

Committee on Academic Staff Issues
College of Agricultural and Life Sciences
March 20, 2024, 12:00pm-1:00pm
473 Horticulture Building

Attendees: Eric Booth, Tom Browne, Shanon Hankin, Amber Haroldson, Maddie Koski, Emily Laabs, Tara Larowe, Veronica Law, Brittany Magrady, Erin Pierce, Martha Reck, David Sandra, Kristin Schill (Chair), Lindsey Stoddard Cameron

Not present: Lori Plum, Todd Courtenay, Arnaldo Lopez-Hernandez

Minutes by: Ally McCann

Attending as public meeting: None

MINUTES

This meeting was called to order by Kristin Schill at 12:02pm.

1. Review agenda

No changes to the agenda.

2. Consent agenda

Minutes from the February 21, 2024 meeting were approved and will be posted on the CALS CASI website.

3. College updates and questions from the committee

Tom Browne, Senior Assistant Dean for Diversity & Inclusion, referred to the all-college meeting Friday, and said that an update on college DEI requirements could be included.

Veronica Law, HR Director, discussed the compensation plan for the college. CALS HR will use a holistic, college-wide approach to the plan. Base increases will address current parity, compression, and market strains. Bonus lump-sums will also be allocated.

4. Subcommittee updates

a. Awards and professional development

Academic Staff award winners were announced in eCALS this week. The subcommittee will send a representative to present them on May 7 if needed. The subcommittee will meet to discuss possibly modifying the rubric or application for the fall. Changes would aim to make sure that enough information is provided and reflects the criteria needed to clearly grade the application.

CASI 2023-24 meeting materials are in Box at: <https://uwmadison.box.com/s/tdhl6l6mm6y6n1jq3dxih5y8u8szmjf9>
APC agenda and minutes can be found here: <https://apc.cals.wisc.edu/meetings/>
ASEC meeting materials can be found here: <https://kb.wisc.edu/acstaff/>

b. Communications

The subcommittee chair has started the annual report and will have a draft in the coming weeks.

c. Nominations and mentoring

The subcommittee reported that the CASI welcome event went well. They will meet soon to discuss the planning process for future welcome events.

d. Personnel procedures, compensation and governance

An updated version of bylaw revisions has been added to Box. Members were asked to review this document and be ready to discuss/vote at the next meeting.

5. Chair updates

The CASI Chair had no updates and opened the floor for any other business to discuss.

Questions were raised about department mergers and the process involved. Past Agronomy/Horticulture staff were able to provide some insight and mentioned the opportunity for positive change through merging and how long the process was. Staff were told that the rationale behind merging was due to tenure-track faculty numbers and not students enrolled. It was brought up that a department admin could join a future CASI meeting to provide some insight.

6. Academic Planning Council report and discussion

Tara Larowe, APC Representative, informed CASI that there were some programs approved. A new software tool, Watermark Faculty Success will be piloted in April and go college-wide following that. There was discussion about Watermark and whether it was for self-evaluation/tracking or supervisor use.

7. Adjourn

Meeting adjourned at 12:38pm.