

# Committee on Academic Staff Issues (CASI) meeting minutes

*10 a.m. Aug. 20, 2024*

*Room 5215*

## **Attendees:**

Jennie Broecker  
Adam Bushcott  
Rachel Burg  
Eric Giefer  
Grace Kube  
Jenner McLeod  
Andrew Norman  
Scout Slava-Ross

Rebecca Scheller (ex officio)

## **Absent:**

Sumudu Atapattu  
Bonnie Shucha  
Greg Wiercioch  
Dean Dan Tokaji (ex officio)

## **Order of business:**

The meeting began at 10:08 a.m.

Jennie Broecker agreed to take minutes.

The minutes from the last meeting June 7, 2024, were approved. CASI welcomed Rebecca Scheller as ex-officio in her new role as chief administrative officer, replacing Bethany Pluymers.

## **Ongoing business:**

- [Salary equity review for faculty](#): Because the question was raised by an academic staffer and brought forward at a previous meeting, Andrew Norman reported back to confirm that this process is indeed in place but there is not a similar one for staff.
  - This led to a broader discussion on multiple fronts:
  - Eric Giefer and Jennie Broecker as co-chairs shared that they learned since the last (June) meeting that other CASIs on campus are drafting a letter to address concerns about hiring and retention tied to salary ranges and pathways to promotion. They conducted an anonymous campuswide survey this summer. Eric and Jennie will continue to update CASI in the coming months.
  - Suggestions included reaching out to Academic Staff Assembly / Compensation and Economic Benefits Committee as well as the University Staff Congress to inquire about whether there are any efforts under way tied to a process for pay equity. And conducting a Law School climate survey, as has been done in the past.
  - Because this is a complex topic that requires research, two action steps were landed on as a starting point: 1. Ask the dean to talk at the next CASI meeting about ways the Law School works to achieve pay equity through both policy and practice (policy is important for continuity across changes of leadership). 2. Since CASI has limited resources, we wanted to step back and establish overall priorities. Which led to collaboration before the next meeting to suggest priority areas for the 2024-25 academic year. This will allow CASI to start forming subcommittees again to get work done outside the meetings and report back. One of these could be Outreach to make sure CASI is hearing all staff concerns could be one of those subcommittees to ensure proper priorities and hear from a wide swath of voices on what the Law School does well and what it can improve on.
- Election update: Grace Kube and Andrew Norman were re-elected by auto-consent to new terms. Sumudu Atapattu did not run for election; her term ends Aug. 31, 2024. This leaves a non-clinician academic staff seat open. Per the bylaws, the dean may appoint someone to fill this seat; Rebecca said she will discuss that with him.

### **Standing items:**

- Dean's Corner: No update, as the dean wasn't able to attend.
- HR/Finance Corner: Rebecca said she has just seen the new interface for Workday as campus gears up for 2025 implementation. She also is

waiting to hear about any potential impact on hiring due to the [position cap](#).

- o Academic Staff Assembly corner: No update.

### **New business:**

- o CASI operations:
  - To achieve the amount of work needed in a more timely fashion, CASI members decided to meet monthly instead of bimonthly. Eric will use Office 365 (Outlook) to propose the 2024-25 meeting schedule.
  - The issue of chair election (frequency is not delineated in the bylaws) was deferred to the next meeting due to time constraints.
- o Retirement recognition: This issue was also deferred due to time constraints.
- o Academic/University Staff voting at Faculty and Staff Meetings and for faculty hires
- o Clinician concerns: Subcommittee is forming to make suggestions.

### **Adjournment:**

Meeting was adjourned at 11:46 a.m. Next meeting is TBA in September, as we are working to set the fall calendar.