

Governance in Action

IMPACT OF THE OFFICE OF THE VICE CHANCELLOR
FOR RESEARCH AND GRADUATE EDUCATION
COMMITTEE ON ACADEMIC STAFF ISSUES



The University of Wisconsin-Madison Office of the Vice Chancellor for Research and Graduate Education Committee on Academic Staff Issues (OVCERGE-CASI), formerly known as the Graduate School Committee on Academic Staff Issues, has been in existence for 14 years. The committee represents more than 775 academic staff members, advises the vice chancellor for research and graduate education, and reviews policies and procedures.

Academic staff make up the largest employee group on campus. They are integral to the university's three institutional missions: teaching, research and outreach. Academic staff are responsible for attracting millions in research dollars each year, and then managing the

explorations of groundbreaking thought and findings with those dollars. Academic staff teach and mentor students. They also conduct innovative outreach programming and events aimed at those who are not part of the campus community, which demonstrates application of

the Wisconsin Idea. One example is Wednesday Night at the Lab, which welcomes the general public to campus 50 times a year. The talks cover the full range of UW-Madison's science, engineering and technology research. An average of 45 people attend the sessions.



Impacts



Top 10 OVCRGE-CASI impacts

1. Created an academic staff [Frequently Asked Questions](#) document. The UW-Madison Compensation and Economic Benefits Committee assumed responsibility for the maintenance of this valuable document that serves academic staff across the campus.
2. Throughout a restructuring process conducted from 2011-13, ensured that a collective voice for academic staff was heard as the former Graduate School transitioned to its current OVCRGE form. That shared voice was the product of numerous meetings and written communication with the individuals and workgroups charged with realigning the Graduate School and the larger university research enterprise.
3. From 2011-13, advocated for academic staff, as well as the unique needs of OVCRGE units, in the new University of Wisconsin-Madison human resources infrastructure, HR Design. CASI members served on the campus-wide Recruitment and Assessment Work Team and the Titling Work Team. Additionally, the OVCRGE-CASI convened and publicized a briefing in November 2012 with OVCRGE academic staff on human resources matters that featured presentations from the campus's human resources administrator.
4. Recommended OVCRGE staff for professional development grants. Since 2010 alone, 43 OVCRGE academic staff members have secured grants through this campus-wide competition.
5. Engaged locally with one another and with each OVCRGE center's mission through site visits. Deeper engagement leads to a strengthening of the whole that brings a voice to the larger campus and champions the academic staff within those centers. The site visits further provide opportunities to involve and educate the wider campus community in academic staff governance and establish resource networks. Site visits average two a year.
6. Successfully advocated for academic staff representation on all search and screen committees assembled to review key positions affecting academic staff, including the committee that resulted in the 2015 hire of the current vice chancellor for research and graduate education.
7. Successfully advocated for the practice of ensuring academic staff representation on school committees, with the exception of committees focusing on faculty issues.
8. Worked to establish the honorific research professor title series in the Graduate School, which was adopted in 2007. This helps recognize the contributions of academic staff to the university's research enterprise. Two staff members have so far been awarded the title.
9. Coordinated six professional development training sessions throughout 2004 and 2005.
10. Created and maintained a [web-based vehicle](#) to post committee business, reports and presentations as a direct portal for academic staff constituents and as a resource for others in the OVCRGE and campus-wide structure.

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