

**PERSONNEL POLICIES AND PROCEDURES  
COMMITTEE (PPPC) BALLOT**  
(Terms Expire 6/30/2000)

Please Vote for Three Candidates

<u>NAME</u>	<u>DIST</u>	<u>COLL/SCH/DIV</u>
___ Charles Canver	221	HS/MED
___ Carla Love	262	L&S
___ John Mather	413	CALS
___ Carol Mueller	476	LIBR
___ Susan Riseling	486	P&S
___ Kendra Tutsch	134	HS/MED
___ Linda Von Schneidemesser	169	L&S

**PLEASE BRING THIS COMPLETED BALLOT TO THE MAY 12th 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
Jeannie Hendricks	458	ENGR	6-30-99
Bob Holloway	451	L&S	6-30-98
Marcia Jezwinski	451	DOIT	6-30-99
Marsha Landretti	458	ENGR	6-30-98
Karen Schwarz	487	HS/MED	6-30-99
Ann Wallace (Ch.)	483	EDUC	6-30-98

**COMPENSATION AND ECONOMIC BENEFITS COMMITTEE (CEBC)  
CANDIDATE STATEMENTS**

**Ronnie Carda**

I am the coordinator of the Physical Education Elective Program, in the Department of Kinesiology and School of Education. I have been the alternate representative for district 267 for the past 4 years. As the coordinator of the elective program, I have been involved in governance at several levels. As chair of the PE Elective Advisory Committee, I help make policies for the elective program. I also contribute to governance discussions at faculty and executive committee meetings. I would be willing to serve on the Compensation and Economic Benefits Committee, but am unaware of the issues that this committee has been addressing.

**Larry Davis**

I am currently a Senior Student Services Coordinator at UW-Madison in the Division of University Housing, Department of Residence Life and have worked in the Division for nine years as an academic staff member. The responsibilities of my job include administration of Staff Recruitment and Selection, Leadership Development, and some Multi cultural programming for University Residence Halls. My prior experience includes three years as a member of the academic staff at UW-Whitewater.

Although I have no experience serving directly on any committees with governance responsibilities, I have been active in supporting the efforts of other staff members within the Division and campus-wide. Issues of equity, restructuring fringe benefit packages, and advocating for specific concerns that academic staff believes are important hold a very strong interest for me.

In addition to my job responsibilities and volunteer work for several organizations in the Madison community, I am President Elect of the Wisconsin College Personnel Association. I strive to maintain a positive record of working with other professionals around the state to strengthen our profession, and would welcome the opportunity to be more involved in working with other academic staff members in this arena. Thank you for your consideration!

**Nellie Laughlin**

I am an Associate Scientist at the Harlow Center for Biological Psychology which is a subdepartment of Psychology. I've been in various academic staff research positions in this subdepartment for 18 years.

I am currently a member of CEBC and would like to continue my service on this important committee. My years of experience as an academic staff member have made me knowledgeable and sensitive to the needs and experiences of academic staff. I am particularly interested in job security for academic staff and for providing opportunities for professional development and full participation in the University community. I serve on a subcommittee of the CEBC which addresses the former of these issues.

I am also an Academic Staff Assembly Representative for District 169. I am one of two academic staff members on the Academic Planning Council for L&S. I was a member of the Principal Investigator Committee from 1992-1995 and a member of the UW System Gender Equity / Pay Equity Category B Committee for 1991-1993. I attended the UW leadership Conference for Academic Staff in 1996. These experiences have given me knowledge about certain aspects of University operations and contribute to my effectiveness in dealing with issues as a CEBC member.

### **Dr. Stephen Snow**

I am a physician in the Department of Surgery and have been a contributing member of the University since 1982. In 1987, I was promoted to my current position as Co-Director of the Mohs Clinic. In 1995, I received a Masters of Business Administration here at the UW-Madison campus.

