

CoE Committee Advocating for Staff Interests (CASI) Minutes
Wednesday, May 3, 2023
10:15 – 11:45 AM
Room 2180 Mechanical Engineering

10:15 AM – 10:16 AM Welcome/Meeting Updates

S. Hladilek

In-Person CASI Attendance: Amanda Rasmussen, Jason Jankoski, Mary Fitzpatrick, Sara Hladilek, Kelly Petersen, Marc Class, Jackie Bastyr Cooper

In-Person Guest Attendance: Scott Wildman, Steph Tomlinson, Kathryn Rasmussen, Hannah Douglas, Steven Krebs

Virtual CASI Attendance: Justin Bush, Zach Smith

Virtual Guest Attendance: Alex Conrad, Angela Kita, Dave Kantor, David Noyce, Duachi Yang, Kate Fanis, Kim Farley, Michael Morris, Pam Peterson, Sara Hagen, Stacey Koch

10:16 AM – 11:16 AM **Scott Wildman, Staff Climate Survey**

S. Wildman

- Discussion of the Staff Climate Survey

CoE Representatives (to assist with questions):

David Noyce, Executive Associate Dean

Jason Jankoski, Assistant Dean for HR

- See attached slides, prepared and presented by, Scott Wildman.
 - 2022 Climate survey was sent to university and academic staff, employees in training (post docs), and those with limited (non-faculty) appointments.
 - Survey was anonymous, no names, only demographics
 - HIB contacts: OHR: Megan Dzyuba. CoE Dean's Office: Tricia Drees

11:16 AM – 11:35 AM Business

S. Hladilek/K. Petersen

Sub-Committee Reports/Motions (if applicable)

CASI Planning/Tending

- Elections update: all individuals on ballot will all receive an email next week. Later, all current CASI members will receive the election outcome. Following all CoE staff will receive an email. Check emails next week.
- Reminder: 2022-2023 CASI Retrospective for CASI members with Jacob Hahn meeting is scheduled for May 17, 10:15 – 11:45AM, ME 2180

Communications and Information

- C&I met with R&R to discuss the webpage and adding some award information to the webpage. They will continue to work together.

Recognition and Retention

- R&R met with C&I to discuss the webpage and adding some award information to the webpage. They will continue to work together.

11:35 AM – 11:40 AM **Updates from CASI members, if applicable**

S. Hladilek/K. Petersen

- CoE is still looking for assistance with the CoE graduation recognition event – contact Beth Johnson or Beth Brandl if interested.
- CASI would like, if possible a new building update and more information on the legislative process.
- CASI would like, if possible either OHR or CoE HR to discuss the 'top of salary cap' individuals and how annual base pay increases ('cost of living' increases) will be handled for those at the top of salary ranges.

11:40 AM – 11:45 AM **Questions from Guests, if time permits**

S. Hladilek/K. Petersen

- N/A



11:45 AM

Adjourn

S. Hladilek

(CASI members – please remember to leave your name table tent on the table at the end of the meeting)

Next Meeting – June 7, 2023

10:15AM – 11:45AM

Mechanical Engineering Room 2180 or Teams

TEAMS link for all 2022 – 2023 meetings:

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: 296 811 845 034

Passcode: RDTxnU

[Download Teams](#) | [Join on the web](#)

Join with a video conferencing device

wisc@m.webex.com

Video Conference ID: 113 843 104 1

[Alternate VTC instructions](#)

[Learn More](#) | [Meeting options](#)

INFORMATIONAL ITEMS:

Sub-Committee Membership:

- Planning/Tending: Sara Hladilek, Kelly Petersen, Zach Smith, Mary Fitzpatrick, Andi Bill, Justin Bush
- Communications and Information: Nathan Jung, Jackie Bastyr Cooper, Marc Claas, Sara Hladilek
- Recognition and Retention: Mark Malkin, Amanda Rasmussen, Kelly Petersen, Daniel Gaona

Future Possible Items of Discussion:

- 5-Year Review; TTC; ATP

ANNOUNCEMENTS:

- Feel free to [Connect with CASI](#) (*NetID required*). Do you have something you want to share with CASI? You may connect with us via this web form.
-

