

**PERSONNEL POLICIES AND PROCEDURES  
COMMITTEE (PPPC) BALLOT**  
(Terms Expire 6/30/2004)

Please Vote for **Three** Candidates

	<u>NAME</u>	<u>DIST</u>	<u>COLL/SCH/DIV</u>
___	William Clifton	352	ENGR
___	Sandra Guthrie	485	LIBR
___	Rebecca Ryan	498	L&S
___	Thomas Wright	311	CALS
___	Ann Wallace	483	EDUC

PLEASE BRING THIS COMPLETED BALLOT TO THE MAY 14th 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	458	ENGR	6-30-02
Marcia Jezewski	451	DoIT	6-30-02
Carla Love	262	L&S	6-30-03
John Mather	413	CALS	6-30-03
Kendra Tutsch	134	MED	6-30-03

## **WILLIAM CLIFTON**

*Ph.D., Associate Researcher, Learning through Evaluation, Adaptation & Dissemination (LEAD) Center*  
I would consider serving on the Personnel Policies and Procedures Committee not only an important academic staff duty but a pleasure. I believe it a responsibility to bring the multiple voices and experiences of all university community members touched by the work of this committee. I would stress this awareness and inclusiveness in all duties and decisions, and in dissemination of committee information.

I know UW-Madison from multiple vantage points: as an undergraduate student ('84), graduate student ('98), in various teaching positions (English Dept. ESL Program and in C&I Dept., Ed. Comm. and Technology), student service positions (International Student Services, Campus Assistance Ctr., Orientation), media production positions (Wisconsin Public Television and the Instructional Media and Development Ctr.), committees (DOS, SPA), and volunteer work surrounding the issue of representation and diversity in the university community. Just prior to my current position, I was Assistant Director for Information Development, Rutgers University. I work at the LEAD Center as an educational/research evaluator on uses of technology, and I volunteer as a program facilitator on issues of representation and diversity.

## **SANDRA GUTHRIE**

I have been an employee on this campus for 25 years, the last eight as an academic staff member with the General Library System. My early career was as a microbiologist, but 12 years ago I saw the light and moved into the field of human resources. I have had a wide range of personnel management experience on campus in both classified and academic circles. I have been active in campus activities including equity and diversity committee work, staff development presentations, and an academic mentor volunteer. The libraries hold a special place on this campus, reaching out to all schools and colleges. Working for the libraries has been and continues to be a wonderful experience for me. I believe I could bring that experience and perspective to this academic staff committee work. I hope to have that opportunity. Thank you.

## **REBECCA RYAN**

As former president of the Student Personnel Association (SPA), and an Academic Advisor with the Cross-College Advising Service (CCAS), I have a strong interest in serving on the Personnel Policies and Procedures Committee. I arrived on campus nearly six years ago with the creation of CCAS. As one of nine original members of CCAS, I had the exciting opportunity to build an office from the "ground up." It has been an incredible learning experience that has included ordering phones, furniture and computers to establishing office procedures and policies. Since my early days on campus, I have branched out into other areas, most notably with SPA. I am also the membership coordinator and newsletter editor of that organization. I am a high-energy, creative and dedicated person and am eager to utilize my strong analytical and communication skills in an area I find intriguing.

In my current position, I have had the opportunity to experience a great deal of change and staff turnover (9 advisors, 2 directors, and classified staff have left their positions with CCAS). Needless to say, I have a personal interest in job security, staff retention, and related issues. In addition, by means of my current position, I have been able to make numerous connections with individuals in all schools, colleges, and a variety of units. I am interested in the development, interpretation and implementation of campus policies and am confident I can contribute a fresh perspective. Sincere thanks for your consideration.

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## THOMAS WRIGHT

Researcher, College of Agricultural & Life Sciences

Indefinite Status (1997), Superintendent, West Madison Agricultural Research Station

24+ years as academic staff member, 19+ years with the Agricultural Research Stations, and 5 years with the Department of Soil Science July 1997 to present - Member of Academic Staff Area Review Committee - Physical Sciences & Engineering 1999 to present - Member of the CALS Academic Staff Issues Committee - Serve or have served on the Performance Evaluation, Academic Staff Awards Development (chair), Academic Staff Awards Selection (CALS), and Academic Staff Professional Development Sub-Committees. Served on the committee that developed our Department's Academic Staff Evaluation Procedures and have also served on the Department's Executive and Salary & Promotions Committees.

Recently I have become very involved in academic staff issues and feel that I have a tremendous amount of background and experience of which to contribute. The academic staff at the University of Wisconsin-Madison plays a very important role in the success of this university and it is also very important that they have involvement in their future. With my background, I would feel very comfortable serving on the Personnel Policies and Procedures Committee and would look forward to serving the academic staff in any way possible.

## ANN WALLACE

I am seeking reelection to the Personnel Policies and Procedures Committee because I would like to continue my active participation in the hard work that has gained the PPPC a positive reputation among many ASEC and Assembly members. I have been a member of the PPPC since its beginning and its chair from 1988-92 and 1994 to the present. During my most recent term, we revised Chapters 1-10 and 12 of Academic Staff Policies and Procedures (ASPP) and prepared and sent to all academic staff a flyer explaining ASPP. We continue to monitor academic staff job security on campus and have shared the results of our analysis with school/college/division Committees on Academic Staff Issues. In addition, we have the ongoing responsibility to review ASPP and recommend revisions to the Assembly.

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 PPPC, and my committee work complements my position. I serve on the School's Committee on Academic Staff Issues, the Equity and Diversity Committee and its access and accommodation subcommittee for persons with disabilities, the campus Equity and Diversity Resource Center Advisory Committee, and the Academic Staff Mentoring Program Advisory Committee. 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.