It is difficult to really understand our current fluctuating economic cycle. As a clinic supervisor, however, I have been on the front lines personally dealing with employee commitment, satisfaction and turnover. I believe that compensation and economic benefits form the cornerstone of personal and family security for all University staff. Equitable benefit packages that provide incentives for new employees, stability for experienced workers and indelible security for out retiring staff are necessary to foster loyalty and long term commitment. The University and staff have mutual dependencies and responsibilities that should be nurtured to ensure the continued stability and growth of the University and our local community.

### **Clay Vinje**

I have been with the University for a little over five years as an Administrative Program Specialist responsible for the Personnel function at the Physical Sciences Laboratory and Synchrotron Radiation Center. I served on the CEBC from 1993 through 1996 and am currently the alternate for District 454. Maintaining equitable compensation plans with the market continues to be a major issue facing academic staff. I would like to provide whatever assistance I can in correcting this problem.

**PERSONNEL POLICIES AND PROCEDURES COMMITTEE (PPPC)  
CANDIDATE STATEMENTS**

**Charles Canver**

I am a cardiothoracic surgeon and Associate Professor of Surgery within the Division of Cardiothoracic Surgery. I am also the Chief of Cardiothoracic Surgery at the William S. Middleton Memorial Veterans Hospital. In addition, I am the Director of the Heart Transplant Program and also the Co-Director of the Cardiopulmonary Transplant Program at the University of Wisconsin Hospital & Clinics. I have been in Wisconsin since 1993. I do have a fair amount of experience in serving on various national, regional and departmental committees. I am also actively involved in the affairs of the State Medical Society of Wisconsin and serve as the President of the Section of Cardiothoracic Surgery within the State Medical Society. I believe that I can bring some new ideas to the Personnel, Policies and Procedures Committee. I look forward to serving on this committee.

**Carla Love**

As a current member of the PPPC, I hope to be able to continue to participate in the committee's work in furthering the role of academic staff in shared governance, in safeguarding the rights granted to academic staff through ASPP, and in communicating to staff the ways in which ASPP enables them to enhance their careers at the university.

I am a Senior Lecturer in the German Department, where I have been teaching for 17 years and now coordinate the third-year language courses and help plan curriculum for the undergraduate language sequence. At present, I am the only representative of instructional academic staff on the PPPC and thus can bring the perspective of teaching staff--who make up 25% of all academic staff--into our discussions. This year the committee has been considering proposals that have been submitted for rescision of several chapters of ASPP, some of which involve changes relating to job security and layoff provisions, which could affect academic staff adversely. I am committed to ensuring that the protections provided through the revised ASPP are not eroded.

My other participation in academic staff governance includes being the Assembly Rep for District 262, a member of the 1995-96 L&S Gender and Race Equity Appeals Committee, and a current member of both the University's Career Paths Task Force and the Committee on Women in the University, where my work on the PPPC has made me more effective in representing academic staff interests. I would appreciate the opportunity to continue working on behalf of academic staff governance as a member of the PPPC.

## **Kendra D. Tutsch**

I have managed the Analytical Instrumentation Laboratory at the UW Comprehensive Cancer Center since 1983. My current job classification is the rather nebulous "Instrumentation Innovator"; I am basically an analytical chemist. I have worked and taught in the UW system for most of the last 30 years on a variety of positions from research specialist to lecturer. I recently was a recipient of an Academic Staff Excellence Award (Chancellor's Award for Excellence in Research). From experience I appreciate the importance of the academic staff having a strong voice in University governance through the Academic Staff Assembly (ASM) and its committees. The PPPC is very important as it continues to refine the *Academic Staff Policies and Procedures* document and to advise the ASA on personnel policies. As a Category B academic staff member with a position funded nearly entirely on soft money, I am well aware of the importance of issues relating to layoffs and job security during grant renewal periods and would bring this perspective to the committee's work. I feel that academic staff members have a right to be fully informed about all aspects relating to job security because often the human factor is not fully appreciated when layoffs are imminent. In my current position I must work closely with faculty and administrators as well as academic staff from many different areas, and I feel that I have the necessary communication skills to relate to all levels within the university community. The academic staff of the UW represents a pool of talent probably found very few places in the country, and I would like to work on ways to enhance the working environment for all academic staff.

