

Report on 2021-22 Academic Staff Assembly Business

September 2021 – May 2022

The following resolutions were passed by the Academic Staff Assembly in the last year. If you would like to read any of the documents below in their entirety, look for the document numbers listed below in the section titled “Academic Staff Assembly Documents,” on the Academic Staff Knowledge Base, located at <https://kb.wisc.edu/acstaff/>.

#764: Resolution Regarding Assembly Districts and the November-December 2021 Assembly Meetings

- The Assembly approved a resolution approving “Assembly representatives and alternates continuing to represent their current districts for the November 2021 Assembly meeting and representing their new districts from the December 2021 meeting onward”.

#766: ASPP Change, Chapter 13

- The Assembly voted to make a change to Chapter 13 to add language specifying who can determine, and by what mechanism, an Academic Staff Assembly meeting can be held electronically, and the requirements for doing so
- The change was sent to Rebecca Blank, Chancellor.

#767: ASPP Change, Chapter 14

- The Assembly voted to make a change to Chapter 14 to add language specifying who can determine, and by what mechanism, a Standing Committee meeting can be held electronically, and the requirements for doing so.
- The change was sent to Rebecca Blank, Chancellor.

#769: Resolution in Support of Academic Freedom to Teach Race and Gender Justice and Critical Race Theory

- The Assembly approved a resolution rejecting “any attempts by bodies external to the faculty or instructional academic staff to restrict or dictate university curriculum on any matter, including matters related to racial and social justice.”
- The Assembly affirmed “that the University of Wisconsin-Madison has a responsibility and opportunity to help build equity and social justice in a nation that has for centuries struggled with issues of racial inequity and injustice and should provide students with an adequate knowledge of civil rights history, including BIPOC and LGBTQ+ history, and the policies that contributed to inequities.”
- Additionally, the Assembly affirmed “the Joint Statement on Efforts to Restrict Education about Racism, authored by the AAUP, PEN America, the American Historical Association, and the Association of American Colleges & Universities, endorsed by over seventy organizations, and issued on June 16, 2021.”
- The resolution was distributed to Rebecca Blank, Chancellor; Karl Scholz, Provost; Rob Cramer, Interim Vice Chancellor for Finance and Administration; LaVar Charleston, Chief Diversity Officer; John Zumbrunnen, Vice Provost for Teaching and Learning; Heather Daniels, Secretary

of the Faculty; John Lease, Secretary of the University Staff; Adrian Lampron, Chair, Associate Students of Madison (ASM); and Kathi Kilgore, Executive Director, ASPRO.

#770: Updates to the Distinguished Prefix Guidelines

- The Assembly voted to make changes to the Distinguished Prefix Guidelines changing references from “distinguished prefix” to “distinguished status,” changing eligibility from only Category A academic staff in the professional title series and selected Category B academic staff in instructional and research title series to all academic staff titles at all levels, and other corrections for clarity and accuracy, including more inclusive gender pronouns throughout the document.
- The changes were sent to Karl Scholz, Provost.

#774: Resolution Urging Extension of the Informal and Formal TTC Appeals Deadlines

- The Assembly approved a resolution urging “the Office of Human Resources to extend the December 10, 2021 deadline for informal resolution to February 15, 2022 or some other date at least 100 calendar days from November 7, 2021.”
- Additionally, the Assembly urged “the Office of Human Resources to extend the December 31, 2021 deadline for formal TTC title appeal to March 8, 2022 or some other date at least 3 weeks after the new deadline for informal resolution, and that the deadlines for the remaining steps in the TTC appeals process be extended accordingly.”
- Finally, the Assembly urged “the Office of Human Resources to communicate the dates of the extended appeal deadlines widely to all UW-Madison employees whose titles were impacted by the TTC project.”
- The resolution was distributed to Rebecca Blank, Chancellor; Karl Scholz, Provost; Rob Cramer, Interim Vice Chancellor for Finance and Administration; Mark Walters, Chief Human Resources Officer; Karen Massetti-Moran, Director of Total Rewards, Office of Human Resources; Beth Meyerand, Vice Provost for Faculty and Staff Affairs; Heather Daniels, Secretary of the Faculty; John Lease, Secretary of the University Staff; and Adrian Lampron, Chair, Associate Students of Madison (ASM).

