
STANDING COMMITTEE ON PERSONNEL POLICIES AND PROCEDURES

University of Wisconsin-Madison Academic Staff Assembly

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JOB-SECURITY GOALS
FOR UNIVERSITY OF WISCONSIN-MADISON ACADEMIC STAFF

Prepared by the Standing Committee on Personnel Policies
and Procedures (SCPPP), an elected committee
of the Academic Staff Assembly
under provisions of Chapter 36.09(4m)

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1. Provide the expectation of continued employment.

The SCPPP is developing proposals to replace the current system of fixed-term appointments (requiring annual notification of reappointment) with a system of "open-term" appointments that contain the expectation of continued employment and require employee notification only in cases of nonrenewal or layoff.

UW-Madison's current policies provide additional protection beyond the requirements of the Wisconsin Administrative Code. In practice the majority of academic staff appointments are of a continuing nature and are thus generally renewed. Nevertheless, the existing system of fixed-term appointments with a yearly ending date undermines any expectation of continued employment.

2. Increase the number of academic staff appointments that extend for longer than one year. As of October 1989, only 17% of the total of 4561 appointments are long term (indefinite, rolling-horizon, or multiple-year fixed-term).

A. Increase the number of indefinite appointments in those positions for which a long-term commitment can be made.

As of October 1989, approximately 4% of the UW-Madison's appointments are indefinite.

- B. Continue to increase the number of rolling-horizon appointments, at least until the proposed system of open-term appointments is in place.

Responding to UW-System's impetus, UW-Madison included with its 1989 budget instructions lists of academic staff who had been in their divisions for twelve or more years and in their departments for ten or more years. These long-term staff members were reviewed by their units for an extended appointment (indefinite, rolling-horizon, or multiple-year fixed-term). This year's budget instructions call for the review of academic staff members who have at least seven years of service at the UW-Madison in a continuing effort to improve job security for long-time employees.

- C. Promote length-of-grant appointments for staff members whose funding cannot support other types of long-term employment.

Work with the campus administration to develop mechanisms to make such appointments the norm rather than the exception for grant-funded employees.

3. Increase opportunities for professional development and retraining.

Allocate sufficient funds and provide opportunities for academic staff members to stay current in their field.

Support the proposals of the Assembly's Professional Development and Recognition Committee for an expanded professional development program.

- a. Promote and enhance existing programs, such as the UW-System Academic Staff Development Program
- b. Develop new programs to expand the availability of professional development training on the campus
- c. Expand existing credit and noncredit instructional opportunities

Identify, catalog, and disseminate information about existing campus opportunities for staff development.

4. Expand reemployment options for academic staff members whose positions are ending because of loss of funding or a change in program needs.

Allocate sufficient funds and provide opportunities to assist in retraining academic staff members facing nonrenewal or layoff.

Expand current employment referral services and develop strategies to assist academic staff members in securing new positions.