## **Luanne von Schneidmesser**

I have been a member of the academic staff for 19 years, working in L&S for the Dictionary of American Regional English, currently as Senior Scientist. In this position, I am in charge of production and supervise several classified staff members. I have served on such diverse bodies as the MACC (=DoIT) Outreach Committee, the UW Preschool Laboratory Governing Committee, the American Dialect Society Executive Board, and am currently co-chair of a conference of the Dictionary Society of North America to be held here in May.

Through my supervision of classified staff members, I have learned a great deal about personnel policies as they apply to both classified and academic staff and have had contact with campus policies as they apply to both classified and academic staff and have had contact with campus personnel resources. I feel that academic staff members need to be better informed about personnel policies; they affect all of us daily. I would work to address this point. I believe that academic staff must make use of its opportunities of shared governance to the fullest while also making others at the university and Capitol ever more aware of the importance of our role within the university. This is not an easy task since academic staff are a very diverse group. While I would add an academic, non-administration voice to the committee, I would work to represent the interests of all academic staff members.

### **John Mather**

I am seeking re-election to the PPPC because the work done in this committee really makes a difference to all academic staff on our campus. I am a Research Program Manager II and have served in the Department of Horticulture since 1977. I am currently the manager of the new D.C. Smith Greenhouse. I have been either a rep or an alternate in the Academic Staff Assembly since the beginning. I currently serve on the Title Review Committee, Review Committee for Scholarly Misconduct, and serve as Acting Chair of the Academic Staff Appeals Committee (ASAC). I am also an Employee Assistance Volunteer. I am unique among the members of the PPPC because I am a Category A research staff. Research personnel are among the largest group of academic staff on campus but are often under represented in governance. I believe I bring this unique perspective to the committee. I am also a link between the PPPC and the ASAC, serving on both. I am proud to serve with my colleagues on the PPPC and proud of the work we have done. I hope you will return me to the committee and its important work.

### **Carol Mueller**

I am the Coordinator of Cataloging in the Central Technical Services Division (CTS) of the General Library System. Since July 1996 I have been the Acting Head of Area Studies Department on CTS as well. As a member of the academic staff since 1983, I have also held the position of Acting Head of MARC (Machine Readable Cataloging) Department, Head of MARC Department and CTS Coordinator of Training.

I look forward to further participation on the PPPC now that I have developed an understanding of the acronyms and issues both through serving as an Academic Staff Assembly representative for Memorial Library staff and through current PPPC membership. I can bring the perspectives of supervisors of academic staff as well as the librarians to PPPC. The documents drafted and reviewed in PPPC are important to academic staff. Who could benefit from knowing this? How will they find out? These are questions I will keep asking on your behalf.

### **Susan Riseling**

Since March of 1991, I have been the Police Chief for the University. Some of my responsibilities include preventions, coordination and response to major incidents and leading 104 staff. In my role as Chief, I have been involved with the development and application of University and Department policy. The Dane County Chiefs of Police Association selected me to Chair their Policy and Coordination Committee. I drafted the bylaws and policies of the National Association of Women Law Enforcement Executives. I also serve on the Recreational Sports Board, the Dean of Students Advisory Board and the Campus Women's Center Advisory Board.

Serving on the PPPC would enable me to bring greater emphasis to: shared governance, compensation and benefit items including job security issues, and making the university more "worker friendly" for academic staff.

I would bring to the committee a wide variety of personnel and policy practice and a commitment to improve the quality of the employment experience of the academic staff.