Staff Climate Survey

Summary of Results

Engineering CASI

May 2, 2023

Scott Wildman

Data, Academic Planning & Institutional Research

scott.wildman@wisc.edu

2022 Staff Climate Survey

- Chartered by Offices of the Provost and Vice Chancellor for Finance and Administration
- Sent to 16,939 University Staff, Academic Staff, Employees in Training, Limited Appointment Staff (without a faculty appointment)
- 72 Questions, plus demographics

- **Anonymous**

2022 Staff Climate Survey

- Data collection April 12, 2022 – May 11, 2022
 - Online and on paper
 - Six languages
- Overall: 6,480 responses = 38%
 - Engineering: 268/617 = 43%
- Results published November 15, 2022
 - Written report
 - Tableau visualization
 - <https://provost.wisc.edu/staff-climate-survey-2022/>

Staff Climate Survey Report

- Majority 5-point Likert-style questions
 - Average Likert score
 - Percentage of top two categories
- Two qualitative questions
- Comparison by demographic group, job and workplace attributes
- Largest differences – Schools/Colleges/Division, Job Groups
 - Some important differences by personal attributes

Data Visualization

- Available with UW–Madison NetID
- Average Likert score
 - Overall
 - By School/College/Division
 - Within School/College/Division
 - By Department (including custom selection of Department)
 - Demographic Crosstabulation
- Redacted if fewer than 10 responses in category

Division/Departmental Comparison



Select Question Group

Select Survey Question

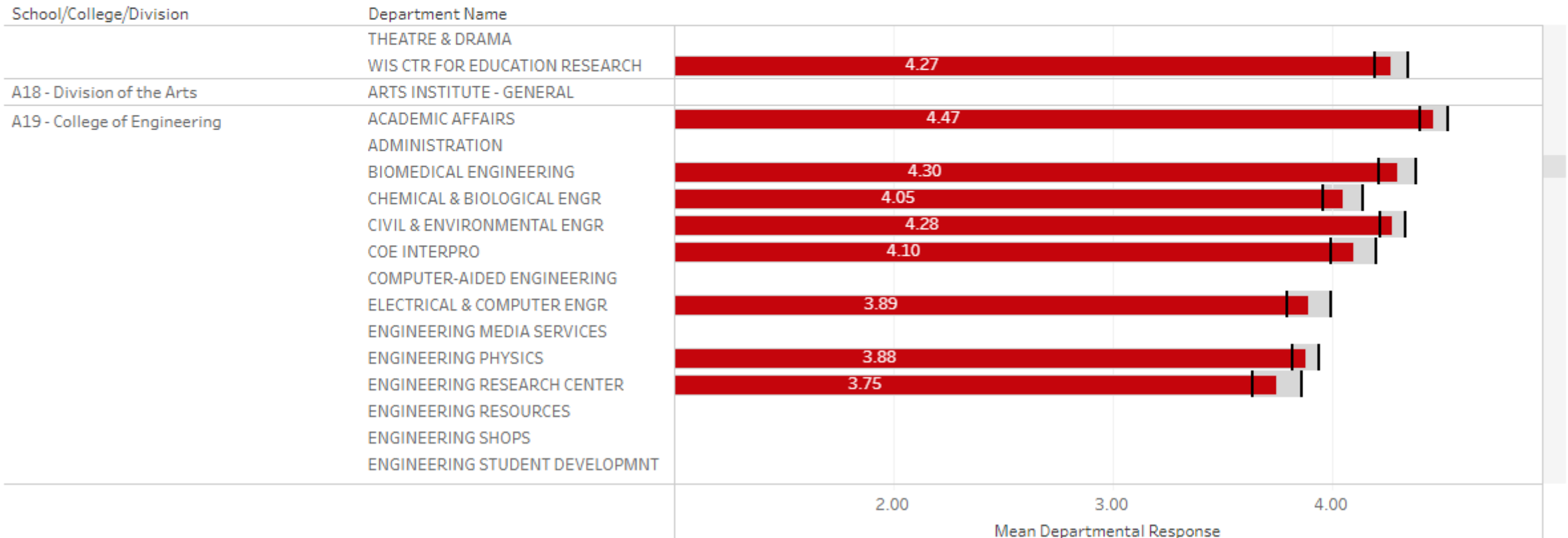
Last Three Months: Overall Feelings

(Q1_1): In the last three months, how often have you felt welcomed?

Question Topic- Last Three Months: Overall Feelings

In the last three months, how often have you felt welcomed?

