meeting began at 2:32 p.m.
Adam Bushcott agreed to take minutes.

The minutes from the last meeting Feb. 23, 2024, were approved.

Dean's Corner:

Since new assignment season is coming up, the dean sought input on Committees: whether to add/remove any and how if at all to improve how they function. For example, will AI move to regular committee status? Could student and employee wellness committees merge? Maybe but different audiences/purposes even with a shared theme. Also suggested that Dean's Office can be in charge of housing electronic files so they are available for new chairs and committees easily at the start of each year.

HR updates:

- Bethany gave an update on CCF:
 - First round for non-instructional staff: Effective April 7
 - Second round for instructional staff: Effective April 21
 - Third round for tenure track faculty: Effective May 5
 - Could anything have been done differently/better? She said she is always open to further openness/transparency; it was noted that there was some confusion that this did not apply to grant-funded positions.

Academic Staff Assembly update:

None.

Other agenda items:

Retirement education: After Jennie reached out to Justin Boehm about the idea of a retirement planning session for Law School, he suggested a push to central campus' resources, which are robust and broken down into phases leading up to retirement. Jennie will work on an email to send out after finals/graduation with links. The goal is to set a culture that retirement is not something to be afraid of asking about.

Faculty salary equity review: Should CASI advocate for staff inclusion in the faculty equity review process outlined here: <https://provost.wisc.edu/academic-policies-and-guidelines/standard-salary-equity-review-policy/guidelines-for-implementing-faculty-salary-equity-review/> as staff are excluded? There is a historical reason this was created but little awareness of it and lack of clarity about whether it is systematically or consistently followed. Also, it was noted that Title

and Total Compensation process did work on making sure salaries are competitive and consistent, but that is not quite the same thing. Andrew Norman said he knows someone on campus with more information and will report back to see what if any next steps are for CASI.

Wellness Committee: CASI is interested in possibly collaborating with the Wellness Committee or at the very least learning more about their work. Andrew Norman will reach out to chair Dustin Brown for a quick presentation at the June meeting.

CASI email list for opting in: Members said it is not needed because we already send to all staff, which is inclusive.

New: Areas of Concern

- Jennie reminded that elections are coming up so we'll have to gear up for that process this summer.
- Grace raised the concern shared by some clinical folks that they feel less valued. Possible topic to revisit with more conversation.

Adjournment:

Meeting was adjourned at 3:37 p.m. Next meeting is 2:30 p.m. June 7 via Teams.