## PROFESSIONAL DEVELOPMENT AND RECOGNITION COMMITTEE (PDRC) CANDIDATE STATEMENTS

### **Barbara J. Arnold**

I am a Senior Academic Advisor, Admissions and Placement Advisor in the School of Library and Information Studies/College of Letters & Science. Give or take some partial years while I was working part time and for the Extension campus, I have been a member of the academic staff since 1975. (Admissions and Placement Advisor, 6/85-present; Specialist-Social Science Research 6/84-6/85, Specialist - Steenbock Memorial Library 8/75-9/78)

I have been a member of MASA since its inception. Liaison Committee Chair, 1977; and Project Investigator Committee 1988-89. I have had appointments in CALS, Extension, and L&S. As a member of the academic staff, I am aware of the breath and depth and variety of contributions made by academic staff on the UW-Madison campus to the teaching, research and outreach functions for the people of Wisconsin. I know how little the legislators and general public understand about the roles academic staff play on the system campuses.

I have very much enjoyed serving on the PDRC the past three years. It is a privilege working with the academic staff members from across the campus, learning from their applications for professional development grants, and helping to honor those outstanding members of our community through the award program. I would be pleased to serve another term.

### **Elizabeth Holden**

My current position with the university is as Senior Administrative Specialist of the Biotechnology Training Program, a cross-disciplinary graduate program. I have been an academic staff since 1989, and have been a member of the Academic Staff Assembly for much of that time. I have also served on the Professional Development and Recognition Committee since 1993, and either chairing or co-chairing the Professional Grants Subcommittee for three years. I also served for three years on the Committee for Graduate Training in Scientific Ethics as the only non-faculty member, and have recently joined the Ad Hoc Committee on New Employee Orientation. My involvement with the community includes serving on the Board of Directors for the Women's Transit Authority, singing in the Edgewood Community choir, and being an as-needed neighborhood organizer in South Madison.

My interest in continuing to serve on the Professional Development and Recognition Committee primarily focuses on the importance of continuing education as a means of professional advancement and improving job security.

### **Greg Iaccarino**

I am excited about being a candidate for the Professional Development and Recognition Committee (PDRC). Since August of 1996, I have served in the newly created position of Student Services Specialist in the Department of Bacteriology in CALS. Although I have a job description, I am always in "professional development mode," thinking of new ways to stretch my position. Specifically, I am the career services person, an academic advisor, Web page author of career resources and job listings, coordinator of student awards, a graduate/undergraduate student recruiter alumni liaison and timetable/enrollment manager. At times, some of my positions (campus information manager) are

similar to the Campus Assistance Center. Beyond my daily duties, I am an active member of the CALS Undergraduate Recruitment Committee and the UW-Madison Committee of Career Planning. I am also on the career services directorate of the American College Personnel Association, currently serving as editor of "CareerWatch," a national career development newsletter.

As a result of the above experiences, I will be able to successfully work with the committee in brainstorming, planning and implementing new projects and activities. My work experiences in admissions, financial aid, academic advising, and career services, international student services and residence life at previous institutions will enable me to educate employees about the importance of knowing about different careers. (I am particularly interested in the Academic staff Mentoring Program, given my background.) If elected, one of my ideas would be to propose having orientation socials for new employees at the university. I also would be interested in identifying untapped funding resources for professional development. In sum, I am eager to become a productive team-member of the Professional Development and Recognition Committee.

### **Roger Maclean**

I am currently the Director of Outreach for the School of Education. I have been a member of the academic staff since September, 1996; prior to that I was the Continuing and Distance Education Coordinator for the College of the Liberal Arts at Penn State.

I was involved with various professional development committees during my tenure at Penn State and consider this to be an essential function in which all academic staff should have the opportunity to participate. We, as a university, package, develop, and sell education but we also need to be consumers of education and training in order to stay current with our skills. Those individuals who do excellent jobs should be recognized for their efforts and professional development is one way to reward that success.