#775: Resolution on State Pay Plan Distribution

- The Assembly approved a resolution calling “upon UW-Madison leadership to distribute future state pay plan increases to all eligible employees as base pay adjustments, regardless of where they fall in their assigned salary grade.”
- The resolution was distributed to Rebecca Blank, Chancellor; Karl Scholz, Provost; Rob Cramer, Interim Vice Chancellor for Finance and Administration; Mark Walters, Chief Human Resources Officer; Karen Massetti-Moran, Director of Total Rewards, Office of Human Resources; Beth Meyerand, Vice Provost for Faculty and Staff Affairs; Heather Daniels, Secretary of the Faculty; John Lease, Secretary of the University Staff; and Adrian Lampron, Chair, Associate Students of Madison (ASM)

#779: Resolution on Prioritization of Staff Salaries by UW-Madison Leadership

- The Assembly approved a resolution urging “the UW-Madison Chancellor Search and Screen Committee to explore each candidate’s commitment to improving salaries for staff, particularly

those below market average, their prior experience in doing so, and to weigh these factors heavily in generating the list of finalists for the position.”

- Additionally, the Assembly urged “the next Chancellor of UW-Madison to prioritize pay increases and paying competitive wages for staff, both through existing programs, such as the Discretionary Compensation Fund and the Performance Bonus Fund, as well as through other means.”
- The resolution was distributed to Karen Walsh, Vice President, UW Board of Regents; Chair, UW-Madison Chancellor Search and Screen Committee; Susan Hagness, Chair, Department of Electrical and Computer Engineering; Vice Chair, UW-Madison Chancellor Search and Screen Committee; Rebecca Blank, Chancellor; Karl Scholz, Provost; Rob Cramer, Interim Vice Chancellor for Finance and Administration; Patrick Sheehan, Interim Chief Human Resources Officer; Heather Daniels, Secretary of the Faculty; John Lease, Secretary of the University Staff; and Adrian Lampron, Chair, Associate Students of Madison (ASM).

#784: Resolution on an Accessible and Inclusive Campus

- The Assembly approved a resolution supporting “the inclusion of disability within the university’s diversity, equity, and inclusion initiatives.”
- Additionally, the Assembly supported “raising awareness of the prevalence and importance of disability at the university and embracing accessibility.”
- The Assembly affirmed “accessibility to be a shared university commitment requiring all individuals – faculty, staff, and students – to do their part to dismantle ableism at UW-Madison.”
- The Assembly recommended “the university undertake a comprehensive study that goes beyond problem identification and focuses instead on problem-solving to achieve desired outcomes for the full inclusion of all people with disabilities across campus. That study should build on the campus climate survey but also gain the perspective of campus community offices, units, groups, and individuals with disabilities or disability-related missions, to collect information concerning ableism and disability access and inclusion. The study should include explicit evaluation of the physical campus infrastructure, such as parking policies, building and bathroom access, and other obstacles for people who have mobility challenges. There should be the establishment of a reasonable completion date for this study and there should be guidelines for implementation of its recommendations.”
- The resolution was distributed to Rebecca Blank, Chancellor; Karl Scholz, Provost; Rob Cramer, Interim Vice Chancellor for Finance and Administration; LaVar Charleston, Chief Diversity Officer; Barb Lanser, Disability Coordinator/Employment; Ruben Mota, ADA Coordinator; Heather Daniels, Secretary of the Faculty; John Lease, Secretary of the University Staff; and Adrian Lampron, Chair, Associate Students of Madison (ASM)

#790: Resolution in Recognition of Rebecca Blank

- The Assembly approved a resolution recognizing and thanking “Chancellor Blank for her leadership of and advocacy for the University of Wisconsin-Madison.”
- The resolution was distributed to Rebecca Blank, Chancellor; Edward Manydeeds, President, Board of Regents; and Michael Falbo, Interim President, UW System.