

CASI Update – January 3, 2024 Meeting

Committee Updates:

- Planning/Tending: heading into election season this spring; if Kelly decides to run again, she will remove herself from any of those meetings/discussions
- Communications: added Kudos for CASI
- Recognition/Retention: waiting to hear back from David Noyce with approval of budget request; next CASI Meet & Greet February 28, 2024

Alex: Shared Values from meetings with Jacob Hahn are now written up; three (3) values are Collaboration, Compassion, Commitment (approved; will add to About Us section of website)

Mary Fitzpatrick - IEDE Values Co-Creation

- Interpersonal values while we are working together, with students, as role models, etc.
- Jackie suggested perhaps this is lead by department administrators (?); Sara H. mentioned that there are a number of staff in CoE not part of a departments – also many staff would not feel comfortable speaking freely if their supervisors, etc. were present at a meeting
- Much concern/feeling that CASI would have to collect data (do not feel this is a role for CASI)
- Suggestion for listening sessions, one-on-one sessions, CASI sponsoring an event (where someone comes to speak)
- CASI members do not feel qualified
- IEDE committee is all faculty – Dean’s directive that only faculty can serve on this committee
- Three thrusts to collect information (Chris Castro and the CoE Dean will create final document/directive): (1) Faculty/Academic units (IEDE committee), (2) CASI, (3) student groups
- Marc C. mentioned a civility workshop he attended
- Kelly recommends using the Feb 28 CASI Meet & Greet as a way for staff to meet/speak with someone from IEDE (Chris Castro, etc.)
- Guest Nola Walker (ASEC) talked about using the Meet & Greet in a positive, yet strategic way, to gather feedback from attendees (resources: <https://gamestorming.com/>, <https://www.liberatingstructures.com/>)
- Kelly/Jackie asking for starting point to get engagement/discussion/feedback; Mary said sticky notes on the walls to lead others to add their own comments via their own stick notes
- Kelly – CASI bylaws allow for creation of an ad hoc committee (requires 2/3 committee approval)
- Note from Daniel – last CASI Meet & Greet was a SMALL group of staff who attended (not the 150+ staff in the CoE)
- Motion from Nathan J. to create an ad hoc committee tasked with this directive from IEDE (approved)
- Jason J. update: Pay Plan approved, but voted on last week – so implementation delayed due to the holidays. Final calculations at division level being done. Effective date July 1, 2023 on a 12-month appointment (for 9-month appointments: August 21?, 2023). Other types of raises are still on hold (no timeline for fund release). (Question from Sara H. “Will the lump sum be on the 2024 taxes? Meaning if you get back the extra withholdings, you will not get that until after submitting 2024 taxes.” – not answered)