I would hope to bring a different perspective to the committee and expand my knowledge of the university. Because of my position, I recognize the importance of lifelong learning and would hope that both my professional interests in this area would be of value to the committee.

**Nancy Owens** (no statement)

### **Tori C.A. Richardson**

I am currently the Assistant Director of Academic Affairs in the Office of International Studies and Programs where I have worked since September 1996. Prior to that, I was an advisor in Cross-College Advising Service. I have been a member of the academic staff since 1994. During my graduate students years from 1986-92, I worked at the Memorial Library in a couple of different positions.

My major interests lie in developing mechanisms to recognize, promote, and reward the many contributions the academic staff make to the university. I truly believe that lifelong learning and education is an aspect of academic staff life that needs to be improved on a regular basis. It is through this professional development that we obtain the skills necessary to perform better in our jobs and contribute to the university community in general. I wish to work with the PDRC and help the organization move into the 21st century.



Mary Ringelstetter (no statement)

**Wu, Xiangqian**

I have been an Associate Researcher with the Space Science and Engineering Center since June 1993. I am interested in general issues facing all academic staff, but I would also pay particular attention to the professional development and recognition for academic staff who perform or assist scientific research. An example could be the training on effective presentation of research results (oral presentation skills or the use of proper software). Another example could be the recognition of those academic staff who made significant contributions to a research project but not necessarily in the capacity of Principal Investigator. If elected, I am looking forward to listening to the needs of the academic staff and find the best way to serve those needs through the Professional Development and Recognition Committee.

## DISTRICTING AND REPRESENTATION COMMITTEE (DRC) CANDIDATE STATEMENTS

### **Brian Deith**

I am currently an Information Processing Consultant in the School of Journalism and Mass Communication. I have been an academic staff member since 1990 when I was hired as an Associate Information Processing Consultant.

I am a charter member of Tech Partners, and have served on the steering committee since the summer of 1996. I've given presentations to tech partners, MadACM (Madison Chapter of the Association of Computing Machinery) and WILS world (the annual conference of Wisconsin Interlibrary Services)

I have also served as network manager for Vilas Hall for the last few years. I have recently been working with Shiela Reaves on helping to bring computing technology to Native Americans in the northern part of the state.

In all of my endeavors, I've concentrated on using computers in an effective way, and with as small a cost as is practical. I understand that the committee uses computing resources to district most of the staff, and I hope to bring my expertise to bear on the task. I believe that the existing technology can be extended further, perhaps allowing online modification of information via the World Wide Web.

### **Gloria Holz**

I have worked as a law librarian at the University of Wisconsin-Madison Law Library for 28 years. Currently, I am in charge of the UW-Madison Law Library's outreach document delivery services called OUTLAW. In addition, I am in charge of the Law Library's interlibrary loan and photocopy services, and I am the supervisor for the law Library Media Services Department.

I am a member of the Law Librarians' Association of Wisconsin currently serving as Chair of the Membership Committee for that association which is chapter of the American Association of Law Libraries. I am also a member of the Wisconsin Library Association, currently serving on its Library Development and Legislation Committee.

On the campus, I have worked with other librarians particularly closely in developing policies for circulation and interlibrary services at various times; for example, when the Circulation Review Group was set up for developing the automated circulation system which is now used campus-wide.

Although most of my previous campus and off-campus involvement has been with other librarians, if elected, I would work at enabling all academic staff as a group to become an even more respected and vital force than it already is on this campus.

### **John G. Paine**

I am the Associate Director for the Division of Recreational Sports and have been a member of the academic staff for more than 17 years. Within the Division I have been involved in policy and procedural development and implementation with respect to facilities and programs that serve a diversified campus recreational sports community.

