

Resolution

WHEREAS, the people of the State of Wisconsin have supported the development of a world-class system of higher education;

WHEREAS, the academic staff throughout the University of Wisconsin System make significant contributions to this world-class status;

WHEREAS, Wis. Stats. 36.09 (4m), provides that academic staff have primary governance responsibility for the formulation and review of academic staff personnel matters;

WHEREAS, the Board of Regents and the Department of Employment Relations have mutually agreed that positions primarily associated with higher education institutions are designated as academic staff;

WHEREAS, all academic staff are employees of the University of Wisconsin System and the UW System-Administration has extensive experience maintaining the academic staff human resource system;

WHEREAS, the University of Wisconsin System requires the ability to respond quickly to a rapidly changing academic environment now and in the twenty-first century;

BE IT RESOLVED, that the University of Wisconsin-Madison Academic Staff Assembly urges the Board of Regents to seek the changes in Chapter 36.09 described below that would provide the Board of Regents sole authority to establish and maintain the academic staff human resource system.

36.09 Responsibilities. (1) THE BOARD OF REGENTS.

- (k) 1. The board shall, with respect to academic staff, correct pay inequities based on gender or race.
2. The board shall ~~do all of the following:~~
- a. ~~Establish and maintain job categories and a salary structure in which to place academic staff positions. The job categories shall be described in sufficient detail to enable the board to comply with subd. 1.~~
 - b. ~~Establish and maintain pay ranges, each of which has a minimum and a maximum rate of pay and, using the job evaluation system developed by the secretary of employment relations, assign the job categories established under subd. 2. a. to those pay ranges. This subd. 2. b. does not apply to appointments under s. 36.13 (4).~~
 - c. ~~Submit the job categories and pay ranges established under subd. 2. a. and b. to the secretary of employment relations for review and approval. In reviewing the job categories and pay ranges, the secretary of employment relations shall determine whether the board complied with subd. 1. in establishing the job categories and pay ranges.~~
 - d. ~~Submit a request for any change in the job categories or the pay ranges established under subd. 2. a. and b. to the secretary of employment relations for review and approval. In reviewing a request for such a change, the secretary of employment relations shall determine whether the requested change requires the board to comply with subd. 1. The secretary of employment relations shall annually report to the joint committee on employment relation regarding any approved changes in the job categories or pay ranges.~~