

**PERSONNEL POLICIES AND PROCEDURES
COMMITTEE (PPPC) BALLOT**

Please Vote for Three Candidates

Terms Expire 6/30/98

<u>NAME</u>	<u>DIST</u>	<u>COLL/SCH/DIV</u>
___ Bob Holloway	61	L&S
___ Judith Manning	43	HS/MED
___ Kathy Parks	24	L&S
___ Ann Wallace	03	EDUC

PLEASE BRING THIS COMPLETED BALLOT TO THE APRIL 10th ASSEMBLY MEETING AND LEAVE IT AT THE DOOR WITH YOUR ATTENDANCE SLIP. IF YOU ARE UNABLE TO ATTEND, PLEASE HAVE YOUR ALTERNATE BRING YOUR BALLOT TO THE MEETING SO YOUR VOTE IS COUNTED.

CONTINUING PPPC MEMBERS

NAME	DIST	COLL/SCH/DIV	TERM ENDS
Jeanne Hendricks	58	ENGR	6-30-96
Marcia Jezwinski	61	DoIT	6-30-96
John Mather	63	CALS	6-30-97
Judie Murphy	71	MED	6-30-96
Michael Pierick	26	HS/ADM	6-30-97
Ann Zanzig	07	ADMIN	6-30-97

KATHLEEN E. PARKS

Assistant to the Director (Administrative Specialist)

Years of Service--2 1/2 years in current position; almost 14 years as Senior Program Manager at Elvehjem Museum of Art in the late 70's and 80's.

I am Chair of the School of Music's Technology Committee, developing policies for utilizing instructional technology, network development and computer resources (1994-95). I am a member of the following School of Music committees: student teaching division; budget; concerts & special events; and Dvorak Gallery. I am also a member of the Academic Staff Ad Hoc Committee on Women (1993 - present), and on the Board of Directors, Bach Dancing & Dynamite (1994 - present).

I am working on two campus committees involved in gender equity (work climate for women) that illustrates the need for all of us to advance shared governance to insure more equity for all academic staff members. Two issues are especially important--compensation and job security.

And while last year's campus wide survey of issues affecting women on campus documented serious concerns, many issues women identified as important are structural problems related to the academic staff system itself. Job security has affected all academic employees and has become especially critical as the university's budget shrinks and workloads increase. I haven't talked with any academic staff member who doesn't have a heavier workload without pay increases to accompany the new responsibilities. The university seems to drag its feet on academic staff concerns, and I'd like to use existing statistics to support our positions for advancing academic staff governance to address our concerns.

Why effective? Knowledge of the University and Madison campus which dates to the early 70's, knowledge of academic staff issues through various committee assignments, effective advocate who is both articular and persuasive, accessible, passionate--I really care deeply.

ANN WALLACE

I seek reelection to the Standing Committee on Personnel Policies and Procedures in order to continue the hard work that has gained the SCPPP a good reputation among so many ASEC and Assembly members. I have been a member of the SCPPP since its beginning in 1988. Our principal task in the early years--a major revision of the document now known as *Academic Staff Policies and Procedures*--is finished, but we have many projects still "under construction" such as an ASPP chapter on personnel files and a revision of the policy on disability accommodations for academic staff employees. We are currently working with campus administrators on ways to help academic staff members who are laid off in these uncertain financial times. As evidence of our continued support of increased job security, we are monitoring the numbers of longer-term appointments (rolling horizons, indefinites, multiple years) in each school and college and informing academic staff of their right to be reviewed for these appointments.

I am an Administrative Officer in the School of Education Dean's Office with special responsibilities for academic staff personnel matters. This work enables me to bring relevant knowledge to the SCPPP, and my committee work complements my position. I serve on the School's Equity Committee and on both of its subcommittees, one on academic staff issues and the other on access and accommodation for persons with disabilities. Before moving to the School of Education in 1980, I held academic staff positions for almost 17 years on research and training projects funded by soft money in the Department of Sociology.