Most recently as a Representative to the Academic Staff Assembly, Member, School of Education Facilities Committee, Consultant, Recreational Sports Board, and Member, University ADA Task Force, I have gained an insight into shared governance and what is involved in providing direction and motivation to a diversified group of individuals who seek solutions to challenges, concerns and problems that face us all. I believe, coupled with these experiences and a sincere desire to serve my colleagues throughout campus as a committee member, through the Districting and Representation Committee we will make further strides in this area.

## **Mark Werner**

I am an Instrumentation Innovator - Research (i.e. Electrical Engineer) with the Space Sciences & Engineering Center. I have been an Academic Staff member since 1975. I have served on the Academic Assembly as either a representative or as an alternate since its inception. I have also served on the Ad Hoc Redistricting Committee and the Ad Hoc Representation Activities Committee.

I am running for re-election to the committee so I can continue working with the other committee members to improve the automation of the districting process. I have made great progress in this area over the last few years, but I feel I have not quite achieved my final goal of automatic districting of the Academic Staff using data base procedures.

I believe that my experience as an Academic Staff member, an active participant in Academic Staff governance for many years and my technological skills can help the Districting and Representation Committee continue performing its monthly tasks and to improve the districting process.

## **Bambi Wilson**

I have been an academic staff member for 25 years, having served in a variety of research positions in three departments before coming to my present position. I have been involved in teaching and management as Biochemistry Teaching Lab Manager since 1983. My undergraduate (U. Of Texas, Austin) and graduate (U. Of Massachusetts, Amherst) degrees are in microbiology.

I have been involved in academic staff governance for many years. I have represented District 66/402 in the Assembly since its inception. I helped lead the effort to create the Professional Development & Recognition Committee and then represented the biological/medical sciences on that body for two terms. In that capacity, I drafted the original guidelines to applicants for PD awards, "co-developed" the criteria and original selection process for the award to recognize staff who work at the Specialist level of research. As the first chair of the Biochemistry Dept. Academic Staff, I helped lead the effort to develop (with the faculty) a performance evaluation process and instrument for our dept. Academic staff. As a co-founder of the Life Sciences Caucus (reps and alternates from about 10 life sciences districts in early 1990's) I "co-led" the effort to work with staff from libraries and student services to develop and have included in the Position Questionnaire (Gender Equity study) questions which related to the work of those who do research, teaching and public/student services.

As a member of the original Ad Hoc Districting Committee in the late 1980's, I helped develop and carry out the process of designing our districting system. After the Assembly approved the districting principles, I was one of the two people who applied them to create the specific 80-odd districts. Because of this detailed knowledge of the districts and system, I spent my first year as a member of the standing Districting & Representation Committee straightening out districts where there were errors. More recently, I have taken an active role in (a) developing the new numbering system, (b) developing ongoing processes for accomplishing regular district updates, and (c) recommending individual district splits/mergers, etc. We have begun creating technical documentation needed for ongoing committee work and potentially training new members of the DRC. It would be helpful if my knowledge of these issues could be continued for another term so that these projects might be completed.

## NOMINATING COMMITTEE (NC) CANDIDATE STATEMENTS

### **Karen Carlson**

I have been a Clinical Instructor in the Department of Communicative Disorders (L&S) for 23 years. Issues involving academic staff have been of concern to me for nearly all my years here. I have served in the Assembly, ASEC, and MASA, as well as UFAS (United Faculty and Academic Staff) and WUU (Wisconsin University Union). We have all observed that through long and dedicated service, our active colleagues have achieved a remarkable level of credibility for the academic staff's participation in shared governance. Likewise, the development of the academic staff personnel policies and documents is also testimony to how far we've come. Yet, because of UFAS and WUU, I have been involved with grievances that bear witness to the often inequitable treatment of academic staff. The job of the Nomination Committee is to generate slates that are representative of a broad spectrum of academic staff and I'm sure any of us you elect will do this job well. My particular contribution will be to ensure that appropriate committee slates and appointment lists will contain the names of those who have the experience and insight to know that job equity and job security are still critical issues for academic staff.

