

**COMPENSATION AND ECONOMIC
BENEFITS COMMITTEE (CEBC) BALLOT**
(Terms Expire 6/30/2002)

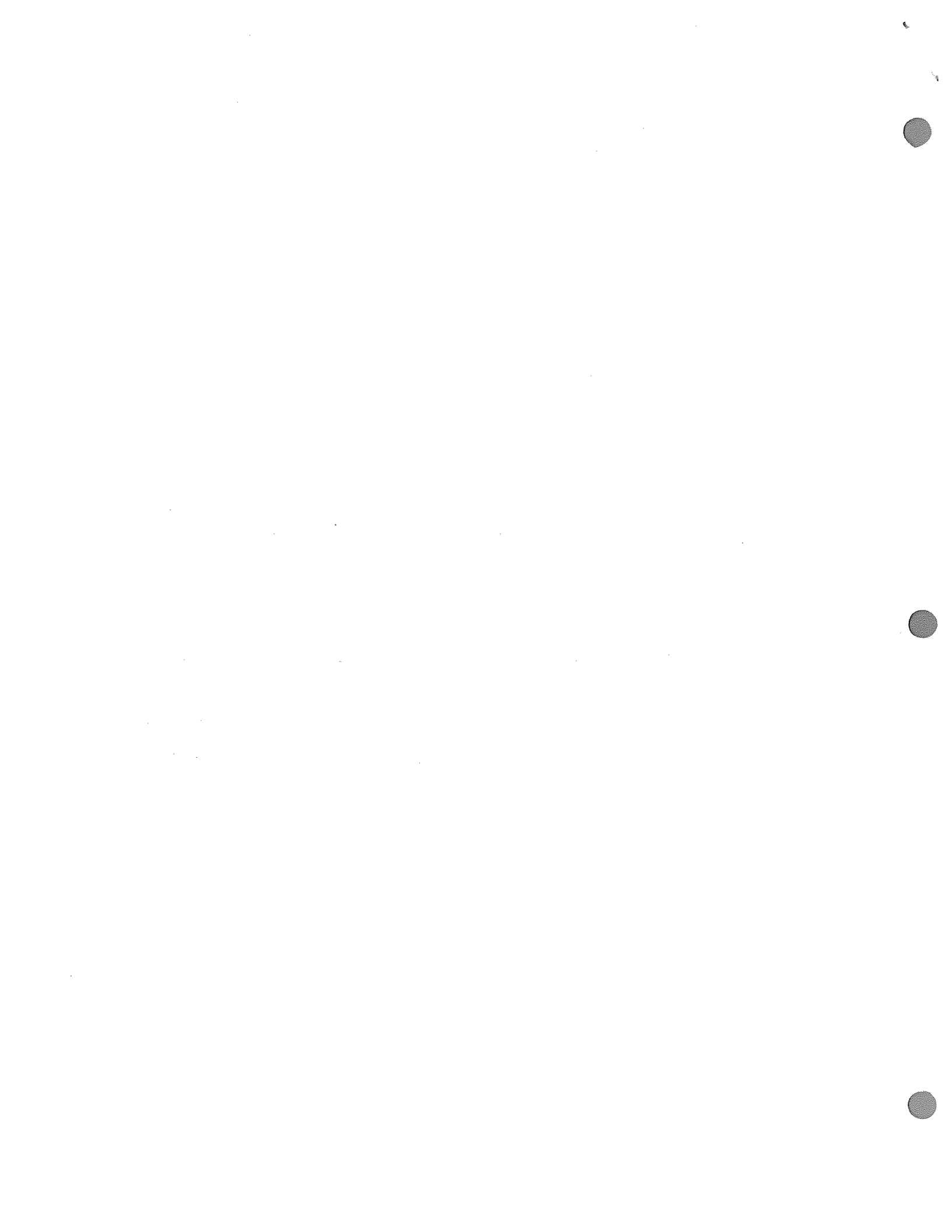
Please Vote for **Three** Candidates

<u>NAME</u>	<u>DIST</u>	<u>COLL/SCH/DIV</u>
___ JoAnn Carr	169	LIBR
___ Janice Czyscon	494	ENGR
___ Walt Hopkins	120	MED
___ William Kelly	486	BUS

PLEASE BRING THIS COMPLETED BALLOT TO THE APRIL 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 CEBC MEMBERS

NAME	DIST	COLL/SCH/DIV	TERM ENDS
Ron Carda	267	EDUC	6-30-01
Allan Cohen	484	EDUC	6-30-00
Larry Davis	499	HOUS	6-30-00
Reggie Gauger	483	CONT STUD	6-30-01
Nellie Laughlin	169	L&S	6-30-00
Robert Paulos	459	GRAD	6-30-01



Compensation and Benefits Committee (CEBC)

Jo Ann Carr

I am the director for the Center for Instructional Materials and Computing in the School of Education. I have been a member of the academic staff since 1974.

I am currently chair of the Area Review Committee for Administrative Services/Student Services/Library as well as a member of the Ad Hoc Committee on Academic Staff Longer-Term Appointments. I am also active in committees within the School of Education, the campus libraries and in state and national organizations.

My experience on these committees and as the director of a unit which employs librarians and specialists in computer services has helped me become acutely aware of the impact that the cultures of the market, the department and the profession have on compensation issues. As a member of the CEBC, I would match this awareness with an ability to find common ground on contentious issues.

Janice Czyscon

I am a senior editor (Category A Academic Staff) for the Department of Engineering Professional Development, College of Engineering, where I've worked since 1984.

I was an Academic Staff Assembly representative from 1989 to 1995, and I have been an alternate representative since 1996. I've served on the CEBC since November 1992. I was CEBC co-chair for three years, and I am now serving my fourth year as secretary. Since 1997 I've enhanced and maintained the CEBC Web site.

During my terms on the CEBC, I helped (1) develop campus guidelines for performance reviews, (2) develop plans to implement the Gender and Race Equity Remedy for Category A & B Academic Staff, (3) review bills before the Wisconsin Legislature related to retirement and insurance and draft position papers on them, and (4) monitor the budget process to ensure fair compensation for academic staff.

I want to continue to work through the CEBC to improve our salaries and benefits.

Walt Hopkins

I am a Senior Research Scientist in the Department of Surgery and the Assembly representative for District 120. I have been a member of the CEBC for several years and currently chair of the committee. I am also the UW-Madison representative to the UW System Compensation Committee.

I believe that my previous experience on the CEBC and now the System Compensation Committee, provides an important background for continued work on compensation issues. I would also like to remain on the CEBC to maintain continuity in our projects and utilize my experience on the committee to work effectively on new topics that are brought to us.

William Kelly

I am Director of the Center for Credit Union Research in the School of Business, a position I have held since July 1996. Before this I worked at CUNA and Affiliates for eight years. For two of those years I served on the management bargaining team for union negotiations. During those two years, at the initiative of the union, we received training in "interest based bargaining," and jointly decided to conduct negotiations within that framework. In the subsequent two one-year contract negotiations, we moved from a situation with a high level of tension to one of cooperation, and we ended up with contracts that exceeded the original expectations of both sides. Before working at CUNA, I served on the faculties of several other universities, where I served on department committees for recruiting and curriculum; on college committees for the dean's advisory group and as liaison to the college of education; and at the university level on the library committee.

My background is in economics and finance, and I have a special interest in the benefits package for academic staff, especially retirement and medical benefits.

My style is to work in a collegial fashion to bring about a well-informed consensus that represents the interests of all parties involved. My technical training and experience has developed analytical skills that can cut through complex situations to get to the heart of an issue.