1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Very often, 5 = Extremely often

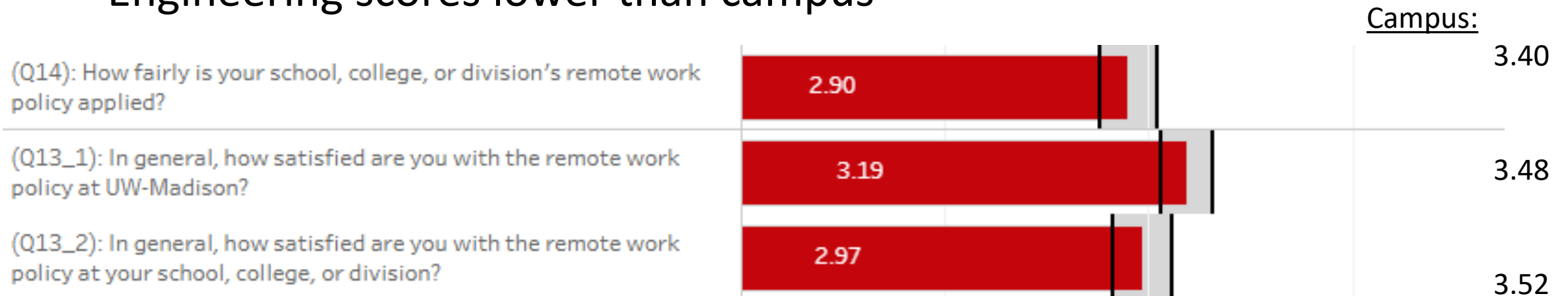


College of Engineering

- Engineering rates no different than campus as a whole, except...
- Remote work questions
 - How satisfied are you with the remote work policy at UW–Madison?
 - How satisfied are you with the remote work policy in your college?
 - How fairly is the college's remote work policy applied?

Remote Work

- Engineering scores lower than campus



- Divisions scoring above average: Business Services, Enrollment Management, Information Technology, School of Business, School of Human Ecology, Nelson Institute, Public Media

College of Engineering

- Demographic Groups
- Groups score lower than Engineering overall (out of 69 scored questions)
 - Individuals holding non-immigrant visa (9)
 - 5-9 years working at UW–Madison (7)
 - Individuals with a disability (7)
- No trend in questions

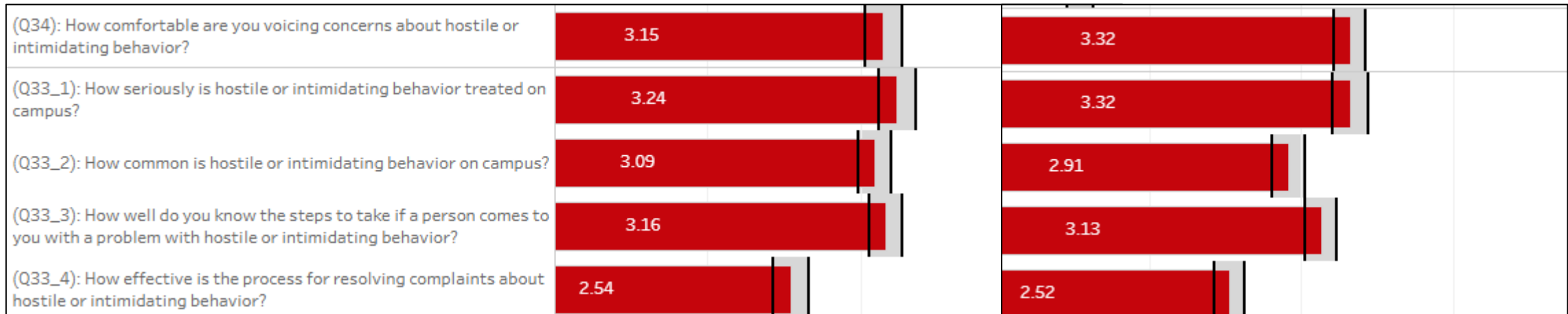
Hostile and Intimidating Behavior

“UW–Madison defines hostile or intimidating behavior as unwelcome behavior that a reasonable person would find hostile or intimidating, that does not further the university’s academic or operational interests, and is so severe and/or frequent that it negatively impacts a person's ability to work.”

