

CASI Update – February 7, 2024 Meeting

IEDE Shared Values Ad-Hoc Committee (Mary Fitzpatrick, Angela Kita)

- Question: Envision Faculty-Staff-Student interactions when they are at their best – what shared values do you see?
- Presented examples from UW-Madison and two other universities: code of conduct, exclusive excellence framework, inclusive excellence
- This isn't enforceable – cannot create something that supersedes employment law or campus' code of conduct
- Goal is to create a document for how the College of Engineering *aspires* to treat one another.
- IEDE will present at the February 28, 2024 CASI "Meet & Greet" event to collect feedback and discuss the concept of CoE Shared Values
- Comments/Feedback/Suggestions? Contact Mary, Angela, Kelly Peterson (CASI Chair), or Chris Castro (Associate Dean for Inclusion, Equity and Diversity)

HR Update – Kelly Peterson met with Jason Jakowski prior to meeting as he was unable to attend

- Zach asked about the admin cap concern (no restriction on faculty hiring) – mentioned a new "budget approach"
- Jason told Kelly the legislature wants a "neutral balance" (i.e. no additional positions; can replace someone if they leave, but currently looking like you cannot retitle or add positions).
 - o It is a CAP, not a hiring freeze
 - o No reduction in numbers – no one is losing their job – just need to stay NEUTRAL (system numbers?)
 - o Adding positions isn't off the table – college could go to legislature with data to support additional positions
 - o Still waiting for final budget approval to know specifics/what this means
- Multiple people requested communication from leadership regarding this topic (before/after Feb vote); important for employee retention (Kelly will follow up with Jason)

Subcommittee Updates

- Planning/Tending:
 - o Election planning, will handle internally like last year
 - o Nomination form for yourself or others will be sent out later in the semester (4 positions). (If you nominate someone, they will be asked if they want to be considered before being placed on the ballot.)
 - o Want to know what staff are interested in hearing about from CASI – email Kelly Peterson OR you can fill out the [Connect with CASI form](#) on the website (can be anonymous)
- Communications – waiting to add information to website for upcoming CASI events; continue to make updates as needed/requested
- Recognition/Retention
 - o CASI Meet & Greet February 28, 2024 from 9am-10:30am (tentative) – flyer/details coming soon; IEDE funding this event as they will present the CoE Shared Values project and college feedback
 - o Kudos from CASI delayed until at least the fall semester as details are worked out with the Dean's office for approval
 - o Budget for food-based events (i.e. CASI Meet & Greet) has been approved by the Dean's office

- CASI-lead BBQ event for all CoE Staff will be funded by the Dean's office – date TBD
- Anniversary recognition is being tabled due to above workload, but interest remains and will revisit (question was asked as to why HR does not lead – staffing/workload, also difficulty pulling reports due to position movement within CoE, etc.)