

CASI Update 4/3/2024

Chris Castro, Associate Dean for Inclusion, Equity and Diversity

- Presentation to CASI of draft document for "[Staff Guidance for reporting contributions to culture and climate to advance IEDE](#)"
 - o Collaboration between Chris and CASI representatives (Alex Conrad and Jackie Cooper)
- Faculty guidance has been completed
- Staff guidance is a proposal
 - o Goal was to be as broad and representative as possible of COE staff
 - o 1st step of a longer process
 - Chance for people to include in their performance evaluations what they are doing to provide an inclusive and collaborative environment
 - IEDE will look at responses (HR would provide report with cleaned, non-identifying responses)
 - Don Gillian-Daniel (Director of Professional Development Interim Executive Director, WisCLSAMP) will work with others to provide guidance on how supervisors can present and implement
- Questions/Comments
 - o Training for supervisors/etc. to deal with resistance
 - Examples on document are showing culture & climate inclusivity work is not just race or diversity based
 - o CASI members/guests liked the document and the variety and number of examples
 - o Nola Walker asked about how to highlight PERSONAL commitment to inclusivity (outside-of-work education/involvement)
 - See 2nd page under OTHER – first two bullet points
 - “nurturing and encouragement”, “all learning is welcome”
 - o Jason Jaskowski: sometimes supervisors/etc. may need to ask questions to extract more details (ex. “made cookies” after asking additional questions learned that a supervisor and their team made cookies and distributed to families at the Ronald McDonald House who were staying over the holidays)
 - o Angela Kita: suggested to add section headers for examples
 - o Multiple comments that supervisors need training and education so they better understand what this guidance is asking/looking for (how to help employees include the work they may already do as part of their job – or extra – to create an inclusive environment)
 - Jason said goals for the supervisors on their own evaluations should include ways for them to create or promote an inclusive environment, but also how to help identify ways for their staff to have goals in this area as well
 - o Kelly Peterson: suggested to add a list of trainings that have been held so people have a way to ‘refresh their memory’ as to what they may have attended (Chris said this is included in the faculty guidance and will include with the staff guidance as well)
 - o Sara Hladilek: will someone say what a staff member wrote “is not good enough” (at the supervisor/college level)?
 - Jason said HR does not read performance evaluations unless someone is “not meeting expectations” (very low number in COE)
 - No one will say it is not good enough, supervisors will be trained to perhaps use responses as goals to improve/add to for the next year

- Chris/Alex/Jackie will revise document with comments from today (and feedback from staff brought from CASI members) and a final version will be voted on at the May meeting.
 - o Send feedback via the [Connect with CASI link](#) (can be anonymous)

HR Question – 9th Month Teaching Faculty (Contracted Staff)

- Staff who are currently on 9-month teaching contracts but who teach in the summer will not have the 2% pay increase that occurs on July 1st reflected in their pay.
 - o These staff will receive their pay increase, but not until their contract starts for the academic year (end of August)
 - o Affects Staff and Faculty under 9-month contracts (and this is per a State Statute)
 - o Pay increases that occur in January rarely have these issues
 - o One CASI member asked if the college could do a lump sum “back payment” for those staff teaching in the summer (Jason said this is a question for Adam Whitehorse or David Noyce)

Paid Parental Leave Proposal

- Being brought to the Regents today (4/3/24) for discussion/vote (?)
- Been in document form for quite some time
- Proposal is for a system-wide change, although UW Madison may have some nuances
- Will NOT be retroactive

Concern/Comment: those working in 1410 have received NO communication about when they will need to vacate building (Jason said he will bring this up to David Noyce)

Sub Committee Reports

- Planning/Tending: election process underway; nominations ended on 3/29/24; academic staff secretary helping run process; voting will occur April 15-29 (watch for email)
- Communication: [Luncheon event](#) added to website; no other updates
- Recognition/Retention: Luncheon Tuesday, May 14 from 11am-1pm; UW housing and catering unable to provide food on that date so committee will work with an outside vendor; RSVP email will be sent out at a later date (please respond if you will be attending – using RSVPs to order the correct amount of food); hope to have some other activities/games (TBD)
- IEDE Ad Hoc: no update