- Survey was anonymous
- Broad definition leads to high numbers

Hostile and Intimidating Behavior

	Engineering		Campus	
	Never	At least once	Never	At least once
Experienced HIB	69.3%	30.7%	62.1%	37.9%
Witnessed HIB	65.4%	34.6%	56.2%	43.8%



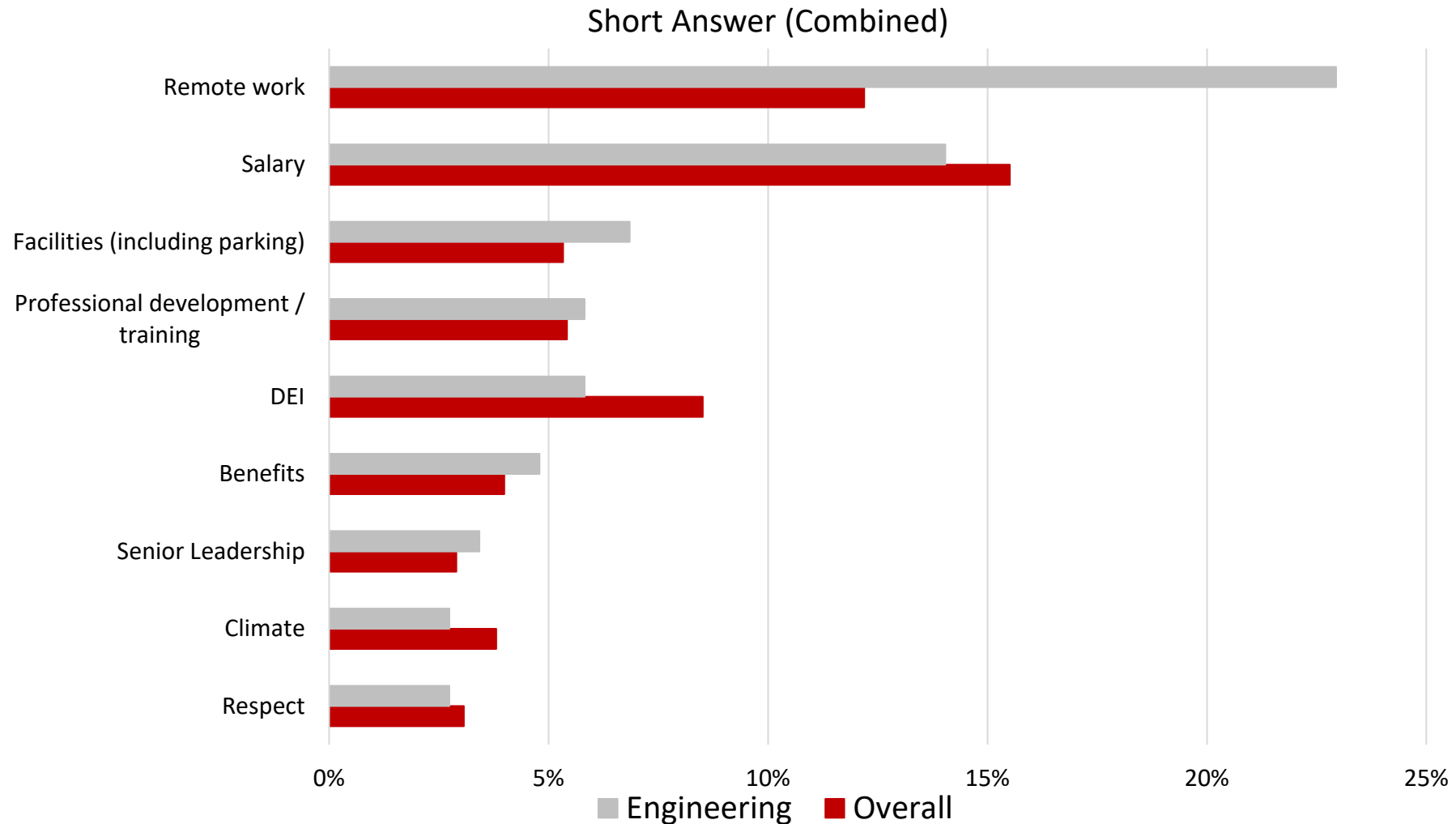
Qualitative Results

- What are two things we can do to improve campus climate for all staff?
- What are two things we can do to improve campus climate for you?
 - 4,321 respondents
 - 66.7% of all respondents, 25.5% of all staff
- Is there anything more you want to tell us about the work environment at UW–Madison?
 - 2,378 respondents
 - 36.7% of all respondents, 14.5% of all staff

