

## July 19, 2023 CASI Update

- Update from Chris Castro – Associate Dean for Inclusion, Equity and Diversity
  - The College of Engineering has formally developed a “Guidance for reporting contributions to culture and climate to advance inclusion, equity, and diversity in engineering (IEDE) for faculty. The brief document outlines the means by which the College will be documenting faculty involvement in promoting a culture and climate that is inclusive and welcoming.
  - Associate Dean Castro intends to engage the College in an effort to create an analogous document for staff, both University and Academic. Of primary emphasis will be building out the Guidance portion of the document, providing a list of potential actions and activities staff can undertake to advance IEDE. The goal of the Dean’s Office is to incorporate this guidance into a question on staff annual performance reviews. The CASI voted to support the initiative to develop the document.
- Update from Jason Jankowski – Assistant Dean for Human Resources
  - The governor has signed the next budget, which includes a 4% pay plan effective July 1<sup>st</sup> and 2% the following year. Before implementation the Joint Committee on Employee Relations must meet and approve the measure. This could potentially occur in August, however there are no meetings on the schedule. If approved back pay would be provided to July 1<sup>st</sup> 2023.
  - There is no set plan for adjusting TTC salary minimums or maximums, however they may be adjusted by the pay plan amount.
- General comments
  - There was some discussion on the personalization of time of service awards, be it public recognition at the all faculty/staff meeting or a personal email from COE or department administration.