### **Susan Colorado**

I believe that the role of the Standing Committee for Nominations is of great importance to the overall function of the university. I have been employed at the Interim Multicultural Center as Assistant Director for two years. Although, I am a fairly new staff member, my commitment and work with various committees and programs is rich. Some examples of my involvement include my membership in the Multicultural Retention and Recruitment Committee, Interim Multicultural Advisory Board, Campus Women Center Advisory Board, College of L&S Multicultural Academic Programs and Services Committee and Chair of Latino/a Academic Staff Association. I have also been involved in search and screen committees and have taken the opportunity to expand and meet an array of individuals who have provided me a wealth of knowledge.

I am particularly interested in increasing the interest of staff of color regarding university governance. I am looking forward to participating fully, learning together with other committee members and actively fulfilling the responsibilities put forth by the committee. Please call or e-mail me if you have any questions or concerns #265-2873, e-mail [scolorado@facstaff.wisc.edu](mailto:scolorado@facstaff.wisc.edu). Thank you for your consideration.

### **Colleen McCabe**

As a Sr. Administrative Program Specialist with DoIT, I am manager of the Publishing group, doing writing, graphic design, and web sites. I have been at MACC/DoIT since 1984. No stranger to this campus, I was born and raised in Madison and graduated from the UW with a degree in Political Science.

I have served on ASEC, and as President of the Madison Academic Staff Association (MASA). I am the Academic Staff representative on the Fraternity/Sorority Liaison Commission, and recently finished a term on the Board of Governors for the Fraternity Buyers Cooperative.

Currently, I am a member of the Academic Staff Appeals Committee, operating under the guidelines of the Academic Staff Personnel Policies and Procedures Committee. I am concerned that there are many of the same people recycling among the key academic staff governance positions. I believe more staff should be involved and that all colleges and schools should be represented.

## **Robert Morse**

I am a senior scientist in the physics department, and have been an academic staff member for 20 years. I am a member of the Academic Staff Assembly (district 156). I have served as a representative and an alternate since 1994.

I am currently involved with a physics department self-study which is looking at ways of enhancing the contribution and recognition of academic staff members with regard to their own professional development, their professional recognition and contribution within their departments, and recognition of their contribution to the overall mission of the university.

I am also serving on the university's Principal Investigator Committee. While serving on that committee, I continued to work for rule changes which allowed academic staff members to take part in the research capital exercise. This effort was successful and became effective in 1996.

For years, I have concentrated on issues such as job security, fair compensation, and professional recognition for academic staff. During my 20 years at the UW, I have worked with many highly qualified academic staff personnel, and would continue to actively seek out interested and qualified individuals to meet our committee responsibilities.

## **Tom Murray**

I have been a member of the UW-Madison academic staff since 1967 and director of Wendt Engineering Library since 1988. Before that, I was director of the Engineering Publications Office; director of public information project on energy supply and use; co-author of a book on climate change; and a staff member in the Graduate School's University-Industry Research Program.

We have a strong academic staff with a wide range of skills and knowledge. I would like to help find the best staff candidates, whether they are known for previous committee work or not, for each committee vacancy. In this process I would like to emphasize clear communication to each potential candidate about the work and importance of that committee. Good academic staff representation strengthens both the university and the role of academic staff.

## **Char Tortorice**

Shared governance at UW-Madison relies heavily on its committee structure and a committee can only be effective if its membership is carefully chosen to capitalize on each member's expertise and interests. I have been an academic staff member for 20 years and have been active in governance and pre-governance activities the entire time. The single most rewarding part of being active on this campus is getting to know an incredible array of people.

Having previously served on the Nominating Committee, both as a member and as chair, I know how critical it is to have a committee that is very broadly based with a myriad of contacts. Matching committee roles with appropriate nominations takes time, effort, and care. I welcome the opportunity to be part of the process that makes shared governance work.