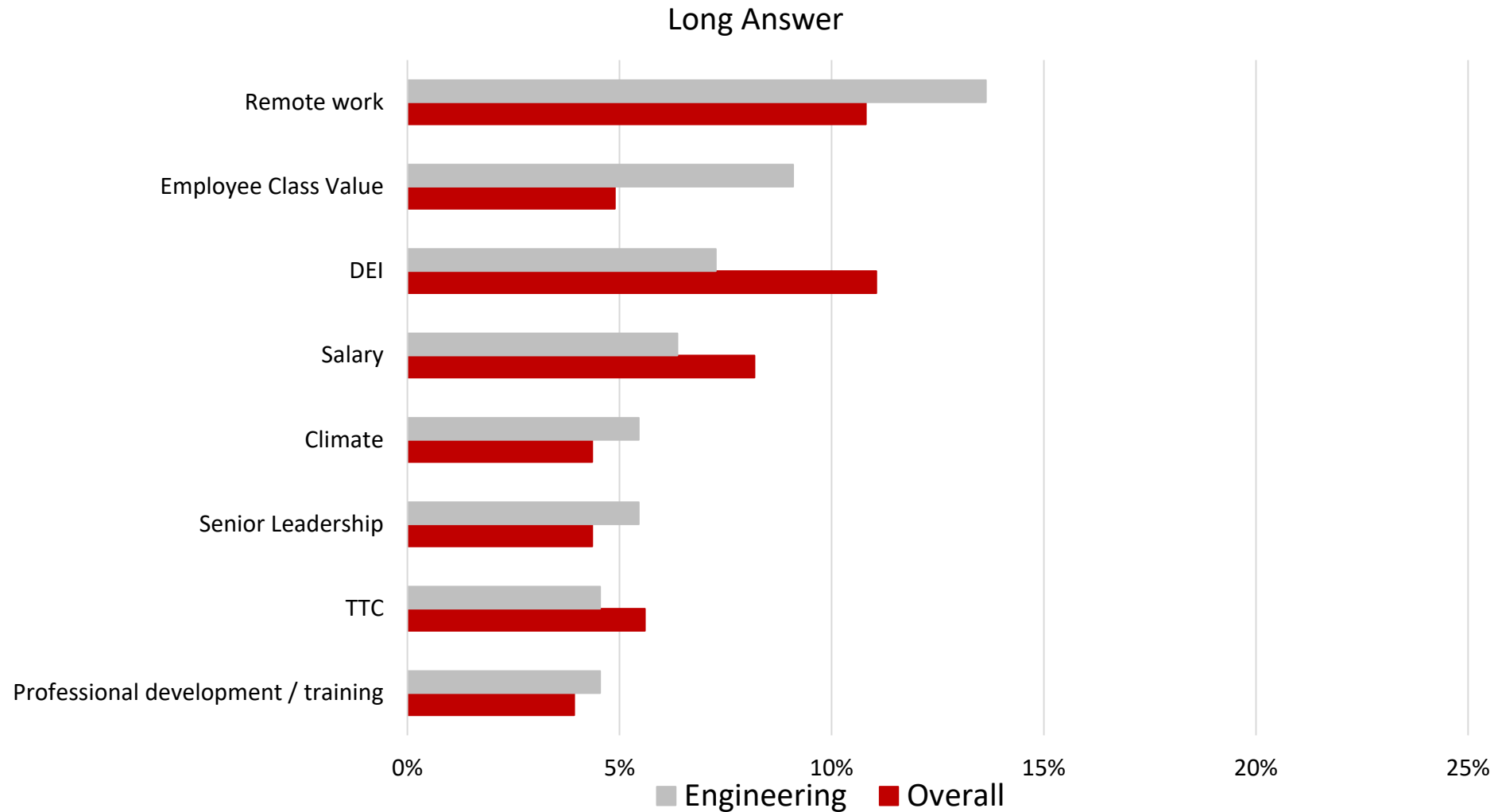
Qualitative Results

- Answers categorized into one or more of 28 themes
 - Sentiment analysis
- Themes for improvement
 - Salary
 - Remote work
 - Diversity, Equity, Inclusion
 - Benefits
 - Professional Advancement
 - Senior Leadership

Qualitative Results



Qualitative Results



Questions